

Angus Special Council

3 March 2022

Council Plan 2022 Update



Equality Impact and Fairer Scotland Duty Assessment Form

Step 1

Name of Proposal Council Plan 2022 Update

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: Strategic Policy, Transformation and Public Sector Reform

(ii) Are there any **relevant** statutory requirements affecting this proposal? No
If so, please describe.

No however this links to the Community Plan which is a statutory responsibility

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

The updating of the current Council Plan ensures we are actively working towards the outcomes and priorities of the Council ensuring Angus is a great place to live, work and visit.

Our updated plan acknowledges the impacts of COVID 19, reducing budgets coupled with an increasing demand for services, and outlined work planned for the coming year.

In light of the COVID-19 pandemic we have progressed and continued engagement with staff and elected members to develop our strategy on a page which outlines key principles which we will work to for long term improvements.

Our four strategic priorities remain as:

1. Angus to be a go-to place for businesses
2. To maximize inclusion and reduce inequalities
3. Our communities to be strong, resilient and led by citizens
4. Angus Council to be efficient and effective

(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

Review of the currently agreed Council Plan

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:

Consultation: All services have been involved in the review process with opportunity to highlight and capture the work they will be undertaking to work towards our priorities.

Internal & External data: Services will have used their own range of relevant data to formulate their proposals for services in the year ahead with awareness of previously reported performance data reported within the relevant Council Plan Performance Report in 2021.

Other: The Council and its partners are also currently updating the Angus Community Plan and emerging details of this where relevant have been included within the updated proposed plan as 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

Increased provision and consideration for those in older categories and young people affected by poverty

Disability

Impact

Increased provision and consideration to those accessing services with a disability

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

Support for women in work through provision for menstrual wellbeing and menopause

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.

The Council Plan is a broad strategy covering all aspects of Council services, the proposals put forward by individual services were the result of varying levels of specific consultation. The individual items of work within the plan will have been recorded within previous or subsequent EIAs as required where the extent of consultation asked for here would be outlined

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?

Actions are monitored any opportunity to minimise negative impacts will be taken wherever possible

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?

We have been engaged with our staff to identify and live our values. Workshops, focused sessions and surveys were used to develop our understanding of our aspirations for Angus, how we want to work with citizens and the behaviours and attitudes we need to consistently achieve that.

This activity allowed us to identify the following clear themes:

- Continuing to care for our people (both 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.

As part of the ongoing COVID-19 recovery process, work was undertaken across all services to learn from our experiences and what had worked well. In particular, we looked at the behaviours which contributed to those successes. This allowed us to consolidate our identified themes into these values:

- Collaboration
- People Focused
- Integrity
- Respectful
- Fair

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

The council plan has been developed to be more inclusive with the following themes:

- Continuing to care for our people (both 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 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?

Analysis informing the Council Plan indicates that child poverty and women's inequalities are issues for Angus Council to address. Health inequalities continue to present challenges for our older population, as well as those with disabilities albeit these are mainly addressed by the Angus Health & Social Care Partnership. We know that the communities in Arbroath experience challenges associated with deprivation although there are pockets of deprivation throughout Angus. This is particularly associated with inequality in these communities around income, employment and health. Assessment work on the continued impact of the COVID-19 pandemic on these existing inequalities is ongoing and forms part of the response, recovery and renewal plans of the Council.

As part of this plan there are targets for services to work towards which is linked to the Councils performance management system.

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.

Continued close engagement through the Council's services and its partners is being undertaken with groups and communities to understand the nature of the socioeconomic impact arising from the proposals and any mitigating actions that may be available.

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

Positive impact anticipated as this area is captured within four strategic priorities of

1. Angus to be a go-to place for businesses
2. To maximize inclusion and reduce inequalities
3. Our communities to be strong, resilient and led by citizens
4. Angus Council to be efficient and effective

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

Positive impact anticipated as this area is captured within four strategic priorities of

1. Angus to be a go-to place for businesses
2. To maximize inclusion and reduce inequalities
3. Our communities to be strong, resilient and led by citizens
4. Angus Council to be efficient and effective

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

Impact

Positive impact anticipated as this area is captured within four strategic priorities of

1. Angus to be a go-to place for businesses
2. To maximize inclusion and reduce inequalities
3. Our communities to be strong, resilient and led by citizens
4. Angus Council to be efficient and effective

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

Impact

Positive impact anticipated as this area is captured within four strategic priorities of

1. Angus to be a go-to place for businesses
2. To maximize inclusion and reduce inequalities
3. Our communities to be strong, resilient and led by citizens
4. Angus Council to be efficient and effective

Other – please indicate

Not applicable

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

The officers named below consider that due regard has been paid by Angus Council to the impact onto inequalities of outcome caused by socio-economic disadvantage, when setting the 2022/23 Budget and Council Tax. It is highlighted that positive mitigating action is being undertaken in a number of areas to assist those who are experiencing socioeconomic disadvantage. It is however important to stress the financial context the Council is operating in which is one of ongoing and severe financial constraint over many years now as evidenced by the £71.3m (26%) which has had to be saved in the last 9 years. The Council's ability to address socio-economic disadvantage is constrained to a significant extent by the funding it has available and the multitude of other statutory duties it is required to meet.

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

Performance information and targets will be monitored through the Councils Performance management system and presented as part of the subsequent Performance Report on the Council Plan.

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

On the Council's Website

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

Prepared by: Pete Morton, Interim Manager Strategic Policy & Planning (22/02/22)

Reviewed by: Doreen Philips, Senior Practitioner – Equalities (22/02/22)

Approved by: Vivien Smith, Director Strategic Policy, Transformation and Public Sector Reform (22/02/22)
