

## EQUALITY IMPACT ASSESSMENT

**Department:** Communities – Planning and Place – Community Planning

What is the proposed budget saving? (Use same wording as in RB7).

CP&P-S-11 Workforce Planning

### Screening Process

Does the proposed saving involve or have consequences for the people the council serves or employs?

Yes  No

**If yes, proceed to Step 1 of the Full Equality Impact Assessment on page 2.**

If No, please state why not.

This is a usual approach to savings which does not have an equality impact

**If no, the budget saving is not relevant and no further action is required.**

**Impact Assessment Carried Out By:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Please forward to Doreen Phillips ([PhillipsD@angus.gov.uk](mailto:PhillipsD@angus.gov.uk))

# EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

## Step 1

What data/research is available to assess the likely impact of the proposed saving?

## Step 2

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

- |                                |                          |       |
|--------------------------------|--------------------------|-------|
| Age                            | <input type="checkbox"/> | _____ |
| Disability                     | <input type="checkbox"/> | _____ |
| Gender                         | <input type="checkbox"/> | _____ |
| Gender Re-assignment           | <input type="checkbox"/> | _____ |
| Pregnancy/maternity            | <input type="checkbox"/> | _____ |
| Marriage and civil Partnership | <input type="checkbox"/> | _____ |
| Race                           | <input type="checkbox"/> | _____ |
| Religion and belief            | <input type="checkbox"/> | _____ |
| Sexual orientation             | <input type="checkbox"/> | _____ |

## Step 3

Is there evidence to suggest that any part of the proposed saving could unlawfully discriminate against people?

Yes  No

If Yes, please give details.

## Step 4

Can the proposed saving be seen to favour one section of the community?

Yes  No

or deny opportunities to another?

Yes  No

If Yes, please give details.

**Step 5**

Does the proposed saving advance equality?

Yes  No

Or restrict equality?

Yes  No

If Yes, please give details.

**Step 6**

Based on the work you have done, rate the level of impact for any of the equality groups of the proposed saving.

High  Medium  Low  Unknown

**Step 7**

If during **Steps 2 - 5** there has been an adverse impact identified, consider if any adverse impact can be justified.

Yes  No

Please give details.

**Impact Assessment Carried Out By:** Vivien Smith \_\_\_\_\_

**Date:** 25/09/2013 \_\_\_\_\_

Please forward to Doreen Phillips ([PhillipsD@angus.gov.uk](mailto:PhillipsD@angus.gov.uk))