



## Equality Impact/Fairer Scotland Duty Assessment Form

### Step 1

#### Name of Proposal:

2024/25 Budget Communication and Engagement Plan

### 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/No |
| (ii) It is a percentage increase in fees which has no differential impact on protected characteristics | Yes/No |
| (iii) It is for information only   | Yes/No |
| (iv) It is reflective e.g. of budget spend over a financial year                                       | Yes/No |
| (v) It is technical  | Yes/No |

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	No

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:

Finance / Vibrant Communities & Sustainable Growth

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

No

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

To set out a plan and timetable for how the Council will communicate and engage as part of its preparation of its 2024/25 budget setting process

(iv)Is it a new proposal?        Yes

**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).

None

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

None at this stage but consultation with staff will be part of the process

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

The proposal includes aspects which seek to obtain external data (the views of Angus communities)

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

None – the proposal includes aspects which will involve external consultation (the views of Angus communities)

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

None

**Step 6: Evidence Gaps.**

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

**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**

The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made. This applies to all protected characteristics in this case.

Disability

**Impact**

See comments under Age impact. The proposal will also have a positive impact because ensuring accessibility is part of the plan and is in line with the Council's communication, engagement and consultation policy.

Gender reassignment

**Impact**

See comments under Age impact

Marriage and Civil Partnership

**Impact**

See comments under Age impact

Pregnancy/Maternity

**Impact**

See comments under Age impact

Race - (includes Gypsy Travellers)

**Impact**

See comments under Age impact

Religion or Belief

**Impact**

See comments under Age impact

Sex

**Impact**

See comments under Age impact

Sexual orientation

**Impact**

See comments under Age 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.

The engagement plan seeks to be inclusive in line with the Council's Communication, Engagement and Consultation Policy

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)?

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

No negative impacts identified

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

N/a

**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?

The proposal advances equality of opportunity by enabling various sections of the community to have a voice in proposed budget spending, including those from under-represented groups.

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

No. Various means of engagement/consultation will be used in order to ensure accessibility is as wide as possible.

**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?**

**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.**

**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**

**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**

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

**Impact**

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

**Impact**

**Other** – please indicate

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

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

The EIA will be reviewed in line with any developments to service provision.

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

EIA will be published as an appendix of the committee report.

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

Prepared by: Ian Lorimer, Director of Finance, 18 August 2023

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities), 23 August 2023

Approved by: Ian Lorimer, Director of Finance, 30 August 2023

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