



## Equality Impact/Fairer Scotland Duty Assessment Form

### Step 1

Name of Proposal Council Plan 2023-2028

### 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

No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

No

(iii) It is for information only

No

(iv) It is reflective e.g. of budget spend over a financial year

No

(v) It is technical

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

Yes

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.

Community Empowerment (Scotland) Act 2015 part 2 Community Planning  
Local Government in Scotland Act 2003  
Best Value Statutory Guidance 2020  
Publication of Information (Standards of Performance) Direction 2018  
Net Zero

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

This proposal lays out the priorities and key performance indicators for Angus Council for the period 2023-28.

Is it a review of an existing strategy, policy, service review, procedure or function? Yes  
Please indicate: Review of Council Plan 2021 - 2024

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

Please indicate all which apply:

Employees	Yes
Job Applicants	No
Service users	Yes
Members of the public	Yes

**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

As part of this report a lot of work has been done with local communities to ensure their views are part of the wider service planning, e.g., with young people. We have also engaged with elected members, Council employees, local partners including Angus Health and Social Care Partnership, Community Planning partners and statutory organisations.

[Council Plan Annual Performance Report](#)  
[Community Plan Annual Performance Report](#)

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

[Angus Council Plan Activity](#)

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

## [Scottish Index of Multiple Deprivation 2020](#)

## [Community Planning Outcomes Profile](#)

Child Poverty Action Group – <https://cpag.org.uk/>

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

Citizens Survey: Forms the basis of our local consultation–  
<https://www.angus.gov.uk/sites/angus-cms/files/2020-06/Info%20Report%20Citizens%20Survey%20Schedule%201.pdf>

Best Value Audit - <https://www.audit-scotland.gov.uk/publications/best-value-assurance-report-angus-council>

**Other** (general information as appropriate).

The Council Plan is underpinned by local information, this has been supplemented by recent data on the COVID-19 pandemic as it formed part of the listening events held and the recent service design exercises to use local peoples views in service planning. Throughout the plan there are details of investment, statistics and testimonials as to why the activity will take place for example - investment has been allocated through the Tay Cities Deal for rural broadband which will help us to support the expansion of broadband infrastructure to help Angus businesses to compete globally and improve accessibility for our citizens.

### **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**.

**Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.**

Note: there may negative impacts arising from the individual savings proposals by each Council service. Reference should be made to the specific Equality Impact Assessments for each saving in this regard as they are not repeated in this assessment. This EIA relates to the Council Plan 2023-28.

**We are committed to reducing inequalities in all communities.**

Age

#### **Impact**

Positive - Additional investments in services outlined in the budget papers will support the priorities –Economy, People, Place – Our Council for all age groups e.g. providing the best start in life for children.

Disability

**Impact**

Positive - Additional engagement on access to services will support those with disabilities. We are committed to improving the physical and mental health and wellbeing of Angus citizens.

Gender reassignment

**Impact**

Neutral – It is hoped that with greater alignment of services this will enable partners working to support local people

Marriage and Civil Partnership

**Impact**

No impact

Pregnancy/Maternity

**Impact**

No impact

Race - (includes Gypsy Travellers)

**Impact**

Positive - Through ongoing engagement work we will aim to increase opportunities to engage with this group.

Religion or Belief

**Impact**

Neutral – all actions are available and accessible to all residents of Angus

Sex

**Impact**

Neutral – all actions are available and accessible to all residents of Angus

Sexual orientation

**Impact**

Neutral – all actions are available and accessible to all residents of Angus

**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.

Through the engagement with elected members all views and matters highlighted by local communities were considered.

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

Alongside the development of the Council Plan is a communications plan which outlines the requirements of the report and statutory responsibilities placed on us. A range of consultation has been carried out which ensures this is a co-produced plan which again limits risk.

