

**BUDGET SAVINGS (2020/21): ASSESSING EQUALITY AND SOCIO-ECONOMIC  
IMPACT**

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**1.0 EXECUTIVE SUMMARY**

- 1.1 As a public authority, the Council has duties under the Equality Act 2010, the Public Sector Equality Duty 2011, the Fairer Scotland Duty (Part one of the Equality Act), and the Island (Scotland) Act 2018 to give due regard to their aims when making strategic financial decisions. We assess the potential impact of the decisions using the council's Equality and Socio-Economic Impact Assessment (EQSEIA) process.
- 1.2 This report outlines the work undertaken to ensure that due regard is given to equalities, islands and the Fairer Scotland Duty in the decision-making process relating to budget savings, and it presents a strategic EQSEIA for the savings programme to advise on overall impact.
- 1.3 There are no impacts identified through the EqSEIA process that show actual or potential unlawful discrimination.
- 1.4 This report has no direct financial implications but it provides information to inform the Council's decision on the 2020/2021 budget.

**BUDGET SAVINGS (2020/21): ASSESSING EQUALITY AND SOCIO-ECONOMIC IMPACT**

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**2.0 INTRODUCTION**

- 2.1 As a public authority, the Council has duties under the Equality Act 2010, the Public Sector Equality Duty 2011, the Fairer Scotland Duty (Part one of the Equality Act), and the Island (Scotland) Act 2018 to give due regard to their aims when making strategic financial decisions. We assess the potential impact of the decisions using the council's Equality and Socio-Economic Impact Assessment (EQSEIA) process.
- 2.2 This report outlines the work undertaken to ensure that due regard is given to equalities, islands and the Fairer Scotland Duty in the decision-making process relating to budget savings, and it presents a strategic EQSEIA for the savings programme to advise on overall impact.

**3.0 RECOMMENDATIONS**

- 3.1 Council considers the contents of this report and the appended EqSEIA when setting its budget for 2020/21.

**4.0 DETAIL**

- 4.1

Part One of the Equality Act) and impacts of proposals on islands (Island (Scotland) Act 2018.

4.2 The protected characteristics covered by the Equality Act (2010) are:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Race.
- Religion or belief.
- Sex.
- Pregnancy and maternity.
- Sexual

final decision around the savings options, this assessment is attached as Appendix 1.

- 4.7 The strategic EqSEIA sets out the overall purpose of the budget savings process and provides assurance that, if the council decides to take the savings options, mitigating actions have been identified and will be put in place where possible.
- 4.8 The Strategic EqSEIA has been developed by analysing all the EqSEIAs prepared as part of the budget saving process and then assessing the overall cumulative impact.
- 4.9 The strategic EqSEIA includes for the first time a table that illustrates how the proposals impact on the council's Business Outcomes (Appendix 1, Table 1). Tables 2 and 3 of the EqSEIA show impacts on service users and services deliverers, respectively.
- 4.10 The strategic EqSEIA identifies that there are no cumulative impacts of the savings proposals that impact disproportionately on any specific group.
- 4.11 There are no impacts identified through the EqSEIA process that show actual or potential unlawful discrimination.
- 4.12 Members are advised that the Equality Act 2010, the Public Sector Equality Duty 2011, the Fairer Scotland Duty (Part one of the Equality Act) and the Island (Scotland) Act 2018 requires the Council to pay due regard to the legislation and use the impact assessments to inform their decision making. The duties enable the council to demonstrate that it is making financial decisions in a fair, transparent and accountable way, considering the needs and rights of different members of the community. These duties have been discharged by the Council for the budget setting process through the EQSEIA.

## **5.0 CONCLUSION**

- 5.1 The Council as a public authority has a duty under the Equality Act 2010, the Public Sector Equality Duty 2011, the Fairer Scotland Duty, and the Islands Act to have due regard to the aims of those duties when making financial decisions. This is done through assessing the potential impact of the decision on equality using the council's Equality and Socio-economic Impact Assessment (EQSEIA) process, and identifying any mitigating measures.
- 5.2 This report and the accompanying combined EqSEIA, which has been informed by the impact assessments carried out for individual savings proposals, demonstrate compliance with those duties.

## **6.0 IMPLICATIONS**

- 6.1 **Policy:** This report complies with the council's Equality and Diversity Policy.
- 6.2 **Financial:** None arising directly from this paper.

