



## 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):

Budget Strategy Update and Use of COVID Funding – Report for Angus Council

### 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/ <del>No</del>
Is this a Fairer Scotland Duty Assessment	Yes/ <del>No</del>

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:

Finance

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

None

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

The proposal sets out an update to the Council's strategy for using uncommitted funds/reserves and makes initial proposals to use some of the funds available for specific projects and initiatives as part of the Council's response to the effects of the COVID-19 pandemic.

(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).

The proposed use of funds covers a wide range of issues with those proposals being informed by national good practice guidance, internal work on climate change including our SECAP, existing strategies and complaints. Some of the proposals are also about ensuring the health and wellbeing of the Council's staff to address identified gaps

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

The content of the report has been subject to review by each Council service with all services having an opportunity to make proposals.

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

Tourism data and climate change data have informed the proposals as has national best practice on a trauma informed workforce

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

Not applicable, other funding sources are available to support community groups and partner organisations which are not covered in this report

**Other** (general information as appropriate).

The proposals are based mainly on known issues or to take advantage of opportunities which will support the Council's work on COVID response, recovery and renewal and as such will provide benefits to communities across Angus.

The update to the Council's budget strategy for use of uncommitted reserves will provide a degree of protection in the short term from reductions in services provided by the Council which may otherwise be necessary.

### **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**

The trauma informed workforce proposal will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include young people as well as older people. This proposal is expected to have a positive impact across all age groups. The Visit Angus proposals which include provision of additional toilet facilities will make it easier for people of all ages to visit Angus.

Disability

#### **Impact**

The trauma informed workforce proposal will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people with disabilities. This proposal is expected to have a positive impact for all people the Council serves.

Gender reassignment

#### **Impact**

The trauma informed workforce proposal will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people with this protected characteristic. This proposal is expected to have a positive impact for all people the Council serves

## Marriage and Civil Partnership

### **Impact**

None

## Pregnancy/Maternity

### **Impact**

The trauma informed workforce proposal will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people with this protected characteristic. The Visit Angus proposals which include provision of additional toilet facilities will make it easier for people to visit Angus

## Race - (includes Gypsy Travellers)

### **Impact**

The trauma informed workforce proposal will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people with this protected characteristic

## Religion or Belief

### **Impact**

The trauma informed workforce proposal will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people with this protected characteristic

## Sex

### **Impact**

The trauma informed workforce proposal will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people with this protected characteristic. The impact from COVID-19 is known to have a greater negative impact on women, so actions to minimise that negative impact could indirectly have more positive impact on women.

## Sexual orientation

### **Impact**

The trauma informed workforce proposal will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people with this protected characteristic

## **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.

Not applicable

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)?

There are considered to be no negative impacts arising from the proposals, so no additional consultation is required in this instance

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

No negative impacts have been identified from the proposals

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

Not applicable

**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 proposals contribute positively towards the public sector equality duty of advancing equality of opportunity

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

Not applicable

**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?**

Reference is made to Report 69/21 submitted to Angus Council on 4 March 2021 which set out the Fairer Scotland Duty Assessment for the Council's overall revenue and capital budget for 2021/22. That Assessment remains appropriate in relation to this update to the Council's budget strategy the purpose of which remains to best place the Council to deliver the objectives and priorities set out in the Council Plan – Report 61/21 submitted to Angus Council on 4 March 2021 refers.

**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.**

See Report 69/21

**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**

The proposals for use of uncommitted reserves provide a degree of protection in the short term to cuts in services which may otherwise be required, and which may have negatively impact on people in this grouping. Proposals to address climate change may have a positive impact on those people in Angus less able to deal with the negative effects of climate change because of their circumstances. The trauma informed workforce proposals will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people in this grouping.

**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**

The proposals for use of uncommitted reserves provide a degree of protection in the short term to cuts in services which may otherwise be required, and which may have negatively impact on people in this grouping. Proposals to address climate change may have a positive impact on those people in Angus less able to deal with the negative effects of climate change because of their circumstances. The trauma informed workforce proposals will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people in this grouping.

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

### **Impact**

The proposed investment in Visit Angus may support rural businesses by promoting responsible tourism and providing basic facilities

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

### **Impact**

The proposals for use of uncommitted reserves provide a degree of protection in the short term to cuts in services which may otherwise be required, and which may have negatively impact on people in this grouping. Proposals to address climate change may have a positive impact on those people in Angus less able to deal with the negative effects of climate change because of their circumstances. The trauma informed workforce proposals will help the Council's staff in supporting people who may be vulnerable or requiring additional support and this will include people in this grouping

**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.**

The report's proposals are intended to protect services and invest in specific areas which are expected to have a positive impact on socio-economic disadvantage and inequalities of outcome in line with the ambitions in the Council Plan.

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

The budget proposals will be subject to further review as part of the 2022/23 budget setting process

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

With the Council report on the Council's website

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

Prepared by: Ian Lorimer, Director of Finance, 31 August 2021

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities), 02/09/2021

Approved by: Ian Lorimer, Director of Finance, 2 September 2021