

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

Section 1: About the proposal

Title of Proposal
Transformation Projects and Regeneration

Intended outcome of proposal
The post below relate to the saving being delivered by the Transformation Projects and Regeneration Team as part of the 7% 2020/21 savings package.

Description of proposal
The proposal is to remove an LGE11 development officer post from the Transformation Projects and Regeneration team. The post provides support to the delivery of the work of the team including securing external funding and the delivery of strategic economic regeneration projects both council and third party.

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes
BO112: Argyll and Bute is promoted to everyone

Lead officer details:	
Name of lead officer	Audrey Martin
Job title	Transformation Projects and Regeneration Manager
Department	D & I
Appropriate officer details:	
Name of appropriate officer	Fergus Murray
Job title	Head of Development and Economic Growth
Department	D & I
Sign off of EqSEIA	
Date of sign off	

Who will deliver the proposal?
Transformation Projects and Regeneration manager

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

Consultation / engagement
In regard to delivery of savings for 2020/21 discussed options with all members of the team at each team meeting and then held individual meetings with those immediately affected.

Data
n/a

Other information
n/a

Gaps in evidence
n/a

Section 3: Impact of proposal

Impact on service users:

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

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

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

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

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?

Impact on service users - There will no impact on communities as a result of the loss of an LGE11 Development officer post as it simply reflects a piece of working coming to an end. Redeployment process has been put in place and therefore no impact on staff

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?

No

Details of knock-on effects identified – see above

N/a

Section 5: Monitoring and review

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

Continue to monitor impact of savings through one to one with team members and through the development of clear work plans to ensure no negative impact on wider team.