### 6.3 Legal:

## Argyll and Bute Council: Equality and Socio-Economic Impact Assessment

### Section 1: About the proposal

<b>Title of Proposal</b>
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Budget savings proposals 2020/21: combined EqSEIA
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<b>Intended outcome of proposal</b>
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To contribute to the delivery of the council's 7% savings target.
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<b>Description of proposal</b>
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The overall budget proposal contains a series of savings that have been developed by Heads of Service in response to a 7% target budget reduction.

Screening of the policy-related budget savings proposals enabled the identification of those proposals where individual EqSEIAs were required. Following the completion of the individual EqSEIAs, this combined impact assessment brings together their conclusions so that the cumulative impact of the budget savings proposals can be seen.

In total, the proposals covered by this EqSEIA contribute to overall revenue budget savings and, in the year 2020/21, would reduce staffing levels in the range of 27.91 to 30.91 FTE and 77 to 80 headcount.(See below for an explanation of the range given.)







**Lead officer details:** The lead officer of each savings proposal is usually the relevant Third Tier Manager. In some cases it may be the Head of Service. The lead officer for the strategic Equality and Socio-Economic Impact Assessment is the Head of Customer Support Services.

Name of lead officer	<b>Jane Fowler</b>
Job title	<b>Head of Customer Support Services</b>

**Appropriate officer details:** The appropriate officer for each of the proposals is the relevant Head of Service.

Name of appropriate officers	Jane Fowler, Head of Customer Support Services Ross McLaughlin, Head of Commercial Services Fergus Murray, Head of Development and Economic Growth Anne Paterson, Head of Education - Lifelong Learning and Support Louise Connor, Head of Education - Learning and Teaching Jim Smith, Head of Roads and Infrastructure David Logan, Head of Legal and Regulatory Services
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Sign off of EqSEIA	Jane Fowler, Head of Customer Support Services
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Date of sign off	03.02.20
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**Who will deliver the proposal?**

The proposals will be delivered by the Heads of Service as follows:

- Head of Customer Support Services
- Head of Commercial Services

As of 23/01/2020, the net number of posts identified as being at risk of redundancy as a result of the budget savings proposals totalled 77 to 80. (The range is accounted for by three posts [\*] that may be subject to variation in contract or redundancy.) The corresponding FTE ranges from 27.91 to 30.91.

The greatest number of posts affected are concentrated in posts LGE6 and LGE2 (see table).

<b>Grade</b>	<b>Net loss: headcount</b>	<b>Net loss: FTE</b>
2	20	4.39
4	4	2.55
6	43	13.17
8	5	2.8
9	3	3
10	3*	3*
11	1	1



Table 3:

Impacts on service deliverers		Protected characteristics											Socio-economic duty						
Proposal		Age	Disability	Ethnicity	Sex	Gender reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Religion	Sexual Orientation	Mainland rural population	Island populations	Low income	Low wealth	Material deprivation	Area deprivation	Socio-economic background	Communities of place	Communities of interest
CCS02	Customer Service Centre and Registration Services												+						
CS01	Remodel Estates Staff Structure																		
CS02	Remodel Business Support in Estates, Property Management and Property Services																		
CS03	Remodel Property Officer Team																		
DEG01	Economic Growth-Removal of the European Support Officer post																		
DEG04	Transformation and Regeneration: removal Development Officer post																		
DEG07	Removal of Building Standards Manager																		
ED01	PE Facilities																		
ED02	Enterprise																		
ED03	Psychological Services																		
ED04	CAST (Creative Art in Schoots Team) support																		
ED06	Quality Assurance and Moderation																		
ED07	Admin and Finance Assistants																		
ED11	16+ Learning Choices																		
ED14	Swimming Pool Subsidies (Islay and Jura)																		
ED14	Swimming Pool Subsidies (Mid Argyll)																		
ED15	Additional Support Needs																		
ED16	Learning Centre Clerical Savings																		
ED18	Reduction of Education Central Team																		
ED19	Community Learning																		
ED20	Pupil Support Assistants																		
ED21	Early Years Provision	DK	DK					DK					DK	DK	DK	DK			
LR1a	Procurement & Contract Management Team realignment																		
LR03	Advice Services Team Review																		
RAIS02	School Crossing Patrollers																		
RAIS03	Burials and Cremations													DK	DK				
RAIS09	Public conveniences													DK	DK				

**Legend**

- Negative impact
- No impact
- + Positive impact
- DK
- Unknown impact



#### Section 4: Interdependencies

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**Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the council?** N/A

## Section 5: Monitoring and review

### How will you monitor and evaluate the equality impacts of your proposal?

Progress with the implementation of the individual proposals will be monitored by the relevant Heads of Service. This will include the implementation and monitoring of any