

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

Developing the Council's Consultation Process for Plans & Budgets – Report for Angus Council

Lead Department/Service

Strategic Policy / Finance

What is the aim of the proposal?

The proposal seeks to address a known gap in the Council's existing arrangements for consulting and informing the public about the Council's Plans and Budgets and the priorities within those. The report identifies options some of which would involve using / testing online methods for the 2021/22 planning and budgeting cycle as part of developing a more holistic approach to consultation and engagement over the medium term.

This EIA is written on the basis that members approve either Option 1 or Option 2 for the 2021/22 planning and budgeting cycle. If Option 3 is chosen there will be no equalities implications arising from the Report

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

The proposed method of consultation is new to this area of activity

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:

Position:

Date:

FULL EQUALITY IMPACT ASSESSMENT

Step 1

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

No but consultation such as that proposed is considered to be good practice

Step 2

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

The tools proposed for the consultation are widely used by other organisations and Angus Council has used the Social Pinpoint tool for other consultation purposes e.g. to consult on use of 2019/20 Town Centre Fund so its an approach and process which we know can work. No specific data or research has been gathered or undertaken to inform the assessment in part 3 below but it is considered that a reasonable assessment can still be made without this given the scope of the proposal.

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 ☒ It is likely that some older people will find it more difficult to participate in the proposed consultation because it uses online tools through lack of digital skills or lack of access to appropriate technology. _____

Disability ☒ It is likely that some people with specific disabilities may find it more difficult to participate in the consultation because it uses online tools _____

Gender ☐ _____

Gender Re-assignment ☐ _____

Pregnancy/maternity ☐ _____

Marriage and civil Partnership ☐ _____

Race ☐ _____

Religion and belief ☐ _____

Sexual orientation ☐ _____

Step 4

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

No – other methods to participate in the consultation are proposed to mitigate the risk that some people may be unable to participate using online tools without assistance

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.

The nature of the consultation will favour those members of the public with digital skills and access to technology

Step 6

Does the proposal advance or restrict equality?

Yes ☐ No ☐

If yes, give details

The proposal seeks the public views and comments on the Council's plans and budgets and will thus inform important strategic decisions taken by the Council when setting its next Council Plan. In this respect this may advance equality by giving the public more of a say than exists currently. There is however a specific challenge with having to adopt online and remote methods of consultation this year due to COVID-10 restrictions and risks.

Step 7

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

If so please state

Yes – 2 mitigating actions are proposed as follows:-

A paper version of the Simulator and Social Pinpoint information will be made available, probably through libraries. Anyone wishing to complete the simulator in paper form can post it back to the Council for inclusion in the final results

Customers can seek help using the online tools by contacting the Council's ACCESSLine. This isn't an ideal solution because ACCESSLine is already very busy but in the current circumstances is all that can realistically be offered.

Officers believe it is important to consult but there are capacity as well as practical challenges to do so in the midst of a global pandemic

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.

The mitigating actions in Step 7 are expected to go some way to addressing potential adverse impacts. It is not possible this year to offer other options because of COVID-19 restrictions and risks.

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?

Step 11

Make arrangements to monitor and review the impact assessment.

The consultation process for 2021/22 will be subject to a full evaluation to inform future approaches to consultation on the Council's Plans and Budgets

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

The EIA will be published along with the Report for Council on 17 December 2020

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: Ian Lorimer

Position: Director of Finance

Date: 10 December 2020

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