

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

### Section 1: About the proposal

<b>Title of Proposal</b>
CSS10 Creditors Section – reconstructing the council’s budget – saving of two posts over two years

<b>Intended outcome of proposal</b>
To reduce the overall costs of the section while maintaining the same level of performance via improved use of electronic processes

<b>Description of proposal</b>
<p>The service will continue to meet all its current statutory requirements, however will deliver services under an alternative delivery model which will result in a reduction of posts from 6 to 4 over 2 years – one in 2019/20 and one in the following year. There is currently a vacancy within the team as at 20/11/18 and one of the other post holders is on a temporary contract until 31<sup>st</sup> March 2018.</p> <p>The alternative delivery model is dependent on successful delivery of new system interfaces in order to deliver the second post saving.</p>

<b>Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes</b>
<b>BO110 We support businesses, employment and development opportunities CS110_14 Increase the percentage of suppliers that are paid within 30 days</b>

<b>Lead officer details:</b>	
Name of lead officer	<b>Anne MacColl-Smith</b>
Job title	<b>Procurement and Commissioning Manager</b>
Department	<b>Customer Services</b>
<b>Appropriate officer details:</b>	
Name of appropriate officer	<b>Judy Orr</b>
Job title	<b>Head of Customer &amp; Support Services</b>
Department	<b>Customer Services</b>
Sign off of EqSEIA	
Date of sign off	

<b>Who will deliver the proposal?</b>
Anne MacColl-Smith

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

<b>Consultation / engagement</b>
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All members of the Creditors Team have been spoken to individually and collectively by the Creditors Supervisor on 15/11/2018. The proposal was discussed in detail and the any questions answered in full.

**Data**

**Other information**

**Gaps in evidence**

**Section 3: Impact of proposal**

**Impact on service users:**

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

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

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age		*		
Disability		*		
Ethnicity		*		
Gender	*			
Gender reassignment		*		
Marriage and Civil Partnership		*		

	Negative	No impact	Positive	Don't know
Pregnancy and Maternity		*		
Religion		*		
Sexual Orientation		*		
<b>Fairer Scotland Duty:</b>				
Mainland rural population		*		
Island populations		*		
Low income		*		
Low wealth		*		
Material deprivation		*		
Area deprivation		*		
Socio-economic background		*		
Communities of place?	*			
Communities of interest?		*		

**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?**

The creditors processing is done only by female staff and they are all based in the Campbeltown office. Therefore negative impacts have been identified for gender and community of place. Due regard has been given to these negative impacts and there is no alternative as any reduction in the processing within this team can only affect female staff at this location.

#### 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**

#### Section 5: Monitoring and review

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

By continuous performance improvement and ensuring best value and practice is maintained.