



Equality Impact/Fairer Scotland Duty Assessment Form

Step1

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

This report informs members of the current position in relation to the 2022/23 Revenue & Capital Budget preparation process, identifies the main stages of the budget timeline and seeks approval of the proposed strategy/approach for the 2022/23 budget process – Report for P&R

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:

Finance

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

Not directly but consultation with communities on matters which affects them is regarded as best practice and is covered in Best Value Statutory Guidance.

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

The proposal seeks approval of the broad strategy and approach to the budget preparation and budget timeline. Part of this process was 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 highlights that the results from the consultations will be reported to Angus Council in November. The results will give members a sense of some of the key issues being raised by citizens and how the public view our existing priorities but will not provide information on specific budget choices.

(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 purpose of the budget consultation part of the budget process was to gather evidence and data to inform future decision making and priorities including the use of Council resources and reports results.

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

The content of the consultation was subject to review by each Council service.

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

The consultation tools used by the Council were already widely used by other Councils and organisations with good levels of interest and participation. Angus Council has also used the Social Pinpoint tool for other purposes including to generate ideas for projects using Town Centre Funding in 2019

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

Not applicable

Other (general information as appropriate).

Not applicable

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

It is likely that some older people will have found it more difficult to participate in the proposed consultation because it used online tools through lack of digital skills or lack of access to appropriate technology. Alternatives to digital participation were put in place to address this impact – see Step 9.

The use of online tools and in particular social media channels to promote the consultation could have a positive impact on participation by young people.

Disability

Impact

It is likely that some people with specific disabilities may have found it more difficult to participate in the consultation because it used online tools. Alternative arrangements to support participation by disabled people affected in this were put in place to address this risk – see Step 9.

The use of digital tools may have impacted positively on people with certain disabilities who may find it easier to use this method to provide views.

Gender reassignment

Impact

None

Marriage and Civil Partnership

Impact

None

Pregnancy/Maternity

Impact

None

Race - (includes Gypsy Travellers)

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual orientation

Impact

None

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)?

As the proposal was itself a consultation intended to gather information about citizens views the main issue to address was ensuring that who wanted to participate were able to do so and ensuring results of the consultation are published and can be accessed by the public. – see mitigating actions at Step 9 below.

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

The following steps were available to reduce the risk of negative impacts and people potentially being excluded:-

A paper version of the Simulator and Social Pinpoint information was made available. Anyone wishing to complete the simulator in paper form could post it back to the Council for inclusion in the final results. Results will be made available in written form.

An accessible version of the simulator for use by blind and partially sighted people was also made available

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

The Steps to be taken are considered to sufficiently mitigate potential negative impacts

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 proposal sought 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. Equality of opportunity is also likely to be advanced, as it could encourage a wider range of people with different protected characteristics to become involved in the consultation/budget process via electronic means previously unavailable to them.

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.

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?

We will review the success of the consultation in general terms based on response rates and feedback including whether the alternative means of participating appear to have been effective and any feedback on these. This will inform future similar consultation exercises.

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: Gillian Woodcock, Manager (Finance) 13 October 2021

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities) 14 October 2021

Approved by: Steven Mill, Service Lead (Finance) 14 October 2021
