



## 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):

Use of COVID Funding – 2<sup>nd</sup> Tranche – 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/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.

None

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

The proposal seeks to use additional funds of the funds set aside 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 transformation, 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 or backlogs in work.

**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)

Some of the proposals are intended to allow us to obtain e.g. tourism data in areas where we lack such data. Community benefits activity will also allow us to better track the impact of those contracts where we have community benefits clauses, the Angus Alive transformation project will provide significant data on the health benefits of the proposed different approaches to be tested

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

Partner organisations have been consulted in relation to the Angus Alive project

**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.

### **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 Angus Alive Transformation project is likely to have a positive impact on people of all ages but may have a greater positive impact on older people currently experiencing poorer health outcomes from existing approaches. It should also have a more positive impact on young people since COVID-19 has had a greater detrimental impact on the mental health of young people.

The Outdoor learning project will have a positive impact on children and young people by providing additional opportunities for learning and experience

The Child Poverty/School Meals project will have a positive impact on children and young people both in terms of improved nutrition and the ability to learn associated with that.

Disability

#### **Impact**

The Angus Alive project will have a positive impact on people with disabilities including people suffering from poor mental health.

The Outdoor learning project will have a positive impact on children and young people with disabilities by ensuring they are able to access the same opportunities for learning and experience as their peers.

Gender reassignment

#### **Impact**

None

Marriage and Civil Partnership

**Impact**

None

Pregnancy/Maternity

**Impact**

None

Race - (includes Gypsy Travellers)

**Impact**

The Visit Angus Phase 2 proposals are intended to help us better understand the needs of motorhome users which is likely to including Gypsy Travellers and thereby support future policy development which will have a positive impact.

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)?

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?**

**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?**

The proposals will be subject to ongoing monitoring of impact and next steps will require to be assessed as funding for time limited staff, etc. runs out.

**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, 21 October 2021

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities), 26 October 2021

Approved by: Ian Lorimer, Director of Finance, 27 October 2021