

EQUALITY IMPACT ASSESSMENT

Project Ref: PE007 ODZBB – Organisational Design/Zero Based Budgeting

What is the proposed budget saving? (Scope of Project from Change Programme).

£2.4m in 2019/20

A further EIA will be undertaken as this project develops

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: _____

Date: _____

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?

Information from the OD/ZBB sessions. Individual EIAs will be required for each Option appraisal arising from the OD/ZBB sessions with each service area.

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 _____

Gender Re-assignment _____

Pregnancy/maternity _____

Marriage and civil Partnership _____

Race _____

Religion and belief _____

Sexual orientation _____

Not known at this stage

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.

Not known at this stage

Step 5

Does the proposed saving advance equality?

Yes No

Or restrict equality?

Yes No

If Yes, please give details.

Not known at this stage

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.

Not known at this stage

Impact Assessment Carried Out By: Sharon Faulkner

Date: 15 January 2019

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