

# Outcome Of Equality Impact Assessments In Respect Of The Revenue Budget

## EDUCATION AND CHILDREN'S SERVICES

### 1 Administration & Management

- No negative impacts have been identified.
- The administration and management budget funds a broad spectrum of service delivery, reduces barriers and improves equality for all. There are no negative impacts identified.

## Education and Learning

### 2 Nursery Education

- No negative impacts have been identified.
- Based on the evidence found at Stage 2, Nursery Education positively impacts on the Protected Characteristics Groups. As there is an expansion in provision, there are no substantial negative impacts.

### 3 Primary Education

- No negative impacts have been identified.
- The primary education budget funds a broad spectrum of support to meet all needs. The use of the budget reduces barriers and improves equality for all. There are no negative impacts identified.

### 4 Secondary Education

- No negative impacts have been identified.
- The secondary education budget funds a broad spectrum of support to meet all needs. The use of the budget reduces barriers and improves equality for all. There are no negative impacts identified.

### 5 Special Education

- No negative impacts have been identified.
- The special education budget funds a broad spectrum of support to meet all needs. The use of the budget reduces barriers and improves equality for all. There are no negative impacts identified.

### 6 Community Learning & Development

- No negative impacts have been identified.
- As a result of this assessment there are no negative impacts, only service enhancements are planned.

## Children's Services

### 7 Community Care (Family Placement; Family Resource Centres; Youth Services and Residential Care Budgets)

- No negative impacts have been identified.
- The activity provides the financial resources to support the delivery of the Children's Services Plan. The plan takes account of the relevant importance of certain aspects of the Children's Services including those within the protected characteristic groupings.

### 8 Out of Authority Placements

- No negative impacts have been identified.
- All of this activity, grounded in Getting it Right for Every Child (GIRFEC) helps ensure that all children and their carers receive timely support.

## Leisure

### 9 Cultural Services – Arts Development, Libraries, Museums

- No negative impacts have been identified.
- In general terms cultural services is a positive resource for promoting equalities. In each instance of policy development under the new strategy, specific consultation will be undertaken.

### 10 Visitor Attractions / Grant Aid

- No negative impacts have been identified.
- The provision of grants and other funding opportunities includes criteria to promote equalities.

### 11 Active Aberdeenshire

- No negative impacts have been identified.
- Service focuses on young people, and endeavours to encourage higher usage by the statutory groups – with regular evaluations of how this can be improved.
- As the service aims to develop the capacity to deliver services in the community, it is in a position where it can set up a programme and then move on to a new one which can enhance services for protected groups as well as the wider community.
- There are some aspects of the service that are in their infancy (the leisure lend service). Whilst they may not meet the needs of protected groups at the minute – it is expected that the service will improve as it is developed.

### 12 Sports & Leisure Management - Client

- Negative impacts have been identified, these can be mitigated.
- Any changes in programming have the potential to benefit one group at the expense of another. However these can be mitigated by ensuring that the overall programming offers reasonable alternative opportunities or times to groups that may be disadvantaged.
- Ideally the service will deliver a sufficiently broad portfolio of services that evidences a willingness to meet a wide range of needs over a time period (typically a week).
- There is recognition that in some swimming pools – there may be a need to increase swimming lesson provision to meet demand, which may impact on other user groups. This impact may not be mitigated in the short term – but may be mitigated in the long term by the development of new pools with increased provision capacity. (Ellon, Banchory, Alford and possibly Inverurie).

### 13 School Catering

- No negative impacts have been identified.
- Provision of nutritionally balanced meals to pupils promotes health and well being and provides value for money for parents.

## Social Work

### 14 General Fieldwork

- No negative impacts have been identified.
- The budget funds the salaries and operational day to day running costs for the Directorate.

### 15 Business Services

- No negative impacts have been identified.
- The activity provides the financial resources to support the delivery of the Business Services Team Plan.

### 16 Out of Hours Service

- No negative impacts have been identified.
- This budget line supports the delivery of the Out Of Hours Emergency Service which ensures that an emergency social work service is available to members of the community in situations that cannot wait until the social work offices reopen. This service is provided irrespective of the presence or absence of any of the protected characteristics.

