



**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):

ANGUSalive CHARGES REVIEW AND BUDGET SETTLEMENT 2024/25

**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**

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

**TO AGREE THE PROPOSED 2024/25 BUDGET SETTLEMENT BETWEEN ANGUS COUNCIL AND ANGUSALIVE, ALONG WITH THE REVIEW OF ANGUSALIVE CHARGES FOR SERVICES DELIVERED AND THEIR BUSINESS PLAN COVERING 2024/25 TO 2026/27.**

(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).

Internal cost data has been used in relation to the annual review of charges and pricing structure.

Internal data will also be used by ANGUSalve as required, and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

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

There has been internal consultation with specific staff in relation to the annual review of charges and pricing structure.

Internal consultation will also be carried out by ANGUSalve with their staff and relevant trade unions, and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

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

External research data (for example comparative data from other leisure trusts) has been used in relation to the annual review of charges and pricing structure.

External data will also be used by ANGUSalve as required, and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

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

External consultation will be carried out by ANGUSalve, or where appropriate by Angus Council or both organisations jointly, with relevant members of the public, community groups and partner organisations, and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

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

The information will be collated by ANGUSalve although council staff may be involved in using this information for future committee reporting.

#### **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.

Evidence gaps will be addressed by ANGUSalve in relation to any specific changes being proposed in their Business Plan and as part of their EIA assessments which will be developed in due course.

#### **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**

Revised charges for various guided walks/ tours/ talks/ workshops/ events (in Countryside Adventure and Museums, Galleries & Archives and Libraries) have been proposed to establish specific prices for specific time periods for activities / events with an instructor or Ranger. The impact is unknown at this stage.

Charges for children's birthday parties and pool parties have been retained at 2023/24 levels. There may nonetheless be a potential negative impact on young people.

Creation of specific concessionary membership rates for young persons and over 65's could be potentially positive. The impact is unknown at this stage.

Monthly rolling bACTIVE Junior Add On and Learn to Swim membership charges have increased which may have a potential negative impact on young people.

Continuation of 'Babes in Arms' arrangements for identified children's theatre events and pantomime whereby children under 24 months will be granted free entry but not provided with a seat. This is intended to have a positive impact for children under 24 months. The impact is unknown at this stage.

Disability

**Impact**

B-Active GP referral (max 3 months) charge has been retained at 2023/24 level. There may nonetheless be a potential negative impact on someone with a disability.

Gender reassignment

**Impact** - NONE

Marriage and Civil Partnership

**Impact**

There may be some negative impact through the marriage ceremony charge and associated increases in venue hire charges.

Pregnancy/Maternity

**Impact** - NONE

Race - (includes Gypsy Travellers)

**Impact** - NONE

Religion or Belief

**Impact** - NONE

Sex

**Impact** - NONE

Sexual orientation

**Impact** - NONE

Notes:

- The specific priorities for 2023/24 where Business Plan approval will provide agreement to proceed with these changes do not have differential impacts on protected characteristic groups.
- Further impact assessments in relation to protected characteristics will be carried out by ANGUSalve and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

### **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.

n/a

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)?

The background and rationale for the proposals are set out in ANNEX 1 of Report 53/22. The overarching decisions reached by ANGUSalve in relation to the proposed charges for 2023/24 were:

- Charges would be reviewed on an individual basis
- Charges to be more reflective of ANGUSalve delivery costs
- Identify new/ alternative pricing models to better reflect ANGUSalve's offering and market
- Confirm the charge/ pricing model for new services/ offerings
- Where an inflationary increase was applied this is at the rate of 10.1% (the rate of inflation in October 2022 when the charges review commenced).

Consultation will be carried out by ANGUSalve and detailed in their EIA assessments developed in relation to any specific changes emerging from the Business Plan.

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

Charges have been reviewed and adjusted in line with the principles set out in Step 8.

Where staffing reductions result from any service specification changes, every effort will be made to deliver these through natural staff turnover.

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

ANGUSalve is under significant financial pressure to remain as a 'going concern'. The review of charging and future business planning to ensure the ongoing viability of the organisation are key components to achieve this objective. All Charges have been reviewed and adjusted in line with the principles set out in Step 8.

**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?

All Charges have been reviewed and adjusted in line with the principles set out in Step 8 to ensure the public sector equality duty has been part of considerations.

Where staffing reductions result from any service specification changes, no employee will be unlawfully discriminated against and employment legislation will be complied with.

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

This has been factored into the review of charges. Future actions as part of the Business Plan will be considered as part of any proposed future changes.

**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?**

Performance data will be collected by ANGUSalive and included in future performance reports.

Individual EIAs will be undertaken in due course as specific changes arise from the Business Plan.

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

On Angus Council's website.

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

Prepared by: Kevin Lumsden (Manager – Finance (Services Support))

Reviewed by: Doreen Phillips, Equalities Officer, Angus Council

Approved by: Ian Lorimer, Director of Finance, 21 February 2024

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

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