



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):

Equality Outcomes and Mainstreaming Report 2021-2023

Step 2

Is this only a **screening** Equality Impact Assessment 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 No
- (ii) It is for information only No
- (iii) It is reflective e.g. of budget spend over a financial year No
- (iv) It is technical 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
 Is this a Fairer Scotland Duty Assessment Yes

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: HR, Digital Enablement, IT & Business Support

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

Yes. Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 there is a legal requirement in 2021 to publish an equalities mainstreaming report; report on progress with the council's equality outcomes and publish them; gather, use and publish employee monitoring information; and publish gender pay gap information.

Failure to produce and publish these documents would be in breach of the legislation.

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

To update our Equalities Mainstreaming Report and report on our Equality Outcomes, taking cognisance of the inequalities exacerbated by the Covid 19 pandemic and potential impacts from Brexit.

(iv) Is it a new proposal? Yes, for 2021, however it reports progress on Equality Outcomes and previous Mainstreaming Reports

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes, as explained above

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

Please indicate all which apply:

Employees	Yes
Job Applicants	Yes
Service users	Yes
Members of the public	Yes

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).

Equality monitoring data for staff and job applicants

Pay gap information for our staff

Relevant performance information for LGBF

Many of the Equality Outcomes are closely aligned with the council's Local Outcomes Improvement Plan, and priorities in the Council Plan (2019-2024), and makes use of the local data in these plans and subsequent updates.

Data from schools is used regarding attainment#, anti-bullying etc. Data on the uptake of benefits, housing, scams, young carers, the workforce, and so on is detailed in the Equality Outcomes.

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

Information collated through staff engagement events, surveys on HIVE, and consultation with trade unions.

Members of the corporate equalities group are consulted regarding progressing equalities issues and represent all service areas of the council.

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

A range of external data has been used:

Fairer Scotland (2020)

Partnership data i.e. recent local data, e.g. for violence against women and girls, hate incidents etc.

National statistical data such as the Equality Evidence Finder and the Scottish Index of Multiple Deprivation

Benchmarking with other local authorities, and the Scottish Councils' Equality Network (SCEN)

Data reported in various reports, such as research undertaken by Scottish Women's Aid

Covid 19 information from the Scottish Government and the Equality & Human Rights Commission

EU Settlement Scheme figures from COSLA and the Home Office

Census data is utilised to a certain extent but is less valuable now due to the date collected (2011)

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

Equality groups such as the Angus Disability Forum, BSL users via Deaflinks, Angus Access Panel etc.

COSLA, The Improvement Service, SCEN

Partner organisations such as Police Scotland (Hate Incidents Multi Agency Panel), NHS Tayside (Translation & Interpretation, Covid 19 etc), AHSCP (e.g. See Hear), Angus Violence Against Women & Girls Partnership etc.

Other (general information as appropriate).

A lot of work has been done throughout services in the council to ensure that people are put at the centre of all the work we do. Sessions have been held with the following council themes in mind:

- 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 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? No, although data and evidence relating to equalities is constantly changing and being updated.

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.

The Equalities Mainstreaming Report and Equality Outcomes progress update is inclusive of all protected characteristics, and of socio-economic impacts. There is a focus on achieving positive impacts, as we aim to improve equality for our citizens and staff. However, there may also be some neutral or negative impacts on protected characteristic groups, depending on the nature of, for example, local or national data collected, as detailed in the Mainstreaming Report and Outcomes. In addition, more than one protected characteristic group may be impacted upon in any one Outcome etc. The type of impact depends on the nature of the Outcome, or evidence/data collected, therefore all protected characteristics will have a positive, negative or neutral impact across the spectrum of the Outcomes.

Age

Impact Positive, negative, or neutral

Disability

Impact Positive, negative, or neutral

Gender reassignment

Impact Positive, negative or neutral

Marriage and Civil Partnership

Impact Positive, negative or neutral

Pregnancy/Maternity

Impact Positive, negative or neutral

Race - (includes Gypsy Travellers)

Impact Positive, negative or neutral

Religion or Belief

Impact Positive, negative or neutral

Sex

Impact Positive, negative or neutral

Sexual orientation

Impact Positive, negative or neutral

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.

A wide range of people and organisations have been consulted through equality fora, partnerships, engagement, community planning etc.

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?

The essence of the Equality Outcomes is to take action to remove or reduce the negative impacts of inequality.

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

Where any negative impact is identified, action(s) has also been identified to address those issues where they are within our control.

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?

The purpose of mainstreaming equalities, and identifying equality outcomes, is to address and progress all parts of the public sector equality duty, as detailed in these documents.

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

All actions identified in the Equality Outcomes are a means of advancing equalities, from increasing pupil attainment to reducing poverty, from improving mental health and wellbeing to improving accessibility, communications and digital enablement etc.

