

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


Section 1: About the proposal

Title of Proposal
People Strategy and Strategic Workforce Planning Priorities

Intended outcome of proposal
Agreed set of strategic workforce planning outcomes and actions to ensure the Council has the workforce in place to deliver on the Corporate priorities.

Description of proposal
Development and agreement on Strategic Workforce Planning Priorities and associated delivery plan.

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes
Connect for Success

Lead officer details:	
Name of lead officer	Carolyn Cairns
Job title	HR and OD Manager
Department	Customer Support Services
Appropriate officer details:	
Name of appropriate officer	Jane Fowler
Job title	Head of Customer Support Services
Department	Customer Support services
Sign off of EqSEIA	
Date of sign off	10.01.2024

Who will deliver the proposal?
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.

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

Consultation / engagement

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
Protected characteristics:				
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	
Fairer Scotland Duty:			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
Protected characteristics:				
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	
Fairer Scotland Duty:				
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.