



Equality Impact Assessment Form

Step 1

ANGUSalve Charges Review and Budget Settlement for 2023/24

Step 2

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

Step 3

- (i) Lead Directorate/Service: **Strategic Policy, Transformation & 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.

To agree the proposed 2023/24 budget settlement between Angus Council and ANGUSalve, along with the review of ANGUSalve charges for services delivered and their Business Plan covering 2023/24 to 2025/26.

- (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/No** Please indicate

These proposals relate to a further year's support for the delivery of services via ANGUSalve and include an update to ANGUSalve's existing charges and outline of proposed business priorities for 2023/24.

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).

Internal cost data has been used in relation to the annual review of charges and pricing structure.

Internal data will also be used by ANGUSalve as required and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

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

There has been internal consultation with specific staff in relation to the annual review of charges and pricing structure.

Internal consultation will also be carried out by ANGUSalve with their staff and relevant trade unions and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

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

External research data has been used in relation to the annual review of charges and pricing structure.

External data will also be used by ANGUSalve (or where appropriate by Angus Council or both organisations jointly) as required and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

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

External consultation will be carried out by ANGUSalve with relevant members of the public, community groups and partner organisations, and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

Other (general information as appropriate).

The information will be collated by ANGUSalve although council staff may be involved in using this information for future committee reporting.

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? **Yes/No**

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

Evidence gaps will be addressed by ANGUSalve in relation to any specific changes being proposed in their Business Plan and as part of their EIA assessments which will be developed in due course.

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.

Age

Impact

Revised charging structures for various guided walks/ tours/ talks/ workshops/ events (in Countryside Adventure and Museums, Galleries & Archives and Libraries) have been proposed to establish specific prices for Adults and Juniors or Standard and Concession as applicable to the event. This is a change to the previous approach and there is potential negative impact based on increased charges.

Charges for children's birthday parties and pool parties have increased which may have a potential negative impact on young people.

Monthly rolling bACTIVE Junior Add On and Learn to Swim membership charges have increased which may have a potential negative impact on young people.

Introduction of 'Babes in Arms' arrangements for identified children's theatre events and pantomime whereby children under 24 months will be granted free entry but not provided with a seat. This is a change to the previous approach and is intended to have a positive impact for children under 24 months.

Disability

Impact

B-Active GP referral (max 3 months) charge has increased which may have a potential negative impact on someone with a disability.

Gender reassignment

Impact - none

Marriage and Civil Partnership

Impact - none

Pregnancy/Maternity

Impact - none

Race - (includes Gypsy Travellers)

Impact - none

Religion or Belief

Impact - none

Sex

Impact - none

Sexual orientation

Impact - none

Notes:

- The specific priorities for 2023/24, where ANGUSalve Business Plan approval will provide agreement to proceed with these changes, do not have differential impacts on the protected characteristic groups.
- Further impact assessments in relation to protected characteristics will be carried out by ANGUSalve and detailed in their EIA assessments developed in relation to any other specific changes included in the Business Plan.

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)?

The background and rationale for the proposals are set out in ANNEX 1 of Report 53/22. The overarching decisions reached by ANGUSalve in relation to the proposed charges for 2023/24 were:

- Charges would be reviewed on an individual basis
- Charges to be more reflective of ANGUSalve delivery costs
- Identify new/ alternative pricing models to better reflect ANGUSalve's offering and market
- Confirm the charge/ pricing model for new services/ offerings
- Where an inflationary increase was applied this is at the rate of 10.1% (the rate of inflation in October 2022 when the charges review commenced).

Consultation will be carried out by ANGUSalve and detailed in their EIA assessments developed in relation to any specific changes emerging from the Business Plan.

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

Charges have been reviewed and adjusted in line with the principles set out in Step 8.

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

ANGUSalve is under significant financial pressure to remain as a 'going concern'. The review of charging and future business planning to ensure the ongoing viability of the organisation are key components to achieve this objective. All Charges have been reviewed and adjusted in line with the principles set out in Step 8.

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

All Charges have been reviewed and adjusted in line with the principles set out in Step 8 to ensure the public sector equality duty has been part of considerations.

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

This has been factored into the review of charges. Future actions as part of the Business Plan will be considered as part of any proposed future changes.

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?

Performance data will be collected by ANGUSalve and included in future performance reports where applicable.

Further equality impact assessments in relation to protected characteristics will be carried out by ANGUSalve and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

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

On Angus Council's website.

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

Prepared by: Gordon Cargill, Service Leader (Governance & Change), 21/2/23

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

Approved by: Vivien Smith, Director of Strategic Policy, Transformation & Public sector Reform, 22/2/23
