



## Equality Impact Assessment Form – Appendix A1

(FULL)

### Step 1

**Name of proposal Anti Social Behaviour Savings**

### Step 2

Is this a full Equality Impact Assessment of this form.      Yes      If Yes, please complete the remainder

### Step 3

(i)Lead Directorate/Service: VC&SG

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

Requirement to produce a ASB strategy but this proposal does not change the strategy and no consultation on the strategy required. This proposal relates to operational matters from Angus Council in terms of use of resource.

Requirement to produce and keep under review an ASB strategy.

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

Reduction in service budget of £134k in 2023/24

(iv)Is it a new proposal?    Yes                      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
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** (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

No research undertaken – service is non statutory so proposed reduction in budget

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

Trade Union has been briefed on savings proposed.

**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).

Saving not yet agreed so no consultation

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

#### **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.

Protected characteristics of those staff affected not yet known.

At this stage the impact on those groups in the community with protected characteristics is unknown.

**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 the protected characteristics of those affected as the service review has not yet started. However, some of the savings will come from currently or soon to be vacant posts.

ASB in our communities can be a high profile issue, often attracting attention from Elected Members and MSPs. Issues can be complex and taking a tenure neutral approach to investigating complaints ensures consistency in the application of enforcement activity. Complaints often involve multi tenures and splitting duties would cause some confusion for staff and customers.

There is a likelihood that if the single team arrangement were changed, over time, some of the core skills and knowledge would be lost i. e. legal framework, undertaking surveillance, gathering evidence and providing mediation. Although mediation between neighbours is not often taken up it is an extremely useful tool to offer in relation to low level ASB cases.

At this stage the impact on those groups in the community with protected characteristics is unknown. Further EIAs will be undertaken when there is more information available, and before any decision on reduction in service is taken. .

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

Impact on the protected characteristics of staff is not known at this stage. At this stage the impact on those groups in the community with protected characteristics as detailed below is unknown. Further EIAs will be undertaken when there is more information available, and before any decision on reduction in service is taken.

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)?

Staff have been briefed on council budget position and budget saving to be made. Service Review will ingather further information which will determine which groups are potentially affected, both within the Council and the community.

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

Staff will also be supported through our internal processes to retrain or look for alternative roles through redeployment.

It should be noted that housing associations currently deal with ASB complaints involving their tenants and the Community Investigation Team works jointly with them where PRS tenants or owner occupiers are causing the issue. There is therefore a precedent for landlords to deal only with ASB complaints relating to their tenancies.

The nature of anti social behaviour complaints is becoming increasingly complex and often requires joint working between a number of Council departments and other agencies. The current arrangements still favour an enforcement approach and a reorganisation of services could bring an opportunity to take a more preventative and joined up approach in relation to ASB particularly in Council tenancies. This would require a review of the approach to ASB in the new structure

**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 will follow AC HR processes and will do throughout if any staff are to be made redundant. The ASB strategy is in place which was formed with the Public Sector Equality Duty in place.

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

No. All AC processes are being followed

**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 Service review arrangements Further information will be gathered and considered before any action is taken.

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

On the AC website with the relevant reports

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

Prepared by: Alison Smith, Director VC&SG 6/02/23

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities), 10/02/23

Approved by: Mark Armstrong, Deputy Chief Executive 10/02/23

