



## Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

### Step 1

**Name of Proposal** (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

2023 Review of UK Parliamentary Constituencies

### Step 2

Is this only a **screening** Equality Impact Assessment Yes/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/No

Is this a Fairer Scotland Duty Assessment Yes/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:

Chief Executive as Returning Officer

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

Parliamentary Constituencies Act 1986 (as amended).

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

The purpose of the report is to advise members of the final recommendations of the Boundary Commission for Scotland's review of UK Parliament Constituencies and the impact of the recommendations for Angus Council.

The new proposals in terms of constituencies will require some electors to vote at a different polling place and therefore consideration will be given to accessibility requirements.

(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

### 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).

Consideration was given to the data held in terms of polling stations prior to any recommendations for change being made.

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

Elected members were consulted on the initial proposals via the Special Sub-Committee of the Policy & Resources Committee and a representation was sent to the Boundary Commission on behalf of Angus Council. Further consultation with elected members was held, again via the Special Sub-Committee of the Policy & Resources Committee in relation to the revised proposals and a further representation was sent to the Commission. The election staff also considered the proposals in terms of advising elected members as to the impact on the Angus area.

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

Consideration was given to the information provided by the Boundary Commission in terms of their initial proposals.

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

n/a

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

### **Step 6: Evidence Gaps.**

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

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

### **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:** Negative:

In order to apply the new boundaries part of polling district ESA will need to be split and merged with polling district ESB. This will require a change in polling place for some electors. There is a limited bus service which could negatively impact those young people

who may not be in a financial position to afford their own car and therefore rely on public transport. Similarly, those who are elderly may no longer drive and they may rely on public transport. Both would not be able to access the polling station at a time suitable to them depending on the bus service available.

However, there is a limited bus service and young people voting are entitled to free bus travel if in an area where there is service at no cost to them. Similarly with older people who may have a bus pass.

Free bus travel will mitigate the negative impact for both age groups. Also there is an option to vote by post for all electors who may be impacted by the change.

Disability

**Impact:** Negative.

There is a limited bus service which could be considered a negative impact for those who cannot drive due to their disability.

This can be mitigated with the option of a postal vote.

Gender reassignment

**Impact:** Neutral

Marriage and Civil Partnership

**Impact:** Neutral

Pregnancy/Maternity

**Impact:** Neutral

Race - (includes Gypsy Travellers)

**Impact:** Neutral

Religion or Belief

**Impact:** Neutral

Sex

**Impact:** Neutral

Sexual orientation

**Impact:** Neutral

## **Step 8: Consultation with any of the groups potentially affected**

N/A – Review undertaken by the Boundary Commission.

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)?

N/A

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

Postal voting will be available for those who are unable to access the polling stations.

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

Although a potential negative impact has been identified, there is mitigation in terms of the option to use postal voting.

**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 impact of review will be implemented by Angus Council. In implementing the recommendations, consideration will be given to ensure the provision of suitable polling arrangements for all electors, including those with a disability. All polling places are assessed for the suitability for wheelchair users in terms of interior space, door width, level flooring, toilets for voters with a disability, smooth car park surfaces, clear internal light, etc.

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

**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?**

N/A

**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.**

N/A

**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** N/A

**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** N/A

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

**Impact** N/A

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

**Impact** N/A

**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.**

N/A

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

Under Parliamentary Constituencies Act 1986 (as amended).

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

Report to Council seeking to implement the amendments to the constituencies as required.

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

Prepared by: Sarah Forsyth, Acting Democratic Services Manager, 27/11/2023

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities) 28/11/23

Approved by: Jackie Buchannan, Director or Legal, Governance and Change 30/11/23

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

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