



## 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	Audit
Title of the activity etc.	Internal Audit
Aims of the activity	A reduction in staff costs will be achieved through vacancy management due to staff turnover.
Author(s) & Title(s)	Ritchie Johnson
Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Internal Audit use a range of performance measures to monitor performance.
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 areas 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?	Managing a budget reduction through vacancy management may not be achievable if there is no turnover in staffing. It cannot be confirmed if vacancies will exist on a recurring basis to achieve the saving.

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?

N/A

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.
	It is proposed the saving will be achieved by vacancy management, which will have no negative impact on any particular protected groups, as the saving will be achieved as and when vacancies arise due to staff turnover.	
	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	Internal Audit		
	3) <b>Authors:</b> I/We have completed the equality impact assessment for this policy/activity.	Name: Ritchie Johnson Position: Director of Business Services Date: 19/01/2017 Signature:	Name: Position: Date: Signature:	
		Name: Andy Johnston Position: Senior Auditor Date: 19/01/2017 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: 19/01/17	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:	

