



Equality Impact/Fairer Scotland Duty Assessment Form

Step 1

Name of Proposal Council Plan 2023-2028 (2024 Update)

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 No

(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 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 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: HR, OD, DE, IT & Business Support

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

Community Empowerment (Scotland) Act 2015 part 2 Community Planning

Local Government in Scotland Act 2003

Best Value Statutory Guidance 2020

Publication of Information (Standards of Performance) Direction 2018

Net Zero

Child Poverty (Scotland) Act 2017

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

This proposal lays out the priorities, key performance indicators and Service Plan actions for Angus Council for the period 2023-28 (2024 update).

Is it a review of an existing strategy, policy, service review, procedure or function? Yes
Please indicate: Review of Council Plan 2023 – 2028 (agreed March 2023)

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees Yes

Job Applicants Yes

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

The 2023 -2028 Council plan development work included views from local communities. We also engaged with elected members, Council employees, local community groups, Community Planning partners including Angus Health and Social Care Partnership and statutory organisations.

[Council Plan Annual Performance Report](#)

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

This update has included the Corporate Leadership Team and the Policy & Budget Strategy Group.

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](#)

[Local Government benchmarking Framework \(LGBF\)](#)

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

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

Latest Citizens Survey Information:

<https://www.angus.gov.uk/sites/angus-cms/files/2020-06/Info%20Report%20Citizens%20Survey%20Schedule%201.pdf>

Best Value Audit - <https://www.audit-scotland.gov.uk/publications/best-value-assurance-report-angus-council>

[Best Value Audit Thematic Report](#)

Other (general information as appropriate).

The Council Plan is underpinned by local information, this has been supplemented by data on the COVID-19 pandemic which formed part of the listening events held and the service design exercises to use local people's views in service planning.

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.

Note: there may be negative impacts arising from the individual savings proposals by each Council service. Reference should be made to the specific Equality Impact Assessments for each saving in this regard as they are not repeated in this assessment. This EIA relates to the Council Plan 2023-28 (2024 update).

We are committed to reducing inequalities in all communities.

Age

Impact

Neutral – While additional focus and investment in services outlined in the budget papers will support the priorities – Economy, People, Place – Our Council for all ages, there are also a reduction in some service areas therefore we anticipate an overall neutral impact

Disability

Impact

Neutral - Engagement on access to services will support those with disabilities. We are committed to improving the physical and mental health and wellbeing of Angus citizens. We also have a post designated to supporting trauma informed practice. This is alongside reductions in some services, therefore we anticipate an overall neutral impact

Gender reassignment

Impact

Neutral – It is hoped that with greater alignment of services this will enable partners working to support local people

Marriage and Civil Partnership

Impact

No impact

Pregnancy/Maternity

Impact

Neutral – a range of measures cover all children from birth to adulthood, and welfare rights help to alleviate hardship/ poverty to pregnant women and families. This is alongside reductions in some services, therefore we anticipate an overall neutral impact

Race - (includes Gypsy Travellers)

Impact

Neutral - Through ongoing engagement work we will aim to increase opportunities to engage with this group. We have also supported Ukranian people to resettle.

Religion or Belief

Impact

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

Sex

Impact

A Positive for females – all actions are available and accessible to all residents of Angus and generally neutral impact overall. However, poverty has a disproportionate impact on women, so they will benefit more from tackling food poverty initiatives. Also, there are programmes to tackle violence against women and girls,

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 Council Plan 2023 – 2028 included engagement with elected members, and all views and matters highlighted by local communities were considered.

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

A range of consultation has been carried out which ensures this is a co-produced plan which limits risk. The implications of individual savings and projects which may result in service reductions are, where necessary, subject of their own Equality Impact Assessment and thus mitigating actions. Where service reviews are undertaken to deliver savings, the deletion of vacant posts, redeployment, retraining and phased redundancy will always be the first steps to minimise any negative impact the employees in scope for such reviews.

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

The Council Plan outlines what Angus Council can deliver given the current financial constraints being faced not just in Angus but across Scotland.

There will inevitably be negative impacts arising as the Council strives to balance its budget while meeting its statutory obligations. It is not possible to deliver the scale of savings required without negatively impacting on the scale and scope of Council services but the Council will strive to ensure that these negative impacts are minimised and each individual EIA will assess the potential negative implications of saving proposals.

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?

Plans are required to be presented to the Scottish Government by local authorities. This plan should be read in conjunction with Angus Community Plan 2022 – 2030 which outlines the work underway in collaboration with other statutory and voluntary bodies in Angus. Council Plan strategy on a page and priorities address reducing inequalities in all our communities.

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

Within the plan there are actions and performance indicators focused on mitigation and alleviation of poverty.

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 plan we have identified a series of indicators to monitor progress and give a baseline to local challenges. The new indicators and targets in the plan will be reviewed regularly and ensure that services are reactive to local need.

- 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.
- Scottish Government Equity Audit / CPAG Cost of the School Day / Rowntree Reports.
- Data for the period 2021/22 highlights a 3.6% increase in children living in poverty in Angus from 2020/21. It is estimated there are around 3,500 households impacted by poverty affecting approx. 5,000-6,000 children. There have been increases in unemployment with claimant count at 2,150 (3.1%) in April 23, up from a low of 1,870 (2.7%) in Sep 22.
- 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.
- The most recent Scottish Government poverty statistics show 250,000 children (24% of all children) were still living in poverty in Scotland in the period 2019 to 2022. Children remain at significantly higher risk of poverty than pensioners (15%) and working age adults (21%). The figures show levels of child poverty broadly stable in Scotland, but pre-date the full roll out of the Scottish child payment.

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.

A geographic breakdown of poverty linked to the Angus Council population's ethnic breakdown – Through ongoing engagement work we will aim to increase opportunities to engage with this group.

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

Neutral Impact – despite the context of our financial challenges which will restrict our service ambitions in places, there will continue to be a drive to achieve a positive impact on those with low or no wealth as we will continue to deliver interventions to maximise

income through employability programmes and business support as well as support children and families through e.g., free school meals, decrease numbers of homeless.

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

Neutral Impact – despite the context of our financial challenges which will restrict our service ambitions in places, we will strive to achieve a positive impact on those with material deprivation as we will continue to support interventions to maximise income through support with social security benefits and access to services.

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

Impact

Neutral impact – despite the context of our financial challenges which will restrict our service ambitions in places, there will continue to be focus on improving access to services, although this may not always be through Council interventions but through partnership working and community wealth building. An example of this has been seen with the Cost-of-Living Roadshows.

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

Impact

Neutral Impact – despite the context of our financial challenges which will restrict our service ambitions in places, we will strive to achieve a positive impact on those who are deprived due to their background, as we will continue to include 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.

Please see the Child Poverty Local Action Report action plan as it outlines a series of activity to reduce socio-economic disadvantage/inequalities of outcome.

https://www.angus.gov.uk/media/agenda_item_no_16_report_no_31022_angus_joint_child_poverty_local_action_plan_report_our_bright (Note: next update due March 2024)

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 Council Plan will be progressed and monitored annually with updates being brought to committee with an accompanying EIA/FSD assessment.

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 Council Plan 2023-2028 (2024 Update) on the Angus Council website.

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

Prepared by: Gordon Cargill, Service Leader (Governance, Change & Strategic Policy)
14/2/24

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21/2/24
