

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

Section 1: About the proposal

Title of Proposal	
Budget savings from Community Planning and Community Development 2025-2026	
Intended outcome of proposal	
Savings of £38,000	
Description of proposal	
Redundancy of 1 FTE Grade 9: Partnerships Development Officer	
Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes	
Financial savings	
Lead officer details:	
Name of lead officer	Rona Gold
Job title	Communities and Partnership Manager
Department	Community Planning and Community Development
Appropriate officer details:	
Name of appropriate officer	As above
Job title	
Department	
Sign off of EqSEIA	<i>Rona Gold</i>
Date of sign off	23.12.2024
Who will deliver the proposal?	
Communities and Partnership Manager	

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

Consultation / engagement
Series of meetings from October 2023 to present time. These include full team meetings outlining the need to consider workforce planning; meetings with individual staff member; and meetings with team leads and relevant officers involved in projects trialling work to take place within other parts of the team where benefits to communities may be better realised.
Data
HR workforce planning data from bi-annual meetings Data on protected characteristics within the team
Other information

Gaps in evidence**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:				
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 transfer of work on supporting communities on asset enquiries to Community Development has the potential to offer a more localised be-spoke service due to their being a dedicated area-based officer rather than one all-area officer.

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

These would not be known through any current measurements therefore the impact is unknown

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		

	Negative	No impact	Positive	Don't know
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.

Redundancy offers the employee an ability to retire earlier than planned which is a positive financial impact and a potential positive impact on the local island economy with the employee being able to pick up other work or undertake voluntary roles which are important to community wellbeing.

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

Annual workforce planning review

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?

Not outwith the immediate team which has been considered

Details of knock-on effects identified

Section 5: Monitoring and review

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

Male employees are small in number within the team and this would have a negative effect on these. However there has been a recent permanent recruitment of a male, and over past 3 years the number of males has increased from '0' to '3'.

We would continue to support males to apply for posts.

