



Equality Impact Assessment Form

Step 1

Name of proposal: Organisational Design - Internal Services

Step 2

Is this a full Equality Impact Assessment Yes

Step 3

(i)Lead Directorate/Service: Corporate Initiative

(ii)Are there any **relevant** statutory requirements affecting this proposal?

There may be depending on which areas of the council are subject to organisation design which affects service structures and numbers of posts

(iii)What is the aim of the proposal?

To seek to review the organisational design of the council to ensure that staff provision is located in areas of business and customer need in line with Council Plan priorities

Areas of the council proposals where savings have currently been identified requiring full EIA assessment include:

- 1) Expanding para professional social work roles (saving £69.5k in 2024/25)
- 2) Consolidation of Business Support functions (saving TBC)
- 3) Consolidation of communications functions (saving £57k 2025/26)
- 4) Review Counter Fraud service and Internal audit income (saving £40k in 2024/25)
- 5) Consideration of Council leadership arrangements (£168k in 2025/26)

Other areas of service may also be identified in due course and included in this programme.

(iv)Is it a new proposal? Yes

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

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).

Internal data

Employee numbers and costs, employee equality information

Internal consultation

Staff, trade unions and affected services will require to be consulted

External data

Relevant customer data may be required

External consultation

This will be required in relation to proposals 2 and 3 where consultation with external partners will be required.

Other (general information as appropriate).

The Organisational design programme may increase in scope and include review of the current organisational structure, staff development, review of vacant posts, reduction in hours, early retirement/voluntary severance, phased retirement

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.

The specific initiatives included in proposals 1 to 5 above have evidence available. However, if the scope increases, the protected characteristic information of staff potentially affected is unknown at this stage

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**.

The initiatives included in proposals 1-5 above will require specific EIAs to be developed as further detail evolves as part of the managing workforce change process. If the scope

of the programme is expanded it is unknown at this time which staff, service users, members of the public and services will be impacted.

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

Age

Impact – early retirement/voluntary severance, phased retirement options will likely have more of a negative impact on those aged 55 and above

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 – uptake of social work and business support roles tends to be female, therefore potential more of a negative impact on females

Sexual orientation

Impact - neutral

Step 8: Consultation with any of the groups potentially affected

Robust engagement and consultation will take place with any staff, trade unions, services and customers that may be affected. General briefings are taking place to ensure that all staff and trade unions are aware of the potential for organisational design changes

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

Affected staff who are displaced will be supported through our internal processes to retrain or access alternative roles through redeployment or be released on a voluntary basis

Staff have access to well-being resources and our confidential employee counselling service

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

Savings are required which may mean that not all staff can be retained in post

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 are following Angus Council HR processes and will do so throughout to ensure that we comply with our public sector equality duty

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

Not specifically in relation to proposals 1 to 8 above, and this is not known at this stage for any increase to the scope of the programme

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?

Through the agreed organisational/service review processes

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

On the Angus Council website with the relevant reports

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

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15/2/24

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