



Appendix B1

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): LEAN Reviews – the saving of £35k relates to the review of current British Telecom (BT) service provision.

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:

Legal, Governance & Change

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

None applicable.

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

This project aims to examine current BT service provision to:

- Identify and disconnect lines that are no longer used;
- Streamline and make more efficient the process for processing and paying for BT services; and
- Make best use of staff resources (via a more streamlined approach from the above).

(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 This is the second phase of work.

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).

Internal records relating to BT services paid for by the Council via One Bill approach.

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

Engagement with relevant staff to understand use of telephone lines.

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

Not applicable

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

BT One Bill services.

Other (general information as appropriate).

Not applicable

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? Yes/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 - neutral

Disability

Impact - neutral

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

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

Groups specific to identified BT services – those identified as unused removed from BT One Bill.

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)?

Not applicable

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

Not applicable

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

Not applicable

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?

Removes unnecessary spend to focus finite resources on Council priorities.

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

Technology used to maximum benefit of users.

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?

Project management approach adopted to delivery of project with EIA an integral part.

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

The Equality Impact Assessment will be published 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)
8/2/24

Reviewed by: Doreen Philips, Snr Practitioner (Equalities) 9/2/24

Approved by: Gordon Cargill, Service Leader (Governance, Change & Strategic Policy)
21/2/24