



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):

Strategic Policy Transformation and Public Sector (SPTPSR) have submitted budget savings proposals to remove £190k from base budget for 2022/23 as part of this year's budget process.

Step 2

Is this only a **screening** Equality Impact Assessment

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

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/Service:

Strategic Policy Transformation and Public Sector Reform

(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.

Budget savings to remove monies from base budget for 2022/23 as part of this year's budget process. This is made up of 4 elements – minor budget re-alignment, reduction in property costs, removal of one post from team (vacant) and to commence recharging for staff time to external partners/against grant monies.

(iv) Is it a new proposal? **Yes**

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? **Yes**

Additional budget savings and opportunity to maximise income.

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

Please indicate all which apply:

Employees Yes (for removal of staff post)

Job Applicants No

Service users No

Members of the public Yes (for external recharge)

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).

- A full analysis of all team budget areas
- Linkage to transformational project information

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

Within Council's Leadership Team with Managers within SPTPSR team being made aware of the outcome. The post that is being removed from establishment is currently vacant so no implications for any member of staff.

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

Comparison with the recharging mechanism of other external organisations.

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

Discussions with colleagues in other local authorities and partner organisations.

Other (general information as appropriate).

None

Step 6: Evidence Gaps.

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

If yes, please state what they are, and what measures you will take to obtain the evidence you need. **N/A**

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 – None identified

Disability

Impact – None identified

Gender reassignment

Impact – None identified

Marriage and Civil Partnership

Impact – None identified

Pregnancy/Maternity

Impact – None identified

Race - (includes Gypsy Travellers)

Impact – None identified

Religion or Belief

Impact - None identified

Sex

Impact – None identified

Sexual orientation

Impact – None identified

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 required.

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)?

Followed financial regulations and workforce change arrangements.

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

As the savings are implemented, full monitoring and evaluation will be undertaken.

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

N/A

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 has no direct link to these equality duties.

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

No actions relating to this.

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

The EIA will be reviewed as the relevant elements of the savings proposal are implemented, followed by an overall review on conclusion of the work.

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

On the Council's website as part of the suite of budget papers – www.angus.gov.uk

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

Prepared by: Catriona Ferrier, Manager - Change

Reviewed by: Doreen Phillips, Senior Practitioner - Equalities

Approved by: 