



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):

2022-23 Finance and Change Plan update.

First part of plan providing details of how the Council's finances work, where the money comes from and what this year's budget settlement will be and what it will be used for. The second part of plan gives details of the transitioning arrangements of the overall Change Programme with an explanation of each project and projected savings over the next 3-year period.

Step 2

Is this only a **screening** Equality Impact Assessment

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

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:

Joint by Finance and Strategic Policy Transformation and Public Sector Reform

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

None

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

This is an update of the Finance and Change Plan covering the period from 2022 to 2025. It gives a full explanation of how we will use out monies effectively. It details the challenges and pressures that the Council is facing.

It is hoped that the description of the individual change projects will assist staff, elected members and the public to gain an understanding of the extent of the savings that the Council requires to make to be a sustainable organisation.

Please also see the main budget EIA prepared to cover the individual financial reports which also include the monetary values of the Change Programme.

(iv) 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 update covers the next 3-year period of 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:

Note – each change project has had an individual EIA submitted previously. The information below is a snapshot of all methods that may be used by project leads but for projects of a specialist nature they may use other methods that have been recorded in the project EIA. These will be kept under constant review as the projects mature and the impact will be monitored and reported, if required.

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

- A full analysis of all service budget areas
- Project documentation/ project team information
- Information held on systems ie Financial, performance and workforce data

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

- Surveys and questionnaires for staff groups with findings incorporated into projects
- Engagement sessions
- Focus groups

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

- Surveys and questionnaires for the public and community groups with findings built into projects
- Comparison of other external organisations – public, third sector and other agencies
- Collaboration and partnership groups with other public bodies, agencies etc

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

- Discussions with colleagues in other local authorities and partner organisations.

Other (general information as appropriate).

None

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. **N/A**

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.

This will be recorded in the individual project EIA documentation.

Age

Impact – None identified

Disability

Impact – None identified

Gender reassignment

Impact – None identified

Marriage and Civil Partnership

Impact – None identified

Pregnancy/Maternity

Impact – None identified

Race - (includes Gypsy Travellers)

Impact – None identified

Religion or Belief

Impact - None identified

Sex

Impact – None identified

Sexual orientation

Impact – None identified

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.

Not 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)?

Not required

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

As the savings are implemented, full monitoring and evaluation will be undertaken and remedial action taken where appropriate.

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

N/A

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?

The proposals currently have no direct link to these equality duties. However if there is an opportunity to advance equality of opportunity for people, it will be taken.

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

No actions relating to this.

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.

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

The EIA will be reviewed as the relevant elements of the savings proposal are implemented, followed by an overall review on conclusion of the work.

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

On the Council's website as part of the suite of budget papers – www.angus.gov.uk

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

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