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?

At a local level, in 2019 a regional poverty conference was organised by Angus Community Planning Partnership which focused on the drivers of poverty – increasing people's ability to buy food through welfare checks and employability is a big part of that. Covid 19 exacerbated the food crisis, and from the start of lockdown in 2020, emergency food aid was delivered by the council and partners in the voluntary to those in need. However, there is evidence that the demand for food continues to rise. One route out of poverty is the council's Food Poverty initiative which gives people access to food they have grown - further actions to alleviate food poverty are planned.

More generally, the Scottish Government undertook research on Covid 19 and the impact on equalities. It was found that socio-economic disadvantage remains a key driver of poor attainment for one thing, and evidence is pointing to the pandemic being highly likely to widen pre-existing educational inequalities, with children from better-off families spending more time on home learning and enjoying access to more resources. The pandemic however, has widened inequalities across the board, for example, digital inequalities are likely to continue to be impacted by other inequalities, such as in income and education (as well as impacting on them).

There is evidence of many other socio-economic issues which have been identified in the research, for example, the number of people at risk of homelessness could increase with the longer term economic impacts of Brexit and COVID-19, and there is a growing number of young people with poor mental health as a result of lockdowns, and more women have lost employment from lower paid, part-time work, for example.

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.

In Angus, as a baseline of Food Poverty we have the citizens survey and data from food banks. Case studies are being developed to show the real-life picture of poverty.

More generally, despite unprecedented government fiscal interventions to support household incomes, the economic recession is already resulting in unprecedented levels of financial distress and hardship, particularly for those experiencing socio-economic disadvantage. This is exacerbated by already high economic inequalities. There will also be many families that will now find themselves pushed into poverty or at risk of it. Brexit may also result in job losses in specific low-paid or low-skilled sectors. Where there are increases in unemployment or reductions in income, fuel poverty is also likely to rise.

The number of people affected by this is not known at this stage, but will be used to determine further action needed, which is within our control, in due course.

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.

All of the following groupings are impacted on, for the reasons stated below. Some longer-term impacts are not yet known, but Covid 19 and potentially Brexit are factors which will exacerbate inequality. People from certain protected characteristic groups are experiencing a greater negative impact from this than others, and cognisance of this is reflected in our Outcomes and Mainstreaming Report.

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

Locally, access to growing spaces will reduce food poverty. Increased local growing also provides local organisations with more produce to provide hot meals to people in need.

More generally, people living in the most deprived areas and households on low incomes were least likely to be managing well financially before the Covid 19 crisis. Women, especially single women and those who are lone parents, minority ethnic households and people with disabilities, are all more likely to live in poverty. Despite unprecedented government fiscal interventions to support household incomes, the levels of financial distress and hardship are escalating, and this may push more people into poverty, and negatively impact on people's health and wellbeing.

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

Local people accessing food growing services can be referred to Welfare Rights services as part of the wider engagement to help alleviate material deprivation.

More generally, the impact is similar to that stated in low wealth, above.

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

Impact

Socio-economic impact is Angus wide with particular emphasis on areas of highest deprivation as outlined by the Scottish index of Multiple Deprivation.

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

Impact

Angus Council views access to good quality food as of fundamental importance to our population. This is particularly the case where poverty and lack of access to good quality food has standard impact on the health and well being of our more deprived communities. A wide range of targeted initiatives have been set up and are being developed to help address these issues. Key to this is by addressing unemployment and improving educational attainment which will help to raise people out of poverty.

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.

Some key responses are, amongst others:

There will be dedicated page on the Angus Council website to signpost local people to resources that will help them access community support for projects and make them sustainable. We will also signpost to potential funding resources and support with funding applications.

School meals during holiday periods for those children most in need, and ending period poverty, are two initiatives which have been well received in Angus. There is a newly formed mental health and well being network with multi agency membership, and the council is on target to deliver on its early years' commitment to additional free child care.

There is work ongoing in education on widening the curriculum in conjunction with Dundee and Angus College, more funding for families to tackle child poverty, and improve outcomes for vulnerable families. There has been assistance with increasing access to digital tools, and in 2021, we will invest in additional short term resources to increase economic growth, and will continue to prioritise key issues arising from the COVID-19 pandemic.

As detailed in our council plan, we will promote human worth and uphold a rights-based approach to support how we deliver services.

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

The EIA/FSD Assessment will be reviewed as developments progress in the equalities' arena, in line with legislative requirements, but within two years at most.

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

Alongside the committee report.

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

Prepared by: Doreen Phillips, Senior Practitioner (Equalities) 02/04/21

Reviewed by:

Approved by: Sharon Faulkner, Director of HR, Digital Enablement, IT & Business Support
