



Equality Impact Assessment Form

Step 1

2023-26 Finance and Change Plan update – Parts 1 to 3 of the plan provides detail of how the Council's finances work, where the money comes from and what this year's budget settlement will be and what it will be used for. Part 4 of the plan gives details of the transitioning arrangements of the overall Change Programme into 4 key categories with details of each project and projected savings over the next 3-year period.

Step 2

Is this a full Equality Impact Assessment **Yes**

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.

This is an update of the Finance and Change Plan covering the period from 2023 to 2026. It gives a full explanation of how we will use out monies effectively. It details the challenges and pressures that the Council is facing.

It is hoped that the detail will assist staff, elected members and the public to gain an understanding of the extent of the savings that the Council requires to make to be a sustainable organisation.

Further details of the individual savings projects are detail in the service EIAs in the budget papers.

(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** -This update covers the next 3-year period of the Change Programme.

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).

- A full analysis of all service budget areas
- Project documentation/ project team information
- Information held on systems ie Financial, performance and workforce data

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

- Surveys and questionnaires for staff groups with findings incorporated into projects
- Engagement sessions
- Focus groups

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

- Surveys and questionnaires for the public and community groups with findings built into projects
- Comparison of other external organisations – public, third sector and other agencies
- Collaboration and partnership groups with other public bodies, agencies etc

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 to 14 -

These individual categories will be completed in Services/ Project EIAs and, if applicable, partner organisations.

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.

Step 16: Sign off and Authorisation.

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