

## EQUALITY IMPACT ASSESSMENT

**Project Ref: PE-SC-005 Tayside Contracts – Contractual Arrangements**

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

It is proposed that a net saving of £200,000 is delivered in 2020/21, a further £600,000 saving in 2012/22 and a further £800,000 saving through the commissioning of services from Tayside Contracts (TC). At present the Council spends approximately £18M gross per annum on TC services the above saving equates to a 10% reduction over the next three years.

An initial workshop was held in December 2019 and timescales require to be determined but it is not anticipated that this work will take longer than 12 calendar months.

The delivery of the efficiencies will developed in conjunction with Tayside Contracts. Proposals in this regard will be submitted to Councillors for consideration and will outline the impacts on any groups with protected characteristics. No policy or service change will be implemented prior to members considering and approving such changes.

### Screening Process

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

If yes, proceed to step 1 of the Full Equality Impact Assessment below.

## EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

### Step 1

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

Historical data on commissioned services delivered by TC. TC data on their workforce, employee terms and conditions, service specifications and quality standards.

The delivery of the saving will be developed in partnership with senior officers of TC, Dundee City Council and Perth and Kinross Council. The resulting detailed proposals will be subject to scrutiny by the TC Joint Committee.

### 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 state below each category that applies and give details alongside. **No**

### Step 3

Is there evidence to suggest that any part of the proposed saving could unlawfully discriminate against people? **No**

### Step 4

Can the proposed saving be seen to favour one section of the community or deny opportunities to another? **No**

### Step 5

Does the proposed saving advance equality? **No**

Or restrict equality? **No**

### Step 6

Based on the work you have done, please state the level of impact for any of the equality groups of the proposed saving in terms of high, medium, low, unknown.

**Unknown.**

Proposals in this regard will be submitted to Councillors for consideration and will outline the impacts on any groups with protected characteristics. No policy or service change will be implemented prior to members considering and approving such changes.

**Step 7**

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

**Impact Assessment Carried Out By:** Mark Armstrong, Depute Chief Executive

**Date:** 22 January 2020