

## EQUALITY IMPACT ASSESSMENT

**Project Ref: BU - MBA – 001 Agile Estate Review**

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

To create a sustainable property estate, improve service delivery and improve our organisational effectiveness through the successful adoption of agile working practices and workplace design.

The initial stages of the project commenced in 2015 and is now in final stages of establishment of locality hubs across Angus. It is anticipated that these will be completed by December 2020.

Current Agile working practices for Council employees, already take account of specific requirements and reasonable adjustments.

### **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?

Full details are encompassed in the Project Initiation Document.

### **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.

**None**

### **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.

**Low**

### **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:** *Gavin Balfour, Service Leader Assets*

**Date:** *07/02/2020*