

## Equality Impact Assessment

### Section 1: About the proposal

<b>Title of Proposal</b>
Reduce specific engagement budget which is a relic of organisation change for the engagement function enacted in 2018.

<b>Intended outcome of proposal</b>
Enable the Public Health Department to achieve a recurring cost saving.

<b>Description of proposal</b>
This budget is associated with the HSCP's engagement function, historically initially located in the planning department and latterly from 2018 – 2020 within the public health department. This budget has not been spent, in part or in full, since 2018 and has contributed to an in-year saving in previous years.

<b>HSCP Strategic Priorities to which the proposal contributes</b>
This contributes to returning a balanced budget

<b>Lead officer details</b>	
Name of lead officer	Nicola Schinaia
Job title	Associate Director of Public Health
Department	Public Health
<b>Appropriate officer details</b>	
Name of appropriate officer	Nicola Schinaia
Job title	Associate Director of Public Health
Department	Public Health

Sign-off of EIA	
Date of sign-off	11.3.22

<b>Who will deliver the proposal?</b>
Nicola Schinaia

### Section 2: Evidence used in the course of carrying out EIA

<b>Consultation / engagement</b>
N/A

<b>Data</b>
N/A

<b>Other information</b>
N/A

<b>Gaps in evidence</b>
NA

### 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		
Marriage and Civil Partnership		x		
Pregnancy and Maternity		x		
Religion		x		
Sexual Orientation		x		
<b>Fairer Scotland Duty:</b>				
Mainland rural population		x		
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		
Area deprivation		x		
Socio-economic background		x		
Communities of place		x		
Communities of interest		x		

<b>If you have identified any negative impacts on service users, give more detail here:</b>
N/A

<b>If any 'don't knows' have been identified, when will impacts on these groups be clear?</b>
N/A

<b>How has 'due regard' been given to any negative impacts that have been identified?</b>
N/A

**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		
Pregnancy and Maternity		x		
Religion		x		
Sexual Orientation		x		

	Negative	No impact	Positive	Don't know
<b>Fairer Scotland Duty:</b>				
Mainland rural population		x		
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		
Area deprivation		x		
Socio-economic background		x		
Communities of place		x		
Communities of interest		x		

**If you have identified any negative impacts on service deliverers, give more detail here:**

N/A

**If any 'don't knows' have been identified, when will impacts on these groups be clear?**

N/A

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

N/A

#### 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 HSCP?</b>	Elements of this work will be picked up by Public Health Team staff and Local Area Managers.
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**Details of knock-on effects identified**

It is likely that there will be a small increase workload of Public Health Staff and Local Area Managers.

#### Section 5: Monitoring and review

**Monitoring and review**

N/A