



Appendix B3

Equality Impact Assessment Form

(FULL)

Step 1

Name of proposal; Collaboration/Organisational Design

Step 2

Is this a full Equality Impact Assessment Yes

Step 3

(i)Lead Directorate/Service: HR, OD, Digital Enablement, IT & Business Support

(ii)Are there any **relevant** statutory requirements affecting this proposal?

There may be depending on which areas of the council are subject to collaboration with others or organisation design which affects service structures and numbers of posts

(iii)What is the aim of the proposal?

To seek to collaborate with other LAs/organisations to improve resilience and achieve economies of scale whilst continuing to provide services and also to review the organisational design of the council to ensure that staff provision is located in areas of business and customer need

Reduction in council staffing budget of £250k in 23/24, £1m in 24/25 and £750k in 25/26

(iv)Is it a new proposal? Yes

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

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).

Internal data; employee numbers and costs, employee equality information

Internal consultation

Staff, trade unions and affected services will require to be consulted

External data

Relevant customer data may be required

External consultation

This will be dependent on the area of collaboration or service design being considered

Other (general information as appropriate).

Preliminary discussions with other local authorities have begun to discuss possible areas of collaboration.

Organisational design may include review of the current organisational structure, review of vacant posts, reduction in hours, early retirement/voluntary severance, phased retirement

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? Yes

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

The protected characteristic information of staff affected is unknown at this stage

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**.

It is unknown at this time which staff, service users, members of the public and services will be impacted. No decision will be taken relating to the Collaboration/Organisational Design project until further information is known and appropriate EIAs have been carried out.

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

Robust engagement and consultation will take place with any staff, trade unions, services and customers that may be affected. General briefings are taking place to ensure that all staff and trade unions are aware of the potential for collaboration/organisational design changes

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

Affected staff who are displaced will be supported through our internal processes to retrain or access alternative roles through redeployment

Staff have access to well-being resources and our confidential employee counselling service

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

Savings are required which may mean that not all staff can be retained in post

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

We are following Angus Council HR processes and will do so throughout to ensure that we comply with our public sector equality duty

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

This is not known at this stage

Please Note: Step 13 would normally be the FSD Assessment and is not applicable to this proposal.

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

Through the agreed organisational/service review processes

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

On the Angus Council website with the relevant reports

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

Prepared by: Sharon Faulkner, Director, HR, OD Digital Enablement, IT & Business Support

Reviewed by: Doreen Phillips, Senior Practitioner (Equalities)

Approved by: Sharon Faulkner, Director 22/02/23