

## EQUALITY IMPACT ASSESSMENT

### Project Ref: BU-SR 001– Governance review

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

This budget saving relates to proposals for the ongoing delivery of the council's governance function. The post-holder of the position of Manager (Governance, Risk & Scrutiny) retired from Council service on 31 December 2019. The post was established as part of the Manager's Review in 2017/18. The plan is to subsume the duties of the post within the Quality, Improvement & Performance, Internal Audit and Risk, Resilience & Safety teams. Revenue budget provision amounts to £41k per annum and the full value of this saving will be delivered in 2020/21 as a result of implementing this proposal.

It is not a statutory requirement to have specific post within the Council to undertake this work.

### Screening Process

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

## EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

### Step 1

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

Detailed risk assessment carried out to establish appropriate split of original scope of duties across a number of services as described above. With three teams being involved this negates the impact on any individual.

### 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.

**No impact.**

### 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:** *Gordon Cargill, Service Leader (Governance & Change)*

**Date:** *16 January 2020*