

# Equality Impact Assessment:

## Plans And Budgets Consultation Proposals For 2025/26 Budget Setting

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**Author :** Ian Lorimer - Director of Finance

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**Is this proposal a high-level strategy?** No

**Type of proposal :** consultation;

**What type of assessment is required?** full

### *Overview*

**Directorate or service. If the proposal involves more than one directorate or service, name the lead one :** Finance

**Give details of any legislation relevant to this proposal :** None - proposal follows good practice rather than legislative requirements

**What is being proposed?**A consultation process and the content of the consultation

**Is this a new consultation or a review of an existing consultation?** New proposal -

### *Impact*

**All the group(s) of people your proposal involves or affects :** Employees, Service users, Members of the public

**What internal data, such as customer satisfaction surveys, equality monitoring data and customer complaints, have you gathered to discover what impact (positive or negative) your proposal will have on people?** None - the consultation is intended to provide data

**What internal consultation, for example with staff, trade unions and affected services, have you gathered to discover what impact (positive or negative) your proposal will have on people?** None - the consultation is intended to provide data

**What external data, such as census data, equality reports, equality evidence finder, performance reports, research and statistics have you gathered to discover what impact (positive or negative) your proposal will have on people?** No data at this stage - purpose of the consultation is to obtain that

**What external consultation have you done, with partner organisations, national organisations, other councils, community groups and others, to discover what impact (positive or negative) your proposal will have on people?** The proposal includes aspects which seek to obtain external data (the views of Angus communities)

**What other consultation (if any) has been conducted that was not included above?** None

*Gaps*

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

*Groups*

**Are there potential differential impacts on particular age groups?** Positive

**Reason(s) for your answer :** The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made.

**Are there potential differential impacts on people with a disability?** Positive

**Reason(s) for your answer :** The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made.

**Are there potential differential impacts on people with a gender reassignment?** Positive

**Reason(s) for your answer :** The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made.

**Are there potential differential impacts on people with a marriage or civil partnership status?** Positive

**Reason(s) for your answer :** The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made.

**Are there potential differential impacts on people due to their race?** Positive

**Reason(s) for your answer :** The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made.

**Are there potential differential impacts on people due to their sex?** Positive

**Reason(s) for your answer :** The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made.

**Are there potential differential impacts on people due to pregnancy/maternity?** Positive

**Reason(s) for your answer :** The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made.

**Are there potential differential impacts on people due to religion or belief?** Positive

**Reason(s) for your answer :** The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made.

**Are potential differential impacts on people due to their sexual orientation?**Positive

**Reason(s) for your answer :** The activity arising from this report is expected to have a positive impact since it will better inform the public about the Council's budget position and why certain choices are having to be made and enable the Council to get feedback on its plans before final decisions are made.

### ***UNCRC***

**Which of the general principles apply to your proposal?** Non-discrimination (Article 2), Right to be heard (Article 12) ;

**What impact will your proposal have on children's rights?** It is ensuring the right for young people up to age 18 to have their views heard (Article 12)

**How will the proposal give better effect to the UNCRC in Scotland?** Provides an opportunity to hear the views of children on the Council's priorities

**How will the impact be monitored?** Survey results will be analysed

**How will you communicate to children and young people the impact of the proposal on their rights?** All citizens will be informed of the outcome of the consultation as part of a follow up report to elected members at the relevant council committee

***Consultation***

**Have you consulted with any of the protected characteristic groups who are potentially negatively affected by the proposal?** No

**What are your reasons for not consulting with any of the protected characteristic groups who are potentially negatively affected by the proposal?**

**How did you do this?**

**What were the results?**

***Negative Impacts***

**What steps will you take to reduce or remove potentially negative impacts?** The consultation plan seeks to be inclusive in line with the Council's Communication, Engagement and Consultation Policy. Paper copies of the consultation will be provided to ensure inclusivity

***Justification***

**If your proposal will have a negative impact, what is your justification for taking it forward?**  
N/a

***Public Sector Equality Duty***

**Does this proposal contribute to any, or all, of the public sector equality duty to?** Yes

**We need to know how your proposal does this :** It will provide the Council with data from citizens not currently available and that will enable existing priorities to be re-assessed if required as the Council sets its next budget

**Is there anything that could be done to advance equalities in relation to this proposal?** N/a

***Fairer Scotland Duty:*** Not Applicable

***Monitoring***

**How will you monitor and review your assessment in line with your proposal?** Results of the consultation and implications will be reported back to elected members

**Will this equality impact/fairer Scotland Duty/Children's Rights assessment be included with a committee report?** Published with committee report

*Approvers*

**Reviewer Approval** : Doreen Philips - PhillipsD@angus.gov.uk

**Review Date** : 06/09/2024 10:32

**Manager Approval** : Kathryn Lindsay - Chief Executive

**Approval Date** : 06/09/2024 10:40