

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

## **Section 1: About the proposal**

**Consultation / engagement**

1. Recovery Working Group comprising of Council, Highlands and Islands Enterprise , Health and Social Care Partnership, and Third Sector Interface (TSI)
2. Argyll and Bute Economic Forum
3. Argyll and Bute Council Strategic Management Team and Business continuity Committee
4. Work is informed by specific community engagement and listening events, staff and customer surveys, evaluation undertaken locally and nationally.
5. Elected member feedback on the Action Plan will be given when the matter is considered at Policy and Resources Committee on the 10<sup>th</sup> December 2020

**Data**

National and Regional data is considered by the various thematic groups and Recovery working group. This includes data relating to the incidence of COVID and the economic impacts to Argyll and Bute (unemployment, business impact etc.).

**Other information**

Scottish Government recovery guidance

**Gaps in evidence**

The actions and priorities of Building Back Better (Communities) is evolving due to its engaging nature and as such the impacts of actions will develop over time. The purpose of actions is to have a positive outcome on impacts experienced during COVID and many of these are already outlined in Section 3.

**Section 3: Impact of proposal****Impact on service users:**

|                                   | Negative | No impact | Positive | Don't know |
|-----------------------------------|----------|-----------|----------|------------|
| <b>Protected characteristics:</b> |          |           |          |            |
| Age                               |          |           | X        |            |
| Disability                        |          |           | X        |            |
| Ethnicity                         |          |           | X        |            |
| Sex                               |          |           |          | X          |
| Gender reassignment               |          |           |          | X          |

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

There are no negative impacts from the Recovery Plan and the outcomes are either no impact or positive. Positive factors include greater support for vulnerable groups and families through additional support, and reinstating normality which will remove issues such as isolation and support services for many groups. The outcome is also to build back stronger and resilient communities which is a positive factor for all.

**If any 'don't know's have been identified, at what point will impacts on these groups become identifiable?**

These factors will be evaluated as the process of Recovery progresses

**Impact on service deliverers (including employees, volunteers etc):**

|                                   | Negative | No impact | Positive | Don't know |
|-----------------------------------|----------|-----------|----------|------------|
| <b>Protected characteristics:</b> |          |           |          |            |
| Age                               |          |           | X        |            |
| Disability                        |          | X         |          |            |
| Ethnicity                         |          | X         |          |            |
| Sex                               |          | X         |          |            |
| Gender reassignment               |          | X         |          |            |
| Marriage and Civil Partnership    |          | X         |          |            |

There will be a greater emphasis on working from home and a likely rationalisation of property. As a result, the implications to Council staff will be considerable and a workplan, including support measures, will be developed based on the outcome of staff and manager surveys.

The economic impact will be dependent upon the level of national sector support, and the adverse impact of COVID could be further exacerbated by EU Exit. This is being given careful consideration by the Economic and Social Recovery Group and its Officer Group.

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**How has 'due regard' been given to any negative impacts that have been identified?**