

ANGUS COUNCIL

13 MAY 2021

DIRECTOR OF COMMUNITIES INTERIM ARRANGEMENTS

REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report advises Council of the interim arrangements that will be put in place to cover the responsibilities of the Director of Communities post while a short review of Director portfolios is undertaken with the intention of reporting the outcome of this review to Council in June 2021.

1. RECOMMENDATION(S)

It is recommended that the Council:

- (i) Notes the content of this report, the review of Director portfolios that is being undertaken and agrees the interim arrangements being put in place to cover the vacant post of Director of Communities.
- (ii) Notes that the outcome of the review and any proposed changes to current Director portfolios will be reported to Council prior to commencing the recruitment of any new Director.

2. ALIGNMENT TO THE COUNCIL PLAN

This Report contributes to the achievement of our priority that the Council is efficient and effective as detailed in our Council Plan for 2017 – 2022.

3. BACKGROUND

The Director of Communities retired on 1 April 2021. When a post becomes vacant within the Council it is good practice to undertake a review to establish the most appropriate response to the resulting vacancy. Such a review would determine whether or not the post should be replaced with no changes to the role and remit or whether there would be benefit to amending the post in some way that would deliver better outcomes and outputs for the Council.

4. CURRENT POSITION

The current Director of Communities vacancy provides an opportunity to review existing Director portfolios and a review is therefore being undertaken led by the Chief Executive.

It is planned that this review will be concluded in time for a report to be brought to Council in June 2021 detailing any proposed changes to the current Director portfolios. Allowing for an external Director recruitment process, undertaken by the Council's Appointments Subcommittee over the summer months, and taking account of the fact that any new Director may require to give three months' notice to leave their current employment, it is anticipated that it may be towards the end of the calendar year before any new Director is in post.

To minimise any resulting service disruption a short-term, interim arrangement is therefore being put in place. The opportunity to act as Interim Director of Communities has been advertised, internally thereby providing a development opportunity to our current senior managers and leaders while also enabling the Director's remit to be covered until more permanent arrangements have been put in place.

Given the short-term, interim nature of these arrangements, it was agreed, following consultation with the Leader of the Council and the Leader of the SNP Group, that the appointment process for this interim Director could be undertaken by the Chief Executive, Deputy Chief Executive and Director of HR. Interviews for the Interim Director of Communities are scheduled to take place on 12 May 2021.

5. PROPOSALS

As detailed in this report interim arrangements have been put in place to cover the role of Director of Communities and these should be in place by the end of May.

It is planned that the outcome of the review into current Director portfolios will be concluded in time for a report to be brought to Council in June 2021 detailing any proposed changes to Director portfolios.

6. FINANCIAL IMPLICATIONS

There are no financial implications resulting from this report. All costs associated with the interim arrangements will be covered within existing approved budgets.

7. OTHER IMPLICATIONS (IF APPLICABLE)

8. EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment is not required

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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List of Appendices:



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions): **Director of Communities Interim Arrangements**

Step 2

Is this only a **screening** Equality Impact Assessment Yes/~~No~~
(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

- | | |
|--|--------------------|
| (i) It does not impact on people | Yes/No |
| (ii) It is a percentage increase in fees which has no differential impact on protected characteristics | Yes/No |
| (iii) It is for information only | Yes/ No |
| (iv) It is reflective e.g. of budget spend over a financial year | Yes/No |
| (v) It is technical | Yes/No |

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment	Yes/No
Is this a Fairer Scotland Duty Assessment	Yes/No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i)Lead Directorate/Service:

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

(iii)What is the aim of the proposal? Please give full details.

(iv)Is it a new proposal? Yes/No Please indicate OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes/No Please indicate

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees Yes/No

Job Applicants Yes/No

Service users Yes/No

Members of the public Yes/No

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Internal consultation (e.g. with staff, trade unions and any other services affected).

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

External consultation (e.g. partner organisations, national organisations, community groups, other councils).

Other (general information as appropriate).

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? Yes/No

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

Step 7: Are there potential differential impacts on protected characteristic groups? Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age

Impact

Disability

Impact

Gender reassignment

Impact

Marriage and Civil Partnership

Impact

Pregnancy/Maternity

Impact

Race - (includes Gypsy Travellers)

Impact

Religion or Belief

Impact

Sex

Impact

Sexual orientation

Impact

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

Step 10: If a potentially negative impact has been identified, please state below the justification.

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future).

Impact

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport)).

Impact

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Other – please indicate

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

Prepared by: Mark Armstrong, Depute Chief Executive 23 April 2021

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities), 23.04.21

Approved by:

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
