



Equality Impact/Fairer Scotland Duty Assessment Form

Step 1: Name of Proposal (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

Service Review of Small Mechanical Street Sweeping Provision across Angus

Step 2: Is this only a **screening** Equality Impact Assessment **No**

(A) If Yes, please choose from the following options for **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:

Infrastructure and Environment Directorate; Environmental Services; Waste Operations

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

YES - Statutory Obligations: Failure to meet statutory duties under Environmental Protection Act 1990 to keep all roads, pavements, and other public areas in Angus clean and free from litter and other detritus.

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

In light of Angus Council's current financial position, review the provision of Small Mechanical Street Sweeping services across the Angus area with a view to reducing costs. The amount of projected revenue budget saving is £30,000 and the effect of this will be determined by the outcome of the service review.

(iv)Is it a new proposal? **Yes** 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**

Job Applicants **Yes**

Service users **No**

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).

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

All Waste Operations Staff have had an outline brief of the potential savings required to be made subject to budget agreement. Full consultation with staff in scope of this project and Trade Unions will take place as per the policy on Service Reviews.

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

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

There has been no public consultation in respect of the proposed Service Review.

Other (general information as appropriate).

Dependant on the outcome of the Service Review members of the public and the communities of Angus may be affected by a reduction in the use of small mechanical street sweeping machines and the reduction of the number of hours committed to street sweeping

in particular areas of Angus. It also may be necessary to reduce the hours committed to mechanical street sweeping in areas where a higher proportion of older people live, or places where there are places with more people with disabilities located. This has been considered and it is anticipated that other mechanical street sweeping resources from co-joining areas will be used to provide an acceptable level of coverage, and this will be supplemented by the use of Street Sweeping Operatives and hand wheeled sweeping barrows.

The proposed savings are likely to come from not filling vacant posts, natural turnover, and phased retirement.

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 **Yes there is a potential for impact. As the financial savings may come from the phased or early retirement of the staff in scope of the Service Review. See also Section 5 – other (above).**

Disability

Impact **Yes there is a potential for impact, as one of the staff in scope of the Service Review has a disability and is registered disabled. See also Section 5 – other (above).**

Gender reassignment

Impact **No impact.**

Marriage and Civil Partnership

Impact **No impact.**

Pregnancy/Maternity

Impact **No impact.**

Race - (includes Gypsy Travellers)

Impact **No impact.**

Religion or Belief

Impact **No impact.**

Sex

Impact **Yes there is impact as all of the six staff in scope of the Service Review are male.**

Sexual orientation

Impact **No impact.**

Step 7 (a) Assessing Children's Rights

We should encourage children and young people's participation in decision-making; champion their interests and think about what we can do to place children and young people at the centre of our policies/proposals. You need to:

- identify, research, analyse and record the anticipated impact of any proposed policy, service or other measure on children's human rights and wellbeing.
- think about the means of involving children and young people in the development of your policy/measure.
- ensure decisions are necessary and proportionate when balanced against any impact on children's rights.

There are four articles in the [United Nations Convention on the Rights of the Child](#) (UNCRC) that are seen as special. They're known as the "General Principles". They help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. Please answer alongside the following questions:

1. Which of the general principles apply to your proposal? Select all that apply:

Non-discrimination (Article 2)

Best interest of the child (Article 3)

Right to life survival and development (Article 6)

Right to be heard (Article 12)

None

NONE

Other

2. What impact will your proposal have on children's rights, i.e., positive, negative, or neutral? NEUTRAL

3. How will the proposal give better effect to the UNCRC in Scotland? Not Applicable (N/A)

4. How will the impact be monitored? N/A

5. How will you communicate to children and young people the impact of the proposal on their rights? N/A

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.

Staff have been briefed on the council's financial position and that posts will need to be reduced. Consultation with individuals on this will be forthcoming as and when required.

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?

Those staff affected will be offered redeployment, retraining and phased redundancy as a first step.

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

Angus Council requires efficiencies and budgetary savings on a significant scale.

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?

Proposal does not contribute to the General Duty, but we will adhere to Human Resource policies and employment legislation to ensure that there is no unlawful discrimination.

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

No.

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

Assessment at each year of the budget saving/service review process.

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

Alongside all of the other Service Review documentation and shared with all relevant and interested parties.

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

Prepared by: Grant Edward, Team Leader – Waste Operations

Date: 17 January 2024

Reviewed by: Doreen Phillips, Senior Practitioner (Equalities), Angus Council

Date: 17 January 2024

Approved by: Graeme Dailly, Director of Infrastructure and Environment

Date: 17 January 2024