The implications of individual savings and projects which may result in service reductions are, where necessary, subject of their own Equality Impact Assessment and thus mitigating actions. Where service reviews are undertaken to deliver savings, the deletion of vacant posts, redeployment, retraining and phased redundancy will always be the first steps to minimise any negative impact the employees in scope for such reviews.

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

The Council Plan outlines what Angus Council can deliver given the current financial constraints being faced not just in Angus but across Scotland.

There will inevitably be negative impacts arising as the Council strives to balance its budget while meeting its statutory obligations. It is not possible to deliver the scale of savings required without negatively impacting on the scale and scope of Council services but the Council will strive to ensure that these negative impacts are minimised and each individual EIA will assess the potential negative implications of saving proposals.

**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?**

Plans are required to be presented to the Scottish Government by local authorities. This plan should be read in conjunction with Angus Community Plan 2022 – 2030 which outlines the work underway in collaboration with other statutory and voluntary bodies in Angus.

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

Within the plan there are actions and performance indicators focused on mitigation and alleviation of poverty.

**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?**

As part of the plan we have identified a series of indicators to monitor progress and give a baseline to local challenges. The new indicators and targets in the plan will be reviewed regularly and ensure that services are reactive to local need.

- Child poverty can undermine the health, wellbeing and educational attainment of the children who experience it. A 2013 study found that child poverty in the UK was costing at least £29 billion a year.
- Scottish Government Equity Audit / CPAG Cost of the School Day / Rowntree Reports.
- Data for the period 2019/20 highlights an increase in poverty across Scotland. In Angus there have been increases in workless households, unemployment and referrals for food banks.
- The Scottish Government's current programme of building 50,000 affordable homes with 35,000 for social rents is a direct response to tackle poverty. In Angus the new Housing Strategy aims to support local people and puts poverty at the heart of key actions.
- In Scotland, around 7 in 10 children living in poverty live in a household where at least one adult is working, and 10% of children are living in persistent poverty.

**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.**

A geographic breakdown of poverty linked to the Angus Council population's ethnic breakdown – Through ongoing engagement work we will aim to increase opportunities to engage with this group.

**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 – Due to the nature of this report there will be a positive impact on those with low or no wealth as it includes interventions to maximise income through employability programmes and business support as well as support children and families through e.g., free school meals.

**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 – Due to the nature of this report there will be a positive impact on those with material deprivation as it includes interventions to maximise income through support with social security benefits and access to services.

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

**Impact**

Positive impact – Throughout the new plan are several outcomes to improve access to services this may not always be through Council interventions but through partnership working and community wealth building. An example of this recently has been seen with the Cost-of-Living Roadshows.

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

**Impact**

Positive Impact – Due to the nature of this report there will be a positive impact on those who are deprived due to their background, as it includes interventions to maximise income through the drivers of poverty, specifically around increasing income from employment, social security benefits and in kind.

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

Please see the Child Poverty Local Action Report action plan as it outlines a series of activity to reduce socio-economic disadvantage/inequalities of outcome.

[https://www.angus.gov.uk/media/agenda\\_item\\_no\\_16\\_report\\_no\\_31022\\_angus\\_joint\\_child\\_poverty\\_local\\_action\\_plan\\_report\\_our\\_bright](https://www.angus.gov.uk/media/agenda_item_no_16_report_no_31022_angus_joint_child_poverty_local_action_plan_report_our_bright)

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

Locally to ensure accountability of actions and delivery it has been agreed that the Council Plan will be progressed and monitored annually with updates being brought to committee with an accompanying EIA/FSD assessment.

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

The Equality Impact/Fairer Scotland Duty Assessment will be published alongside the Council Plan 2023-2028 on the Angus Council website.

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

Prepared by: Shelley Hague, Manager – Strategic Policy & Planning 20/2/23

Reviewed by: Doreen Philips, Snr Practitioner (Equalities), 21/2/23

Approved by: Vivien Smith, Director of Strategic Policy, Transformation and Public Sector  
21/2/23

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