

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

### Section 1: About the proposal

<b>Title of Proposal</b>
Admin and Finance Assistants

<b>Intended outcome of proposal</b>
Budget reductions.

<b>Description of proposal</b>
To reduce remaining 3 full time AFAs to term time working.

<b>Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes</b>
BO115 We are Efficient and Cost Effective

<b>Lead officer details:</b>	
Name of lead officer	Susan Tyre
Job title	School Services Support Manager
Department	Education
<b>Appropriate officer details:</b>	
Name of appropriate officer	Anne Paterson
Job title	Head of Service
Department	Education
Sign off of EqSEIA	<i>Anne Paterson</i>
Date of sign off	29.1.20

<b>Who will deliver the proposal?</b>
If the savings are taken, the SSS Manager will deliver the savings

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

<b>Consultation / engagement</b>
Discussion with HTs of affected schools and the AFAs involved

<b>Data</b>
Information from Finance

<b>Other information</b>
n/a

<b>Gaps in evidence</b>
n/a

### Section 3: Impact of proposal

#### Impact on service users:

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
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		
<b>Fairer Scotland Duty:</b>				
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
<b>Protected characteristics:</b>				
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		
<b>Fairer Scotland Duty:</b>				
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?**

There has been a number of negative impacts that have been identified and these have been made clear in the budget templates that have been written

**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**

There will be additional work that will have to be picked up by the school support team during school holidays

**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.