

EQUALITY IMPACT ASSESSMENT

Project Ref: BU-ODZ-001 Organisational Design – Service Reviews/Staff Slippage

What is the proposed budget saving?

To review all areas of service not subject to review in the last 3 years with a focus on those staff groups not covered by the manager's review or business support review

At this point in time (January 2020) the scope of the reviews and the areas of service to be covered has still to be determined. A separate full EIA will be prepared for each service review and the proposals arising from them which 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.

It is anticipated that this work will be fully completed by February 2021 and will be undertaken in line with the Council's workforce change policy.

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?

In the absence of a detailed list of service reviews and the scope of each review it is not possible to assess this at present. A separate full EIA will be prepared for each service review and the proposals arising from them.

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.

In the absence of a detailed list of service reviews and the scope of each review it is not possible to assess this at present. A separate full EIA will be prepared for each service review and the proposals arising from them.

Step 3

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

In the absence of a detailed list of service reviews and the scope of each review it is not possible to assess this at present. A separate full EIA will be prepared for each service review and the proposals arising from them.

Step 4

Can the proposed saving be seen to favour one section of the community or deny opportunities to another?

In the absence of a detailed list of service reviews and the scope of each review it is not possible to assess this at present. A separate full EIA will be prepared for each service review and the proposals arising from them.

Step 5

Does the proposed saving advance equality? **Unknown, at this point in project.**

Or restrict equality? **Unknown, at this point in project.**

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.

In the absence of a detailed list of service reviews and the scope of each review it is not possible to assess this at present. A separate full EIA will be prepared for each service review and the proposals arising from them which 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. Not available at this time.

Impact Assessment Carried Out By: Ian Lorimer, Director of Finance

Date: 31 January 2020