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

Section 1: About the proposal

Title of Proposal
Central Team Savings

Intended outcome of proposal
Budget reductions.

Description of proposal
Removal of 2 FTE from the Central Education Team

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes
BO108 Our Children and Young People are supported to realise their potential

Lead officer details:	
Name of lead officer	Susan Tyre
Job title	School Services Support Manager
Department	Education
Appropriate officer details:	
Name of appropriate officer	Louise Connor
Job title	Head of Service
Department	Education
Sign off of EqSEIA	*Louise Connor*
Date of sign off	30.1.20

Who will deliver the proposal?
If the savings are taken, Head of Service Louise Connor will deliver the savings

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

Consultation / engagement
Discussion with Team members has taken place

Data
Information from Finance

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	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		

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 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?
Negative impacts have been identified and a number of functions currently undertaken by the team will no longer be able to continue

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?	Yes within the Service

Details of knock-on effects identified
Additional work will have to be undertaken by other members of the Team or support and quality improvement service to schools reduced.

Section 5: Monitoring and review

How will you monitor and evaluate the equality impacts of your proposal?
If this proposal is taken, a full review will be carried out following the first year which will include an evaluation of the equality impacts.