



## Equality Impact Assessment Form

(FULL)

### Step 1

**Name of proposal Vibrant Communities Savings – Appendix A4**

### 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.

The Council has a statutory requirement in terms of Community Learning and Development

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

Reduction in service budget of £350k in 2023/24 and £650k in 2024/25

(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).

1. A service review for the CLD element of the Vibrant Communities service started in January 2022 with partners, services and staff engagement. This has given a clear understanding of the current issues and delivery gaps and has fed into the development of a draft service plan. The formal element of the Service Review was initiated in October 2022 with HR and the Trade Union Representatives, and new structures and posts required developed.
2. The review and in depth research to provide an evidence base to support the proposed structure has been carried despite the ongoing pressures and additional duties for the team in terms of COVID recovery, the Cost of Living crisis, Ukraine and resettlement and Storm Arwen which required intense interventions from staff.

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

As above. Trade Unions have also been briefed on savings proposed.

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

Benchmarking of performance

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

A review has also been conducted on how other Local Authorities in Scotland deliver CLD, and discussions with the Community Learning and Development Standards Council for Scotland and chairs of the National Thematic Groups have taken place. Thirty out of the other thirty-one Local Authorities in Scotland are leading and delivering on CLD, and only one council has elements provided by a partner organisation. Two Local Authorities cut their CLD service in the past to make savings and have had to reinstate these due to the demand on other services such as Education and Social Work. Most Local Authorities have increased their provision due to the consequences of COVID-19 and the Cost of Living Crisis

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

A paper was approved by Angus Council on 21 June 2021, which set out changes to the directorate portfolios and the introduction of a new service, with a broader remit to:

- Improve Angus Council's community engagement and empowerment by building this approach into our organisational culture.
- Reinvigorate and focus our work on demand management and the progression of Community Wealth Building and community empowerment and ownership.
- Continue our journey of creating an organisational culture that is customer focussed, built upon collaboration and service integration, delivered through an empowered workforce.

The changes were proposed as part of a wider restructure of the Directorate to ensure the council is structured in the most the most appropriate way to maximise opportunities and deal with known challenges over the next 3 – 5 years. The aim was to lead on the creation of vibrant and sustainable communities across Angus. The Directorate will play a key role in the delivery of the Council Plan and Angus Community Plan and will lead on the development and delivery of empowered and integrated neighbourhood service teams. This development will be progressed as a service review.

A Service Review following HR guidelines has been underway since January 2022 and is nearing completion.

However, through the budget setting process a significant reduction in the budget for VC is being proposed which has implications on budget and staffing numbers.

### **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. Further EIAs will be undertaken when there is more information available, and before any decision on reduction in service is taken.

At this stage the impact on any group 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.

### **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 will be impacted as the matching and recruitment to posts has not yet started. Further EIAs will be undertaken in relation when there is more information available, and before any decision on reduction in service is taken, At this stage the impact on those groups in the community with protected characteristics is unknown.

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

Age Unknown for staff; there is not anticipated to be a negative impact on the community.

**Impact** It is unknown at this time which staff will be impacted as the matching and recruitment to posts has not yet started

The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any reduction in service is taken. At this stage the impact on those groups in the community with protected characteristics is unknown.

**Disability** Unknown for staff; At this stage the impact on those groups in the community with protected characteristics is unknown.

**Impact** It is unknown at this time which staff will be impacted as the matching and recruitment to posts has not yet started

The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision on reduction in service is taken. At this stage the impact on those groups in the community with protected characteristics is unknown.

**Gender reassignment** Unknown for staff; The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision on reduction in service is taken

**Impact** It is unknown at this time which staff will be impacted as the matching and recruitment to posts has not yet started

The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision on reduction in service is taken. At this stage the impact on those groups in the community with protected characteristics is unknown.

**Marriage and Civil Partnership** Unknown for staff; there is not anticipated to be a negative impact on the community

**Impact** It is unknown at this time which staff will be impacted as the matching and recruitment to posts has not yet started

The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision on reduction in service is taken At this stage the impact on those groups in the community with protected characteristics is unknown.

**Pregnancy/Maternity** Unknown for staff At this stage the impact on those groups in the community with protected characteristics is unknown.

**Impact**

It is unknown at this time which staff will be impacted as the matching and recruitment to posts has not yet started

The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision on reduction in service is taken. At this stage the impact on those groups in the community with protected characteristics is unknown.

**Race - (includes Gypsy Travellers)** Unknown for staff; At this stage the impact on those groups in the community with protected characteristics is unknown.

**Impact** It is unknown at this time which staff will be impacted as the matching and recruitment to posts has not yet started

The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision on reduction in service is taken.. At this stage the impact on those groups in the community with protected characteristics is unknown.

**Religion or Belief** Unknown for staff; there is not anticipated to be a negative impact on the community

**Impact** It is unknown at this time which staff will be impacted as the matching and recruitment to posts has not yet started

The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision on reduction in service is taken At this stage the impact on those groups in the community with protected characteristics is unknown.

**Sex** Unknown for staff; At this stage the impact on those groups in the community with protected characteristics is unknown.

**Impact** It is unknown at this time which staff will be impacted as the matching and recruitment to posts has not yet started

The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision on reduction in service is taken. At this stage the impact on those groups in the community with protected characteristics is unknown.

**Sexual orientation** Unknown for staff; At this stage the impact on those groups in the community with protected characteristics is unknown.

**Impact** It is unknown at this time which staff will be impacted as the matching and recruitment to posts has not yet started

The nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision on any reduction in service is taken. At this stage the impact on those groups in the community with protected characteristics is unknown.

## **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)?

Robust engagement and consultation have been happening throughout the service review. However, they are fully aware of the service review process, the potential need to apply for posts or to be matched to posts.

At this stage the impact on those groups in the community with protected characteristics is unknown as the nature of the service reduction has not yet been identified therefore further EIAS will be required and before any decision reduction in service is taken.

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

External funding has been sought for a number of posts which will allow some staff to remain in work albeit possibly on a temporary rather than permanent basis.

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

Should an impact be identified on the those groups in the community with protected characteristics there will be signposting to alternative providers or support to attract alternative funding sources.

**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 not all services provided everywhere across Angus.

**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 AC HR processes and will do throughout if any staff are to be made redundant.

**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

**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

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