

EQUALITY IMPACT ASSESSMENT

Project Ref: EC013 – Review of Overtime/Additional Hours – Angus Council staff only

What is the proposed budget saving? (Use same wording as Change Programme template).

Projected savings of £30,000 in 2018/19 as a result of analysing current practice and implementing new approaches which reflect a sustainable organisation with resources carefully planned without the need for overtime working and additional hours – unless there are truly exceptional circumstances.

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.

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

Impact Assessment Carried Out By: Pauline Sinclair

Date: 12 January 2018

Please forward to Catriona Ferrier (ferrierc@angus.gov.uk)

EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

Step 1

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

The expectation is that there will be no negative impact on service provision, the impact is a potential reduction in earnings for some employees as a result of changes to resource allocation and current working practices.

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 _____
- Disability _____
- Gender Dependant on split of staff in review of cohort
- Gender Re-assignment _____
- Pregnancy/maternity _____
- Marriage and civil Partnership _____
- Race _____
- Religion and belief _____
- Sexual orientation _____

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.

Budget pressures require services to be provided in an efficient, cost effective and sustainable manner. Reviewing current work practices and ensuring that resources are allocated appropriately will help address these pressures.

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