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**ARGYLL AND BUTE COUNCIL**

**COUNCIL**

**CUSTOMER SUPPORT SERVICES**

**25 FEBRUARY 2021**

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**BUDGET SAVINGS (2021/22): 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.
- 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. We have used the council's Equality and Socio-Economic Impact Assessment (EQSEIA) process to assess the potential impact of the budget savings. This report presents a strategic EQSEIA for the savings programme to advise on overall impact.

**3.0 DETAIL**

- 3.1 As a public authority, the council must consider equality issues when making decisions that might have on people with one or more of the nine protected characteristics listed in the Equality Act (2010) and complying with the Public Sector Equality Duty 2011, there are now requirements for the council to take into account socio-economic disadvantage (Fairer Scotland Duty, as set out in Part One of the Equality Act) and impacts of proposals on islands (Island (Scotland) Act 2018).
- 3.2 We have been mindful of islands impacts in the preparation of this report. It should be noted, however, that new legislation relating to Island Community Impact Assessments came into force on 23 December, 2020. Owing to the community g

Race.  
Religion or belief.  
Sex.



5.4 **HR:** None directly from this paper, but there will be HR implications from the savings proposals that affect employees.

5.5 **Fairer Scotland Duty:**

5.5.1

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

### Section 1: About the proposal

<b>Title of Proposal</b>
Budget savings proposals 2021/22: combined EqSEIA

<b>Intended outcome of proposal</b>
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The detailed savings are set out in the associated 2021/22 Budget papers.

**Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes**

See table 1.

**Table 1: Business Outcome towards which the savings proposal contributes**

			and support	vention and ple make	uitable	ected and	vironment is	people are orporate	needs of ble, and	ing people their	ted to	ement	le with akers	cted to	as and fit for	anager and	effective	th our rners	and workforce
BO109	BO110	BO111	BO112	BO113	BO114	BO115	BO116	BO117	Proposal		BO101	BO102	BO103	BO104	BO105	BO106	BO107	BO108	
									CSS3	ICT Production Team - Print Services									
										DEG09	Reduce Regulatory Services environmental and food monitoring programmes								
										ED3	Removal of Primary Cluster Budgets								
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Deleted content (rows 17-20)																			



	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Options																				
<p>Financial Services Proposed Savings for 2021/22 Budget</p> <p>FSS01, FSS02, FSS03, FSS04</p> <p>Proposed contributions to clinic businesses continue</p>																				

**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>
Department	

**Appropriate officer details:**

Name of appropriate officer	Jane Fowler, Head of Customer Support Services Ross McLaughlin, Head of Commercial Services Fergus Murray, Head of Development and Economic Growth Louise Connor, Head of Education - Learning and Teaching Jim Smith, Head of Roads and Infrastructure David Logan, Head of Legal and Regulatory Services Laurence Slavin, Acting Head of Financial Services
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Sign off of EqSEIA	Jane Fowler, Head of Customer Support Services
Date of sign off	01.02.21

**Who will deliver the proposal?**

**Data**

**Table 2: Impact on Service Users**

Impacts on service users	Protected characteristics																Socio-economic duty																
	Age	Disability	Gender	Marital status	Maternity	Religion or belief	Sexual orientation	Sexual identity	Sexual orientation	Sexual identity	Sexual orientation	Sexual identity	Sexual orientation	Sexual identity	Sexual orientation	Sexual identity	Sexual orientation	Sexual identity	Age	Disability	Gender	Marital status	Maternity	Religion or belief	Sexual orientation	Sexual identity	Sexual orientation	Sexual identity	Sexual orientation	Sexual identity	Sexual orientation	Sexual identity	
Private waste services (including refuse and garden waste) collection	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	R&I01	Stop nursery growing service
Clerical Assistants - realignment of support provided (FSS)	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	R&I02	Stop provision of plant beds/ transfer to community...	
on for grass cutting...	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	R&I09	Road Inspections Find and Fix	
arging Strategy	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	R&I13	Reduce specificati	
ire scale increase	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK	R&I16	Electric Vehicle Ch	
																															R&I17	Public transport fa	

**If you have identified any impacts on service users, explain what these will be.**

DEG10: Shellfish charge will have a financial impact of individual harvesters and business who will need to pay for a service which they currently get at no costs. This may have a **negative impact on rural and island communities** and this may be in addition to the costs associated with EU Exit

R&I01; R&I02; R&I13: Although the impact on service users belonging to groups covered by the EqSEIA is unknown at this time, concern has been raised that reductions in service will reduce the aesthetic appearance of Argyll & Bute for visitors and residents, and may have a detrimental effect on the Argyll & Bute economy.

R&I17: Impacts on service users are unknown at this time. However, these will be identified as the action plan for this saving is developed and delivered.

No impacts have been described for proposals:

ED3; ED5; DEG02; DEG07; DEG08; FSS01; FSS02; FSS03; FSS04; FSS07; CSS03; CSS04; R&I09; LRS11

**If any groups have been identified, at what point will impacts on these groups become identifiable?**

If proposals are approved by council, work will be carried out during their planning and implementation phases to understand the impacts on groups where impacts are currently unknown. Mitigation to these impacts will be implemented as required.

Table 3: Impact on Service Deliverers (employees)

Impacts on service deliverers	Protected characteristics										Socio-economic duty						
	Age	Disability	Gender	Marital status	Parental status	Religion or belief	Sexual orientation	Trade union membership	Other	Other	Other	Other	Other	Other	Other		
DK Unknown impact CSS03 ICT Production Team - Print Services Delivery Dashboard Service environmental and food No impact Removal of Primary Cluster Budgets CSS04 ICT Production Team - Print Services Cancellation of Flights if they are weather delayed from Oman Clerical Assistants - realignment of support provided (116) R&I01 Stop nursery growing service																	
	DK	DK	DK			DK	DK	DK	DK	DK			DK	DK	DK	DK	DK
	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK							
	DK	DK	DK														
	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK			R&I09	Road Inspections Find and Fix...			
	DK	DK	DK										R&I13	Reduce specification for grass cutting...			
													R&I16	Electric Vehicle Charging Strategy			
	DK	DK	DK	DK	DK	DK	DK	DK	DK	DK			R&I17	Public transport face scale increase			

**If you have identified any impacts on service deliverers, explain what these will be.**

DEG02: has a **positive impact on islands**. New Council posts have been created on the islands of Coll and Colonsay. This has created new employment on the islands for 8 members of staff. By having a reasonable cut off time for weather delayed flights allow staff on the islands to undertake their other roles as many have dual jobs on the islands and means passengers are not left sitting at Oban to board their flights over an extensive period.

## Section 4: Interdependencies

<b>Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the council?</b>	See below.
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### Details of knock-on effects identified

ED3: There will be a cost pressure to the schools if supply is not available to be funded centrally

ED5: There will be a knock on effect to head teachers and teaching staff having to do without the full hours of support currently provided by clerical assistants. This may put additional pressure on remaining support staff in individual establishments.

DEG09: May result in additional costs being incurred in responding to outbreaks and environmental health incidents, where the costs associated with analysis, are unbudgeted. Notwithstanding this, the Council would need to respond given its statutory role

R&I01; R&I02; R&I09; R&I13:

Knock on effects are similar for these proposals.

As a result of reducing the number of posts the ability to manage and deliver the service would be significantly impacted and the front line service delivery programme may not be guaranteed.

There will be a loss of resilience generally and in particular for the staff who provide flexible duties and an on-call service to cover a 24 hour emergency