

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

Section 1: About the proposal

Title of Proposal
Governance Team Service Redesign

Intended outcome of proposal
A restructure of the Governance Team to better align the requirements of the service and to provide more resilience across the team.

Description of proposal
<p>There is 1 proposal:-</p> <ol style="list-style-type: none"> 1. Redesign of the Team involved with delivery of democratic and committee services <p>Redesign of the Team – democratic and committee services</p> <p>The post of Democratic Services Officer (LGE12) will be removed from the structure. The current postholder has indicated that they would like to retire from the Council and this will be facilitated via voluntary redundancy. It is proposed to create a new post of Committee and Democratic Services Officer (LGE9) which will be involved in the delivery of Committee services and will undertake election work as required in the Democratic services part of the team.</p> <p>There are currently 3 Senior Committee Assistant (LGE7) posts in the structure. One of these posts will be removed from the structure. It is proposed that those 3 members of staff in the Senior Committee Assistant posts will have the option to apply for the Committee and Democratic Services Officer post which will be ringfenced with the agreement of the Trade Unions.</p> <p>Work which would have been undertaken by the Senior Committee Assistant post will be spread across the team and the service will reduce support for meetings which are not core Council meetings such as the Cowal Transport Forum.</p>

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes
<p>BO115 We are Efficient and Cost Effective</p> <p>BO116 We Engage and Work With Our Customers, Staff and Partners</p>

Lead officer details:	
Name of lead officer	Shona Barton
Job title	Governance Manager
Department	Legal and Regulatory Support
Appropriate officer details:	
Name of appropriate officer	David Logan
Job title	Head of Legal and Regulatory Support
Department	Legal and Regulatory Support

Sign off of EqSEIA	
Date of sign off	
Who will deliver the proposal?	
Governance Manager	

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

Consultation / engagement
<p>The proposal has been through the budget working group and accepted.</p> <p>The Governance Manager has consulted with the Governance Team and has spoken with all of the individual members of staff who will be directly affected. This has been either face to face or via telephone call/Teams meeting.</p> <p>Trade Union consultation meeting – January 2025.</p>
Data
We will continue to monitor the capacity within the structure to continue to deliver the service.
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		

	Negative	No impact	Positive	Don't know
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.

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.

If any 'don't know's 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?

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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
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Details of knock-on effects identified

Section 5: Monitoring and review

How will you monitor and evaluate the equality impacts of your proposal?
No need for monitoring.