



Equality Impact/Fairer Scotland Duty Assessment Form

Step 1

Name of Proposal Community Plan 2022-2030

Step 2

Is this only a **screening** Equality Impact Assessment

No

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people

Yes

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

No

(iii) It is for information only

No

(iv) It is reflective e.g. of budget spend over a financial year

No

(v) It is technical

Yes

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment

Yes

Is this a Fairer Scotland Duty Assessment

Yes

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

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.

Community Empowerment (Scotland) Act 2015 part 2 Community Planning

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

This strategy lays out the priorities and actions of the Community Planning Partnership for the period 2022-30.

(iv)Is it a new proposal? No Please indicate OR

Is it a review of e.g. an existing strategy

Yes Please indicate: Review of CPP 2017-2030 plan

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).

As part of the performance reporting of the existing plan a lot of work has been done with local communities to ensure their views are part of the wider service planning. We have also through the service design pilot projects engaged with local partners and statutory organisations.

[Community Plan Annual Performance Report](#)

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

[Angus Council Plan](#) contains information on local priorities and what the Council will prioritise over the reporting period.

Angus Council are a partner on the Community Planning Partnership and have added the workshops, feedback sessions and had the opportunity to shape the plan.

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

[Scottish Index of Multiple Deprivation 2020](#)

[Community Planning Outcomes Profile](#)

Child Poverty Action Group – <https://cpag.org.uk/>

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

Citizens Survey: Forms the basis of our local consultation due to COVID restrictions – <https://www.angus.gov.uk/sites/angus-cms/files/2020-06/Info%20Report%20Citizens%20Survey%20Schedule%201.pdf>

Other (general information as appropriate).

The Community Plan 2022 - 2030 is underpinned by local information, this has been supplemented by recent data on the COVID-19 pandemic. Throughout the strategy there are details of shared priorities, values and outcomes outlining why the activity should take place.

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.

A more detailed understanding of the impact of poverty and mental health challenges in our communities for example suicide prevention. This is being developed further through the thematic groups.

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

Positive - Additional investments will support the priorities – Growing our Economy, Supporting our People, Caring for our spaces – Our Place – Our Angus

Disability

Impact

Positive - Additional engagement on access to services will support those with disabilities

Gender reassignment

Impact

Positive – Greater alignment of services will support those undergoing gender reassignment

Marriage and Civil Partnership

Impact

No impact

Pregnancy/Maternity

Impact

Positive – delivery of the plan will support our citizens with pregnancy through partnership working with NHS Tayside

Race - (includes Gypsy Travellers)

Impact

Positive – all actions are available and accessible to all residents of Angus

Religion or Belief

Impact

Neutral – all actions are available and accessible to all residents of Angus

Sex

Impact

Positive

Sexual orientation

Impact

Neutral – all actions are available and accessible to all residents of Angus

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.

The Angus Transport network provided an opportunity for a wide range of groups to comment on the priorities this has included those with access challenges and living within rural areas.

As part of the wider service design programme several surveys and focus groups were held with local people who regularly accessed services. The results have shaped this strategy and has been shared with other partners to improve the alignment of essential services.

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

Alongside the development of the Community Plan is an Improvement Plan which outlines the areas of development partners have highlighted to be further developed. The

Community Planning Partnership also has a regularly updated risk register to ensure the group is flexible to support any upcoming challenges and also respond to potential opportunities.

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

The Community Plan 2022-2030 is in place to support our residents therefore no negative impacts have been identified.

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?

Under the 2015 Community Empowerment Act, community planning is about how public bodies work together and with the local community to plan for, resource and provide or secure the provision of services which improve local outcomes in a local authority area, with a view to reducing inequalities.

This statutory guidance provided a renewed vision for community planning, which built on the provisions in the 2015 Act and the shared ambitions of COSLA and the Scottish Government. The guidance supersedes the Statement of Ambition which COSLA and the Scottish Government agreed in 2012; and also policy statements which the National Community Planning Group, Scottish Ministers and COSLA leaders have issued since then.

