



Equality Impact/Fairer Scotland Duty Assessment Form

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

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

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

(i)Lead Directorate/Service: HR, OD, Digital Enablement, IT & Business Support

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

Employment Rights Act 1996; Employment Relations Act 1999; Equality Act 2010
Health & Safety at Work etc. Act 1974

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

The Workforce Plan covers the period 2023 – 2028 and is aligned with the Council Plan and the Finance and Change Plan. It takes account of the significant changes, opportunities, and challenges which the council and the wider public sector are likely to face during that time.

This 2024 plan update sets out the achievements from 23/24 and sets out the actions that will be taken over the next 12-months to support delivery of the workforce plan mentioned above.

Is it a new proposal? No

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function?

Yes - this is an update of the Workforce Plan 2023 - 2028

Which people does your proposal involve or have consequences for?

Employees: Yes

Job Applicants: Yes

Service users: No

Members of the public: No

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

Results from recent staff surveys and engagement sessions with staff continue to provide us with important information about leadership, staff communication, engagement, resilience and health and wellbeing and these areas are also addressed in our Workforce Plan.

Internal consultation

Staff and Trade union consultation is a continuous process in respect of changes involving staff. We are committed to meeting regularly with our trade union representatives and frequently engaging with staff.

External data

NA

External consultation

Discussions with other Organisational Development teams in other councils help inform the format and content of a number of workstreams including: leadership development programmes, resilience, health and wellbeing training and staff engagement sessions.

We also consult with CoSLA, Chartered Institute of Personnel & Development (CIPD), Society of Personnel & Development Scotland (SPDS)

Evidence Gaps

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

Are there potential differential impacts on protected characteristic groups?

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age **Impact** – increased opportunities for young people through an increased number of modern apprenticeships being offered, including to young people with a disability and care experienced young people. In November 2023 we pledged support to the Young Person's Guarantee Scheme.

We will continue to develop our Young Person's Guaranteed Interview Scheme, including supporting Foundation Apprenticeships, increasing the number of Graduate Apprenticeships, and offering Internship opportunities.

Given that a significant percentage of the current workforce is aged 55 or over, there is a focus on succession planning and the opportunities this will offer potential successors.

Disability **Impact** – increased opportunities for young people through an increased number of modern apprenticeships being offered, including to young people with a disability and to care experienced young people.

We will further develop and implement health and wellbeing resources and events for staff.
We are working towards the Disability Confident leaders status
We are developing our programme for trauma-informed practice

Gender reassignment **Impact** - Neutral

Marriage and Civil Partnership **Impact** - Neutral

Pregnancy/Maternity - **Impact** - Neutral

Race - (includes Gypsy Travellers) - **Impact** – continue to monitor impact of BREXIT on recruitment to ensure equality and inclusion within our workforce. We will review recruitment practices with a race lens.

Religion or Belief - **Impact** - Neutral

Sex **Impact** – increasing employment opportunities by developing creative and innovative recruitment solutions to address the gender imbalance in our workforce

We are participating in the national Equally Safe at Work (ESAW) programme which raises awareness across all levels of the council in relation to violence against women and girls' issues. We have been awarded the Developer Award by ESAW.

Sexual orientation - **Impact** - Neutral

Consultation with any of the groups potentially affected

There are a number of actions identified to attempt to broaden the diversity and the development opportunities to all of our workforce. This includes the use of succession planning and talent management to support career progression and to ensure that the council has a workforce with the right knowledge, skills and behaviours to provide our services in the future.

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

No negative impacts have been identified in terms of protected characteristics.

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

No negative impacts have been identified in terms of negative characteristics.

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?

This proposal eliminates unlawful discrimination and advances equality of opportunity for young people and our workforce in general.

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

As stated above.

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.

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

This strategic Workforce Plan relates to our employees only, and the council is a Living Wage employer. This relates mainly to our staff but also the public in relation to recruitment.

Our employees have access to Welfare Rights advice
PAM Assist, our employee counselling service, also offers debt counselling

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

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.

There is no impact on any of the protected characteristic groups. For those staff already employed and for those we are seeking to recruit any impact of the Workforce Plan is potentially positive in respect of the FSD assessment as above

Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome. NA

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

The action plan supports the delivery of the Workforce Plan, which is a living document and will be regularly reviewed, as will the accompanying EIA/FSD.

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

This EIA will be published on the council's website alongside the Council Plan, Finance and Change Plan and Workforce Plan.

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

Prepared by: Sharon Faulkner, Director of HR, OD, Digital Enablement, IT & Business Support 21/02/24

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Approved by Sharon Faulkner, Director 22/02/24