



Equality Impact/Fairer Scotland Duty Assessment Form

Step 1

Name of Proposal

Budget Saving Milage in Children Families and Justice Service

Step 2

Is this only a **screening** Equality Impact Assessment No

(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 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 - Children Families and Justice

(ii) Are there any relevant statutory Requirements affecting proposal - No

(iii) Aim of Proposal? Please give full details.

To reduce the budget available to meet staff business mileage costs

(iv) Is it a new proposal? Yes

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

Please indicate all which apply:

Employees Yes

Job Applicants No

Service users No

Members of the public 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 Over the past year, mileage claims have decreased significantly. Analysis is that this has been in part due to the impact of COVID 19, however the assessment is that with new ways of working including increased use of technology and use of pool cars, claims will remain lower than previously and allows for the release of recurring revenue budget.

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

No, staff mileage will continued to be paid at those rates and in circumstances already approved in consultation with Trades Unions. The proposal is simply to reduce the likelihood of slippage occurring against this budget line.

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

NA

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

NA

Other (general information as appropriate).

None

Step 6: Evidence Gaps

Are there any gaps in the equality information you currently hold? No

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**.

No groups are affected

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

NA

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

NA

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?

Reduced time spent travelling should afford workers more time to complete direct work with individuals, children, young people and families.

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

No

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.

NA

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

Ongoing feedback from staff and people using services is monitored. The usage of the budget is routinely monitored and if analysis of trends changes, we will take steps through the annual budget setting process to adjust the budget.

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

With Committee papers pack

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

Prepared by: Alan Hope, Service Leader, Localities

Reviewed by: Doreen Phillips, Equalities Officer, – 07.01.2022

Approved by: Kathryn Lindsay, Director CFJ - 5.1.2022