

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

### Section 1: About the proposal

<b>Title of Proposal</b>
Argyll and Bute: Equality and Diversity Policy

<b>Intended outcome of proposal</b>
Provide a policy statement that helps the organisation, elected Members and employees to meet equalities duties as set out in the Equality Act (2010).

<b>Description of proposal</b>
Policy designed to ensure that Argyll and Bute Council: does not unlawfully discriminate against people with protected characteristics as set out in the Equality Act 2010; opposes and avoids unlawful discrimination; ensures equality, fairness and respect for all in the council's employ.

<b>Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes</b>
All.

<b>Lead officer details:</b>	
Name of lead officer	<b>Chris Carr</b>
Job title	<b>Performance and Improvement Officer</b>
Department	<b>Customer Services</b>
<b>Appropriate officer details:</b>	
Name of appropriate officer	<b>Jane Fowler</b>
Job title	<b>Head of Improvement and HR</b>
Department	<b>Customer Services</b>
Sign off of EqSEIA	Jane Fowler
Date of sign off	19 December 2018

<b>Who will deliver the proposal?</b>
All employees and elected Members.

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

<b>Consultation / engagement</b>
This policy has been reviewed by: <ul style="list-style-type: none"><li>• HROD</li><li>• Governance and Law</li><li>• Equality Forum (meeting of 6 November 2018)</li><li>• Trades Union Liaison Meeting (29 November 2018)</li></ul>

<b>Data</b>
No data has been consulted in the preparation of the policy document.

**Other information**

Other policies and relevant documents have been consulted to ensure that they are up to date and comply with the policy.

**Gaps in evidence**

N/A

### Section 3: Impact of proposal

**Impact on service users:**

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>			✓	
Age			✓	
Disability			✓	
Ethnicity			✓	
Sex			✓	
Gender reassignment			✓	
Marriage and Civil Partnership			✓	
Pregnancy and Maternity			✓	
Religion			✓	
Sexual Orientation			✓	
<b>Fairer Scotland Duty:</b>				
Mainland rural population		✓		
Island populations		✓		
Low income		✓		
Low wealth		✓		
Material deprivation		✓		
Area deprivation		✓		
Socio-economic background		✓		
Communities of place?		✓		
Communities of interest?		✓		

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

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age			✓	
Disability			✓	
Ethnicity			✓	
Sex			✓	
Gender reassignment			✓	
Marriage and Civil Partnership			✓	
Pregnancy and Maternity			✓	
Religion			✓	
Sexual Orientation			✓	
<b>Fairer Scotland Duty:</b>				
Mainland rural population		✓		
Island populations		✓		
Low income		✓		

	Negative	No impact	Positive	Don't know
Low wealth		✓		
Material deprivation		✓		
Area deprivation		✓		
Socio-economic background		✓		
Communities of place?		✓		
Communities of interest?		✓		

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

N/A

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

N/A

#### 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?**

**Details of knock-on effects identified**

The Equality and Diversity Policy is a crosscutting policy which should be considered when carrying out any activity. The policy therefore needs to be communicated across the organisation.

#### Section 5: Monitoring and review

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

An assessment of how the Equality and Diversity Policy works in practice will be incorporated into the monitoring of equalities activities more widely. This will include taken action to address any issues that are identified.

In addition to any changes that are made in light of monitoring activity, the policy will be reviewed every four years.