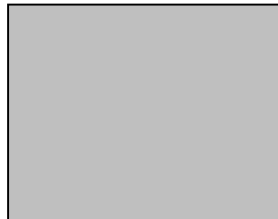




EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Infrastructure Services
Section	Planning and Building Services
Title of the activity etc.	Planning and Building Services Budget
Aims of the activity	<p>Planning and Building Standards</p> <p>1. exists to:</p> <ul style="list-style-type: none"> • manage Aberdeenshire’s environment, land use and resources, • develop framework of plans, supplementary guidance, master plans, policies, guidelines, • Manage development, ensuring that buildings conform to sound standards. • Its work is underpinned by the work of other sections including research, information, strategic environmental assessment, habitats regulatory assessment. • It has a high interaction with members of the public falling under all protected characteristics. • What type of development undertaken, where they are located, when development takes place and how they are developed, how it is supported by infrastructures, landscape, green space, access shops, schools and other places of interest, among others, are mediated through this service. And the work this service does affects everyone. <p>2. To make expenses and generate incomes to meet the cost of running “Building Standards,” “Development Management,” “Sustainability, Information & Research,” “Planning Policy & Environment” and Ranger Services.”</p>
Author(s) & Title(s)	 <p>Sustainability Officer Team Leader Manager Manager Head of Service</p>

Stage 2: List the evidence that has been used in this assessment.

<p>Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).</p>	<p>Aberdeenshire Council Revenue and Expenditure Budget</p>
<p>Internal consultation with staff and other services affected.</p>	<p>Senior Managers</p>
<p>External consultation (partner organisations, community groups, and councils).</p>	<p>None</p>
<p>External data (census, available statistics).</p>	<p>NA</p>
<p>Other (general information as appropriate).</p>	<p>NA</p>

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	<p>Yes, the budget figures are aligned to key headings such as Staff Costs, Premises Costs, Administration Costs, Transport Costs, Supplies & Services, Payments to Agencies and Others. It has income and expenditure figures.</p> <p>As a service within Aberdeenshire Council, activities of this Service conform to the policies of the Council in relation to equality. However, there is no specific budget line on equality. For example, although, in practice, all public consultations within this Service make provision for interpretation services, provision for interpretation is subsumed in general administrative costs. Thus, how this budget affects protected characteristics can only be deduced from what the Service does in practice rather than from what the budget statement indicates/does not indicate.</p>

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:
	Footnotes should be provided in future budget statements to indicate how specific lines of the budget include expenditure on the advancement of equality.	When budgets are being prepared.

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)
<p>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.</p>	<p>To perform the functions of this Service, provision is made in the 2014/2015 budget to fund listed activities. These listed activities include Salaries/Wages, Superannuation, Administration, Premises Costs, Transport Costs, Supplies & Services, Payments to Agencies and Others. Apart from Salaries/Wages, Superannuation, Administration, projected expenses for other lines of budget will remain unchanged in 2014/2014. While all Sections of this Service will see some increases in their expenditure budgets for 2014/2015, those for Building Standards will fall. For Planning Administration, expenditure for salaries/wages and superannuation will increase by £10,000 and £2,000 respectively. The income for Planning Administration is predicted to grow from £1,333 to £1,347. In respect of Development Management, corresponding expenditure figures will increase by £16,000 and £3,000 as well as from £2,020 to £2,210. Similarly for Sustainability, Information and Research (SIR), modest increases in salary/wages and superannuation will be in the region of £3,000 and £1,000 respectively. Administrative expenses for SIR will increase by £1,000. In respect of Policy and Environment, the increases for salary/wages (£43,000) and superannuation (£9,000) are substantial. There is also an increase in administrative expenses by £2,000 for Planning and Environment. For Ranger Services, the salary/wage allowance will increase modestly by £2,000 while its administrative expenses will rise by £1,000. For Building Standards, there is a substantial fall in salary/wages (£81,000) and superannuation (£12,000). Similarly income is predicted to fall from £1, 611 to £1,509. Only the internal allocations for Ranger Services will increase by £4,000. Thus while predicted fall in the expenditure for Building Standards is likely to constrain its ability to meet its obligations to protected characteristics, the complementary role of Development Management is likely to dampen its overall negative effects. It is uncertain whether the lines of budget for which projected expenditure remains unchanged (i.e. premises, transport, supplies & services, payments to agencies and others) are likely to have any negative effects on the protected characteristics. Overall, however, a potential increase in the above expenses in likely to enable this Service to deliver its services without compromising its ability to meet obligations to protected characteristics.</p>	

	<p>Mediating space consistent with sound planning principles is likely to make Aberdeenshire a desirable area to live in. And all protected characteristics benefit from this. Provisions made to ensure that there is always land available for development ensures that future housing development is not hampered. This is likely to be of benefit to all protected characteristics. Specific local development plan policies relating to housing provision for older people and affordable housing will increase the availability of all types and tenures of housing. The benefits of such policies are likely to be positive for all protected characteristics This too is likely to be of great benefit to all protected characteristics. Research work undertaken by this Service underpins actions the Service takes. Outcomes of its research ensure that no protected characteristics are disadvantaged in any of its services. Through different access strategies, provision is also made to improve access for people with walking difficulty and visual impairment. It makes it easy for every one to enjoy the countryside.</p>	
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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?	Managers in charge of budgets

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
	NA	NA

Stage 9: What steps can be taken to promote good relations between various groups?	
These should be included in the action plan.	<p>Greater involvement of all stakeholders in budgeting rounds</p> <p>Moreover, access strategies make provision for people with disability. No actions are taken with consulting people with disability. The Service has also established disability access forum. And an increased budget ensures that these duties are performed by this Service for the benefit of all protected characteristics.</p>

Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

A potential increase in expenditure overall for this Service will create the enabling environment for advancing equality of opportunities..

Availability of sufficient employment land through the activities of this Service ensures that more jobs will be generated in the future. As a result, there is a potential for more job opportunities for all people. Managing development, regulating building and ensuring environmental sustainability will also ensure healthy and safe built and natural environment.

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

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

None specific to this activity

Stage 12: What is the outcome of the Assessment?

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	Overall there is an increase in budget figures to cover staff salaries/wages and superannuation. This ensures that they can perform their functions in ways that meet equality duties	
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	NA	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
	NA	

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

NA

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Planning and Buildings Services	
	2) Title of Policy/Activity	2014/2015 Budget Statement	
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: <input type="text"/>	Name: <input type="text"/>
		Position: Sustainability Officer	Position: Team Leader
	Date: November 2013	Date: November 2013	
	Signature: <input type="text"/>	Signature: <input type="text"/>	
	Name:	Name:	
Position:	Position:		
Date:	Date:		
Signature:	Signature:		
4) Consultation with Service Manager	Name: <input type="text"/>	Date: November 2013	
5) Authorisation by Director or Head of Service	Name: <input type="text"/>	Name:	
	Position: Head of Service	Position:	
Date: November 2013	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:	

Action Plan					
Action	Start	Complete	Lead Officer	Expected Outcome	Resource Implications