



Appendix B3

## Equality Impact Assessment Form

(FULL)

### Step 1

A Targeted and Preventative Approach (previously) Transforming Third Sector Services Through Partnerships – through a review of currently funded partnerships savings were identified for 2021/22 ,2022/23 and 2023/24. A further saving target is identified for 2024/25 and 2025/26.

Note this is now a corporate target and not specific to VC&SG

### Step 2

Is this a full Equality Impact Assessment Yes If Yes, please complete the remainder of this form.

(b) Is this a Fairer Scotland Duty Assessment **Yes/No**

### Step 3

(i)Lead Directorate/Service: Corporate

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

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

Reduction in budgets of £200k in 2024/25 and £450k in 2025/26

(iv)Is it a new proposal? 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

It is a review of the profile of savings in the Change Programme

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

Please indicate all which apply:

|                       |     |
|-----------------------|-----|
| Employees             | Yes |
| Job Applicants        | No  |
| 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** (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

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

**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).

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

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

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

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

It is unknown at this time if there will be any impact on the protected characteristics of those affected as where the savings are to be taken from has not yet been identified. Further EIAs will be undertaken when there is more information available, and before any reduction in service is taken.

**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**.

It is unknown at this time the protected characteristics of those affected as the savings have not yet been identified. Consultation with service providers will be undertaken as part of the process of identifying savings. Further EIAs will be undertaken when there is more information available, and before any reduction in service is taken

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

Age

**Impact**

Disability

**Impact**

Gender reassignment

**Impact**

Marriage and Civil Partnership

**Impact**

Pregnancy/Maternity

**Impact**

Race - (includes Gypsy Travellers)

**Impact**

Religion or Belief

**Impact**

Sex

**Impact**

Sexual orientation

## **Impact**

### **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.

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)?

In the past years we have engaged with services where savings were being targeted and will do again

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

Alternative sources of funding will be explored.

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

**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

We will ensure any decisions will not unlawfully discriminate against anyone

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

No

**Please Note: Step 13 would normally be the FSD Assessment and is not applicable to this proposal.**

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

Further EIAs will be undertaken once the sources of savings have been identified

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

On the AC website with the relevant reports

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

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