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

Within the thematic action plans (Child Poverty, Mental Health & Wellbeing) there are actions focused around tackling inequalities – the indicators identified within the plan will show progress and identify any areas of need for our communities and through ongoing engagement through partner organisations there is an early warning system in place for any growing issues.

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

As part of the report we have worked with partners to develop indicators with 3, 5 and 8 year targets. Not only will this keep the work on track but highlight any areas of concern/good practice:-

- The largest falls in poverty rates seen in the past 20 years have been among the older population and children. But despite improvements over time, children remain the most at-risk group in terms of poverty, with rates far above average, followed by working-age adults with children

- Child poverty can undermine the health, wellbeing and educational attainment of the children who experience it. A 2013 study found that child poverty in the UK was costing at least £29 billion a year.
- Data for the period 2019/20 highlights an increase in poverty across Scotland. In Angus there have been increases in workless households, unemployment and referrals for food banks.
- The Scottish Government's current programme of building 50,000 affordable homes with 35,000 for social rents is a direct response to tackle poverty. In Angus the new Housing Strategy aims to support local people and puts poverty at the heart of key actions.
- In Scotland, around 7 in 10 children living in poverty live in a household where at least one adult is working, and 10% of children are living in persistent poverty.
- The Scottish Government published Every child, every chance (the Tackling Child Poverty Delivery Plan) (Scottish Government, 2018). In its first annual progress report on the plan, the Scottish Government (2019) acknowledged that it is still early days but most of the actions set out in the plan have been carried out or are in progress.
- Overall, poverty was lower in 2015–18 than it was in 1999–2002, but since 2009–12, poverty rates have started to shift upwards.
- Working-age people without children have not seen much change in their poverty rate over time. The poverty rate for this group tends to be lower than for other sections of the population, but there are notable exceptions – demonstrated by the high rates of destitution for single men under the age of 25.

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

Getting real time data on poverty and identifying where there are growing issues has been a challenge however as a partnership we continue to work on this. As part of the Cost of Living work we are working with partners to identify measures that can show the impact of the work underway and any areas of improvement required. This will also include areas of good practice that can be shared not just in Angus but with neighbouring authorities.

Alongside local reporting the Child Poverty Action Group and Community Planning Partners are also working with Tay Region colleagues in health and social care to identify ways of reporting across the area in a consistent manner.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? 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 grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

Impact

Positive Impact – Due to the nature of this report there will be a positive impact on those with low or no wealth as it includes interventions to maximise income through the drivers of poverty.

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Positive Impact – Due to the nature of this report there will be a positive impact on those with material deprivation as it includes interventions to maximise income through the drivers of poverty, specifically around increasing income from employment, social security benefits and in kind.

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport)).

Impact

Positive Impact – Due to the nature of this report there will be a positive impact on those with deprived due to the area they live as it includes interventions to maximise income through the drivers of poverty, specifically around increasing income from employment, social security benefits and in kind.

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Positive Impact – Due to the nature of this report there will be a positive impact on those with deprived due to their background as it includes interventions to maximise income through the drivers of poverty, specifically around increasing income from employment, social security benefits and in kind.

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

As part of the Community Planning Partnership work is the Child Poverty Group which produces a plan annually. This plan outlines a series of activity to reduce socio-economic disadvantage/inequalities of outcome. <http://bit.ly/2T4V26I>

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

Locally to ensure accountability of actions and delivery it has been agreed that the Community Plan will be progressed and monitored through the Angus Community Planning Board and also reported at the partners committees. The Community Planning Board aims to co-ordinate and integrate actions across all thematic groups. The reporting is also required as part of the statutory duty for the Improvement Service and Scottish Government.

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

The Equality Impact/Fairer Scotland Duty Assessment will be published alongside the Community Plan 2022-2030 on the Angus Council website.

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

Prepared by: Shelley Hague
Reviewed by: Doreen Phillips
Approved by: Vivien Smith

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