### 17 Criminal Justice Services (Grant Funded Services, Prison Social Work, Community Justice Authority)

- No negative impacts have been identified.
- The assessment is that the impacts are neutral. This is because there is no major change to Criminal Justice.

### 18 Adult Services (Community Care, Day Care, Residential Care, Employment Development, Mental Health, Substance Misuse)

- No negative impacts have been identified.
- The assessment is that the impacts are neutral. This is because there is no major change to the Adult Services Budget.

### 19 Older People & Physical Disabilities (Care Management, Change Fund, Day Care, Home Care, Residential Care, Very Sheltered Housing, Community Occupational Therapy, Joint Occupational Therapy Service, Commissioning, Adult Support, Sensory Impairment)

- No negative impacts have been identified.
- The activity provides the financial resources to support the delivery of care for older people and people with a disability. The assessment takes account of the relative importance of care to those with protected characteristic groupings.

## Housing

### 20 Affordable Housing

- Negative impacts have been identified, these can be mitigated.
- The Housing Service will continue to maximise funding streams to optimise the delivery of affordable housing; this may include preparing bids to Scottish Government for further funding, using alternative funding models where appropriate and providing other affordable housing tenures to address housing need.
- The Housing Service will continue to identify suitable land for the development of affordable housing through discussions with stakeholders, both internal and external, for example Property Estate, Planning, other public bodies, private developers and landowners.

## 21 Homeless Persons

- No negative impacts have been identified.
- The activity provides the financial resources to support the delivery of the Homelessness Action Plan. The plan takes account of the relevant importance of certain aspects of the Homeless Service including those within the protected characteristic groupings.
- The need to address, prevent and resolve the impact of Homelessness is a statutory requirement placed on the Local Authority

## 22 Improvement & Repair Grants

- No negative impacts have been identified.
- In the operation of Scheme of Assistance, the Council will not discriminate against any person because of age, race, gender reassignment, disability, religion and belief, sex or gender, sexual orientation, pregnancy and maternity. No groups will be excluded.

## 23 Travelling People

- No negative impacts have been identified
- Access to permanent and authorised sites clearly address a need for the gypsy traveller community without detracting from the wider community. Sites will be available to all protected groups.

## 24 Area Managers/ Community Planning

- No negative impacts have been identified.
- No negative impacts have been identified. However, this EIA is for the current budget and once decisions are made about the budget for 2016-17 and beyond it will be necessary to look at these afresh. Any decision to reduce the Chief Executive budget would be likely to have some impact, especially as there is a clear focus on the SOA and given the priorities identified for Aberdeenshire.

# INFRASTRUCTURE SERVICES

## Environmental Services

### 25 Consumer Protection

- No negative impacts have been identified.
- The service is open and accessible to all. Some additional help would be provided to those not able to progress their complaints by themselves due to some vulnerability. Some legislation has a greater impact on some groups than others for example legislation controlling sales of some products to those that have acquired a certain age.

### 26 Animal Welfare

- No negative impacts have been identified.
- The Service is primarily concerned with maintaining the health and welfare of livestock, and enforcement of animal health legislation and does not have a negative impact on any of the protected groups

### 27 Public Analyst

- No negative impacts have been identified.
- This service focuses on analyses of samples. The outcome of the analyses is passed to the relevant service: Equality Impacts Assessments have been completed in respect of those services and any impacts identified in those assessments.

## **28 Environmental Health (Administration and Environmental Health Grants)**

- No negative impacts have been identified.
- The services provided are based on legislative requirements with all people treated in the same way.

## **29 Waste Management, Refuse Collection, Waste Disposal and Street Cleansing**

- Negative impacts have been identified, these can be mitigated.
- Assisted Collections available for those who cannot manage their bin(s) (including Food waste bins) - helps disabled people, less able people, elderly, pregnancy / maternity.
- Production of Translated Guides to advise on new Service to all householders – helps all races / language abilities.
- Language Line available 'on the doorstep' – helps all races.
- Mini glass recycling points will be installed in as many locations as possible to decrease the distance that people have to travel to recycle their glass.
- Provide assistance where needed at Household Waste Recycling Centres.
- Adaptations may be made to Street Cleansing frequencies / areas to suit local needs / needs of protected groups / persons in that area following request. These may be permanent, temporary or seasonal.

