

ANGUS COUNCIL

POLICY AND RESOURCES COMMITTEE – 21 JUNE 2022

CHANGES TO DIRECTOR PORTFOLIOS

REPORT BY MARGO WILLIAMSON, CHIEF EXECUTIVE

ABSTRACT

This report advises Council of proposed changes to Director portfolios to ensure that the Council is structured in the most appropriate way to maximise opportunities and deal with known challenges over the next 3 – 5 years.

1. RECOMMENDATION(S)

It is recommended that the Committee:

- (i) Notes that the Chief Executive is bringing this report to Council in terms of her role as Head of Paid Service under section 4 of the Local Government and Housing Act 1989 as it details matters relating to the manner in which the discharge by the authority of their different functions is co-ordinated.
- (ii) Note that it is the duty of the Council to consider this report.
- (iii) Notes the content of this report and the review of Director portfolios that has been undertaken.
- (ii) Notes the proposed changes to current Director portfolios and teams as detailed in Section 5 of this report and that the Chief Executive will implement these changes in accordance with relevant Council policies.

2. ALIGNMENT TO THE COUNCIL PLAN

This Report contributes to the achievement of all the priorities detailed in our Council Plan for 2021 – 2024.

- 1. We want Angus to be a 'go-to' area for businesses
- 2. We want to maximise inclusion and reduce inequalities
- 3. We want our communities to be strong, resilient and led by citizens
- 4. We want Angus Council to be efficient and effective

3. BACKGROUND

Following notification of the retirement of the Director of Infrastructure, in accordance with good practice, a review has been undertaken of responsibilities at directorate level to meet national and local developments. This review was to determine whether or not the post should be replaced with no changes to the role and remit, deleted from the organisational structure or whether there would be benefit in amending the post in some way that would deliver better outcomes and outputs for the Council.

A review of Director portfolios has been undertaken and proposed changes have been identified. These changes are to ensure the Council is structured in the most effective and efficient way to deal with known challenges, and respond to potential events, over the next 3 – 5 years.

4. CURRENT POSITION

The current Directorate organisational structure and portfolios that are impacted by this report are detailed in Appendix 1.

The review of portfolios was undertaken within the following strategic context and analysis:

- Given the significant challenges facing the council over the next 3-5 years (e.g. financial challenges, the delivery of ongoing corporate leadership of transformational change and performance improvement and uncertainty related to the impact of a National Care Service) there is a requirement to retain a Director post with dedicated responsibility for infrastructure development and delivery.
- While our financial challenges are considerable, we are already a very lean organisation and require to sustain adequate leadership capacity and capability to see us through these challenges.
- In addition to essential leadership capabilities, the proposed revised directorate portfolio will benefit from leadership and direction from an individual with a relevant professional qualification and appropriate experience and technical background.
- Work to ensure that our Change programme and associated Covid recovery and renewal makes positive progress on all four Council Plan themes of Economy, People, Place and Our Business.
- The proposed broadening of portfolio will open up interest in the vacancy and attract a wider group of professionals. In addition, the post will be advertised as a permanent contract, again with the objective of increasing interest and competition.

The proposals for Director portfolio changes detailed in this report contribute to the delivery of our objectives and will assist in moving forward change and improvement both within the Council and also with the work we do with partners and other key stakeholders.

5. PROPOSALS

The changes to Director portfolios are summarised in the table below and the resulting organisational structure is detailed in Appendix 2.

Proposal	Rationale and Benefits
<p>Revised portfolio of the previous Infrastructure Director to a replacement post - Director of Infrastructure and Environment</p> <p>Establish a permanent post to be advertised externally in accordance with Council policy.</p>	<p>Brings together Environmental Services with Roads & Transportation and Assets services.</p> <p>This will maximise the synergies across our fleet management and winter maintenance/resilience functions as well as expanding opportunities related to property management services.</p> <p>Expanding the portfolio increases the resilience of the Council structure and assists in creating a more balanced structure overall.</p>

During the period following the retirement of the Director of Infrastructure and the commencement in post of the proposed Director of Infrastructure and Environment appropriate interim management arrangements will be put in place. These arrangements will include other officers making decisions under current delegated authority to the Director of Infrastructure. This can be facilitated through the scheme of sub-delegations which the Council has in place on the basis that the current scheme of delegation to officers allows for such sub-delegations to take place.

6. FINANCIAL IMPLICATIONS

There are no financial implications resulting from this report. All costs associated with the changes will be covered within existing approved budgets.

7. OTHER IMPLICATIONS (IF APPLICABLE)

8. EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment is not required as the post will be advertised externally and applications are open to everyone who meets the essential requirements for the post.

9. CONSULTATION (IF APPLICABLE)

As part of the review discussions have been held with the staff directly concerned and the relevant Trade Unions have been advised of the proposed changes to portfolios and line management arrangements.

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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List of Appendices:

Appendix 1 - Directorate organisational structure and portfolios

Appendix 2 - Resulting organisational structure



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal Changes to Director Portfolios:

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:

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

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

(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).

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

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

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

Other (general information as appropriate).

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

Disability

Impact

Gender reassignment

Impact

Marriage and Civil Partnership

Impact

Pregnancy/Maternity

Impact

Race - (includes Gypsy Travellers)

Impact

Religion or Belief

Impact

Sex

Impact

Sexual orientation

Impact

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.

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?

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

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?

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

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?

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

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

Prepared by:

Reviewed by:

Approved by:

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
