

EQUALITY IMPACT ASSESSMENT

Project Ref: BU-BE-006 Review of Membership/Subscriptions of Organisations

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

It is proposed to deliver a saving during 2020/21 by reviewing existing arrangement for subscription, professional and organisational memberships for all staff within the Council's employment. This is a further phase following the centralisation of training budgets and administrative arrangements.

It will also enable the Council to develop a policy document for staff to ensure consistency across all services. A review of the EIA will be undertaken once this stage of work completed.

This work will be undertaken is the first quarter of the 2020-21 financial year.

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?

Initial work has been carried out to look at current practice within the Council. Budgets have been analyses but further work will be required in this area as the project develops.

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? **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 until project/policy fully developed.

Step 7

If during **Steps 2 - 5** there has been an adverse impact identified, consider if any adverse impact can be justified. **Not available at this time.**

Impact Assessment Carried Out By: Alison Smith, Service Leader – Strategic Policy and Economy

Date: 31 January 2020