



Equality Impact/Fairer Scotland Duty Assessment Form
(To be completed with reference to Guidance Notes)

Step 1

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

Reduction in Scottish Welfare Fund Staffing to Match Scottish Government Funding

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:

Finance

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

The Council has a statutory duty to administer Scottish Welfare Fund Grants on behalf of the Scottish Government.

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

The Council administers the Scottish Welfare Fund on behalf of the Scottish Government. The fund provides Crisis Grants and Community Care Grants to people in need. Government funding for this is ring-fenced and includes funding for administering the Fund which is inadequate to meet the demand. This is a known national issue. This project proposal would mean reducing the staffing in that part of the Revenues & Benefits Service to match the funding provided by government thereby removing the subsidy which Angus Council currently incurs on this activity. The proposal is driven solely by the need for the Council to identify budget savings and the subsidy which currently exists – it has no operational benefit and is likely to result in a poorer service for citizens and a rise in complaints.

(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

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).

Scottish Welfare Fund grant volumes, statistics and staffing levels have been reviewed.

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

Appendix A1 to Report 57/24

Affected staff and Trade Unions will be consulted as part of the implementation of this proposal. Any impact on staff with protected characteristics would be considered as part of this process

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

Scottish Government published statistics on welfare applicants by type

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

None

Other (general information as appropriate).

N/a

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 - Priority would have to be given to processing Crisis Grants which are the most urgent meaning Community Care Grants may take a very long time to be processed. Both Crisis Grants and Community Care Grants are mostly accessed by people aged 18 to 50.

Disability

Impact

Neutral - Priority would have to be given to processing Crisis Grants which are the most urgent meaning Community Care Grants may take a very long time to be processed. Available data is limited but does not suggest people with disabilities are accessing Welfare Fund support more than the general population.

Gender reassignment

Impact

Neutral - Priority would have to be given to processing Crisis Grants which are the most urgent meaning Community Care Grants may take a very long time to be processed. Almost all applicants identify as male or female and numbers are broadly equal for both genders.

Marriage and Civil Partnership

Impact

Neutral - Priority would have to be given to processing Crisis Grants which are the most urgent meaning Community Care Grants may take a very long time to be processed. The majority of applicants are single people.

Pregnancy/Maternity

Impact

Neutral - Priority would have to be given to processing Crisis Grants which are the most urgent meaning Community Care Grants may take a very long time to be processed. Less than half of applicants have children. No data is held specifically on pregnancy/maternity applications.

Race - (includes Gypsy Travellers)

Impact

Neutral - Priority would have to be given to processing Crisis Grants which are the most urgent meaning Community Care Grants may take a very long time to be processed. Limited data is held on the race of applicants but there is no evidence to suggest that people with this protected characteristic would be impacted differently than the general population.

Religion or Belief

Impact

Neutral - Priority would have to be given to processing Crisis Grants which are the most urgent meaning Community Care Grants may take a very long time to be processed. Limited data is held on the religion of applicants – the majority either don't provide that information or don't have a religion.

Sex

Impact

Neutral - Priority would have to be given to processing Crisis Grants which are the most urgent meaning Community Care Grants may take a very long time to be processed. Almost all applicants identify as male or female and numbers are broadly equal for both genders.

Sexual orientation

Impact

Neutral - Priority would have to be given to processing Crisis Grants which are the most urgent meaning Community Care Grants may take a very long time to be processed. No data is held on the sexual orientation of applicants but there is no evidence to suggest that people with this protected characteristic would be impacted differently than the general population.

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.

None

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?

No mitigating actions can be taken to avoid the negative impacts likely to arise but priority will be given to processing those grant applications which are the most urgent.

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

The justification is that the proposal is driven solely by the need for the Council to identify budget savings and address the subsidy which currently exists. The Council processes Scottish Welfare Fund grants on behalf of the Scottish Government and the proposal would reduce the staffing to the level of funding provided.

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?

None

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

None identified – all grants will be processed according to need and priority.

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?

N/a

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

Along with Committee Report on the Council's website

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

Prepared by: Ian Lorimer, 3 January 2024

Reviewed by: Doreen Phillips, 13 February 2024

Approved by: Ian Lorimer, 20 February 2024

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
