

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

Child Poverty Local Action Report

Lead Department/Service

Strategic Policy and Economy

What is the aim of the proposal?

Our vision is: Angus is a great place to live, work and visit. Our plan to deliver this vision was detailed in our Child Poverty Action Report 2018/19 which was approved and published last year. Our updated plan, (attached), acknowledged reducing budgets coupled with an increasing demand for services, and outlined work planned for the coming year. In light of the COVID-19 pandemic we have looked again at our activities to best support our people and our communities in Angus.

Reducing Child Poverty is a priority of the Angus Community Planning Partnership and is also a theme that is considered within the Council Plan priorities:-

1. Angus to be a go-to place for businesses
2. To maximize inclusion and reduce inequalities
3. Our communities to be strong, resilient and led by citizens
4. Angus Council to be efficient and effective

Is this a new or a review of an existing policy, procedure, function or report?

Review of existing plan

Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **If yes, go to 1 a. If no, go to 1 b.**

1 a. Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

1 b. Does the proposal involve or have consequences for the people the council serves or employs? **If yes, go to 2. If no, go to 1 c.**

1 c. Please state why not

The proposal is not relevant and no further action is required. Sign and date below at 3.

2. Is the proposal relevant to one or more of the protected characteristics? **If yes, go to 2 a. If no, go to 2 b.**

2 a. Proceed to Step 1 of the Full Equality Impact Assessment on page 2.

2 b. Please state why not

The proposal not relevant and no further action is required. Add your name, position and date below at 3.

3. Name: Mark Armstrong

Position: Depute Chief Executive **Date: 05/10/2020**

FULL EQUALITY IMPACT ASSESSMENT

Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

Yes – The Local Child Poverty Action Report is a statutory requirement linked to the Child Poverty Act 2017

Step 2

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

The Child Poverty Action Report is underpinned by local information, this has been supplemented by recent data on the COVID-19 pandemic. Throughout the plan there are details of investment, statistics and testimonials as to why the activity will take place for example - £1 million has been allocated through the Tay Cities Deal for rural broadband which will help us to support the expansion of broadband infrastructure to help Angus businesses to compete globally and improve accessibility for our citizens.

Step 3

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 **place a cross** in each box that applies, and give details alongside.

Age people affected by poverty	<input checked="" type="checkbox"/>	Increased provision and consideration for those in older categories and young
Disability disability	<input checked="" type="checkbox"/>	Increased provision and consideration to those accessing services with a
Gender menopause	<input checked="" type="checkbox"/>	Support for women in work through provision for menstrual wellbeing and
Gender Re-assignment	<input type="checkbox"/>	_____
Pregnancy/maternity	<input type="checkbox"/>	_____
Marriage and civil Partnership	<input type="checkbox"/>	_____
Race	<input type="checkbox"/>	_____
Religion and belief	<input type="checkbox"/>	_____
Sexual orientation	<input type="checkbox"/>	_____

Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No – these additional investments will support the priorities – To reduce child poverty, improve mental health and wellbeing and Improve accessibility and connectivity.

A lot of work has been done to ensure that people are put at the centre of all the work we do. Sessions were held throughout the Council with these themes:-

- Continuing to care for our people (citizens and colleagues)
- Acknowledging our core role is to serve
- Working more collaboratively across the organisation and with partners, to best serve our public
- Developing our culture of honesty and integrity to build trust
- Demonstrating and operating with respect for others
- Treating people fairly and with equity

Step 5

Can the proposal be seen to favour one section of the community

Yes No

or deny opportunities to another?

Yes No

If yes, please give details.

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

The Child Poverty Action Report has been developed to be more inclusive with the following themes

- Continuing to care for our people (citizens and colleagues)
- Acknowledging our core role is to serve
- Working more collaboratively across the organisation and with partners, to best serve our public
- Developing our culture of honesty and integrity to build trust
- Demonstrating and operating with respect for others
- Treating people fairly and with equity

Step 7

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state

Aligning the Child Poverty Action Report to the Community Plan will further enhance the levels of inclusive growth in the area and ensure those most in need are supported through accessible services and citizen led design.

Step 8

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High Medium Low Unknown

Step 9

If during **Steps 3 - 6** there has been an adverse impact identified, consider whether this can be justified.

Yes No

If yes please give details.

No adverse impacts identified

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

Step 10

Do you need to carry out a further impact assessment?

Yes No

If yes, what actions do you need to take?

A fairer Scotland duty assessment will also be completed.

Step 11

Make arrangements to monitor and review the impact assessment.

The EIA will be reviewed annually with the publication of the annual performance report.

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

On the Council website alongside the plan and hard copies will be made available throughout community locations in Angus.

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

Name: Mark Armstrong

Position: Depute Chief Executive

Date:

05/10/2020

For additional information and advice please contact:
the Equalities Officer - Tel: 01307 476058 or E-mail: Equalities@angus.gov.uk