

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

Section 1: About the proposal

Title of Proposal
Review of Non-Domestic Rates (NDR), Sundry Debt, BIDs and MACC billing and collection, and Cash Collection
Intended outcome of proposal
To reduce the council costs

of service that meets statutory requirements in the current climate. 1FTE post to be made redundant.

We have identified a negative impact on protected characteristics of service deliverers because the team is predominantly female, and all are located at Kintyre House, Campbeltown so there is a negative impact on communities of place.

There is expected to be no impact on service users as service will not be impaired significantly. The net FTE reduction is in the cash team which does not deal directly with the public it is an internal support function. Improved technology will mitigate impacts

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Lead officer details:	
Name of lead officer	Fergus Walker
Job title	Revenue and Benefit Manager
Department	Customer Services
Appropriate officer details:	

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	Customer Services
Sign off of EqSEIA	
Date of sign off	

Who will deliver the proposal?
Revenue and Benefit Manager

Section 2: Evidence used in the course of carrying out EqSEIA

Consultation / engagement

Staff engagement workshops were delivered on 31 October and 1 November. Further informal consultation was held with potentially affected employees between Monday 19 November and Wednesday 21 November by way of face-to-face meetings and video conferencing with the Revenue and Benefit Manager. Proposals have been amended and re-submitted after consultation.

Data

CIPFA Director of Finance statistics, for NDR. Staff profiles, relevant, age, gender and general health were used to inform proposals. Data was taken from staff workshops and plans amended to fit the output.

Other information

Despite the planned reduction in staffing of net 1FTE we anticipate continuing to have the capacity to deliver decision making in a reasonable timescale due to planned improvements in technology.

Gaps in evidence

Not known

Section 3: Impact of proposal

Impact on service users:

Negative No Positive Don't
 impact know

	Negative	No impact	Positive	Don t know
Age		x		
Disability		x		
Ethnicity		x		
	x			
Gender reassignment		x		