

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

### Section 1: About the proposal

<b>Title of Proposal</b>
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People Strategy and Strategic Workforce Planning Priorities
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<b>Intended outcome of proposal</b>
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Agreed set of strategic workforce planning outcomes and actions to ensure the Council has the workforce in place to deliver on the Corporate priorities.
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<b>Description of proposal</b>
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Development and agreement on Strategic Workforce Planning Priorities and associated delivery plan.
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<b>Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes</b>
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Connect for Success
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<b>Lead officer details:</b>
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Name of lead officer
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<b>Carolyn Cairns</b>
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Job title
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<b>HR and OD Manager</b>
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Department
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<b>Customer Support Services</b>
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<b>Appropriate officer details:</b>
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Name of appropriate officer
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<b>Jane Fowler</b>
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Job title
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<b>Head of Customer Support Services</b>
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Department
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<b>Customer Support services</b>
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Sign off of EqSEIA
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Date of sign off
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10.01.2024
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<b>Who will deliver the proposal?</b>
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The custodians of the delivery plan will be the HR and OD team but managers and employees from across the organisation will be involved in the delivery of the plan once agreed.
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### Section 2: Evidence used in the course of carrying out EqSEIA

<b>Consultation / engagement</b>
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Executive Leadership Team  
Department Management Teams

**Data**

Workforce trends and analysis (workforce planning data)  
Health of the Organisation Reporting  
Recruitment data  
Absence Reporting  
Qualitative data from workforce planning conversations with third tier managers  
Feedback from surveys conducted relating to Our Modern Workspace

**Other information**

Equalities Mainstreaming report and Equal Pay audit

**Gaps in evidence**

Our equalities data about our workforce has a high proportion of missing data and prefer not to say which makes it difficult to compare our data to the Census information.

**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>			X	
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 impacts on service users, explain what these will be.**

The intention of strong workforce planning is to improve the quality of service to our service users by ensuring we have the workforce required to deliver on our commitments set out in the Corporate plan and other strategic documents.

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

**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	
<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 impacts on service deliverers, explain what these will be.**

**Age**

We have an aging workforce and a varied picture in terms of possible reductions in requirements for skills in some areas and increase in demand for others within the context of an assumed reduction in total workforce budget in the longer term. The strategic priorities aim to improve flexibility for older workers to stay in work where they want to and continue to use Growing Our own to create opportunities for younger workforce. Older people are generally noted as those who are more commonly negatively impacted by digital exclusion. The work associated with our Digital Skills action plan aims to improve confidence in digital skills for our entire workforce and may have a positive impact on older sections of our workforce who may fall into this category.

**Other protected Characteristics**

We have noted that a lack of data means we find it challenging to identify meaningful comparisons for some protected characteristic. The proposal within the document to

encourage completion of this information with a view to improving our data is expected to allow us to identify any issues and actions that could subsequently have a positive impact where required.

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

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

No negative impacts have been identified to do date. Further review will be undertaken during the development of the detailed delivery plan.

#### **Section 4: Interdependencies**

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

None

**Details of knock-on effects identified**

#### **Section 5: Monitoring and review**

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

Annual measures of the key outcomes set out in the people strategy will support monitoring and review.