

## EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Business Services
Section	Business Services
Title of the activity etc.	Business Services Directorate
Aims of the activity	Business Services Directorate will review staffing to reflect the changing shape of the organisation. There are a range of proposals to streamline staffing arrangements across Business Services in order to deliver savings on a recurring basis and to support the new streamlined shape of Business Services through modernised systems, processes and practice.
Author(s) & Title(s)	Ritchie Johnston

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Business Services Directorate use a range of performance measures to monitor performance. Customer satisfaction levels are monitored on a regular basis.
Internal consultation with staff and other services affected.	The Business Services Leadership Team (BSLT) of the Council were consulted in the preparation of the assessment.
External consultation (partner organisations, community groups, and councils).	Business Services Directorate support the other Service area of the council therefore the consultation was limited to internal.
External data (census, available statistics).	N/A

Other (general information as appropriate).	N/A
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Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	This is a strategic document that looks at the approach to Business Services Directorate support delivery to Business Services services within the Council. The support ensures that these services are delivered. The savings exercise will be managed to ensure that Business Services still receive the support they require to deliver services and transformational change.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:
	The BSLT will work with the corporate communications team to ensure that any impacts of this saving are communicated effectively to all those affected by the process.	Ongoing

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.				
	Positive	Negative	Neutral	Unknown
Age – Younger			Yes	
Age – Older			Yes	
Disability			Yes	
Race – (includes Gypsy Travellers)			Yes	
Religion or Belief			Yes	
Gender – male/female			Yes	
Pregnancy and maternity			Yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

**Stage 6: What are the positive and negative impacts?**

Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	N/A	N/A

**Stage 7: Have any of the affected groups been consulted?**

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	N/A
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**Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?**

These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale
	N/A	

**Stage 9: What steps can be taken to promote good relations between various groups?**

These should be included in the action plan.	N/A
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Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

The Business Services Support function will continue to support the other Council services to provide frontline service delivery that continues to create opportunities for advancing equality of opportunity.

Stage 11: What equality monitoring arrangements will be put in place?

These should be included in any action plan (for example customer satisfaction questionnaires).

Equality considerations are considered as part of the development of the Business Services service plan.

Stage 12: What is the outcome of the Assessment?

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	Where possible any reduction in headcount will be managed to ensure that there is no impact on the ability of the other Business Services to deliver front line services.	
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

\* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

N/A

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Business Services		
	2) Title of Policy/Activity	Business Services Directorate		
	3) <b>Authors:</b> I/We have completed the equality impact assessment for this policy/activity.	Name: Ritchie Johnston Position: Director of Business Services Date: 18/01/2017 Signature:	Name: Position: Date: Signature:	
		Name: Chris Smith Position: Principal Accountant Date: 18/01/2017 Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Date:		
	5) Authorisation by Director or Head of Service	Name: Ritchie Johnson Position: Director of Business Services Date: 18/01/17	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. E.g. Social Work and Housing Committee.	Date:		
	7) EIA author sends a copy of the finalised form to: eia@abdnshire	Date:		
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:	