## **30 Planning (Planning Administration, Building Standards, Development Management, Sustainability, Information & Research, Policy & Environment and Ranger Service)**

- No negative impacts have been identified.
- 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.

## **31 Building Services (Building Cleaning, Public Conveniences)**

- Negative impacts have been identified, these can be mitigated
- By providing public toilets in settlements throughout Aberdeenshire we ensure that these facilities are available to people of both sexes and, where reasonably practicable, to the disabled as well as the able-bodied.

## **32 Office Accommodation (Woodhill House Accommodation, Woodhill House Catering, Gordon House Catering and Halls)**

- Negative impacts have been identified, these can be mitigated.
- Putting arrangements in place to ensure that Landscape services and other contractors' clear leaves and snow which will make office accommodation as accessible and safe as possible.

## **Transportation & Roads**

### **33 Roads Maintenance Expenditure & Income, Administration & Management, Highways and Quarries**

- The activity will have negative impacts which cannot be mitigated fully.
- The activity provides the financial resources to support the management and maintenance of the road network. The network is provided for all users. While it is recognised that a number of the protected characteristic groups rely more heavily on some aspects of the network, at a strategic level resources are predominately directed towards the maintenance of the asset. A reduction in the allocation of this scale will lead to negative impacts over time.

### **34 Harbours, Flood Management and Coastal Protection**

- No negative impacts have been identified.
- The activity provides the financial resources to support the management and maintenance of the necessary infrastructure. This is done in an open, transparent and sympathetic manner.

### **35 Internal Transport and Vehicle Maintenance Services**

- No negative impacts have been identified.
- The delivery of all services by the Council is done in line with appropriate legislation and where changes are made that require the support of Fleet and Vehicle Maintenance Services these will then be reflected within future strategies and budgets as required.

### **36 Winter Maintenance**

- The activity will have negative impacts which cannot be mitigated fully
- The reduction in the level of service will lead to negative impacts which cannot be mitigated.

### **37 Public Transport Unit**

- No negative impacts have been identified.
- The activity provides the financial resources to support the delivery of passenger transport services in accordance with the Council's Passenger Transport Strategy. The needs of the protected groups are taken into account when specifying, procuring and operating passenger transport services and associated infrastructure.

## **Property**

### **38 Estates**

- Negative impacts have been identified, these can be mitigated.
- We will ensure that mechanisms are in place for the reactive maintenance of buildings.

### **39 Construction Services [Property Construction Services (Architecture; Asset Management; Building Management; Engineering Services and Quantity Surveying)]**

- No negative impacts have been identified.
- The setting of a revenue budget for the provision of Property Construction Services does not in itself impact on the protected groups.

### **40 Economic Development**

- No negative impacts have been identified.
- Economic Development Budget is used to support business and communities in business. It has no inherent bias towards a negative impact on protected communities rather an inherent bias towards positive impact on protected communities

## **Landscape Services**

### **41 Burial Grounds**

- The activity will have negative impacts which cannot be mitigated fully.
- The increase will be unavoidable for anyone requiring the service however we have tried to reduce its impact by phasing the area with the largest rise over four financial years.

### **42 Parks, Landscape Services Administration, Fishing, Funds and Ground Maintenance**

- No negative impacts have been identified.
- The parks and open spaces controlled by Landscape Services managed and maintained as a resource open to appropriate use by all.

### 43 Chief Executive

- No negative impacts have been identified.
- No negative impacts have been identified. However, this EIA is for the current budget and once decisions are made about the budget for 2014-15 and beyond it will be necessary to look at these afresh. Any decision to reduce the Chief Executive budget would be likely to have some impact, especially as there is a clear focus on the SOA and given the priorities identified for Aberdeenshire.

### 44 Business Services Directorate

- No negative impacts have been identified.
- The budget funds the Director and Personal Assistants salaries and costs and also delivery of support services mainly through staff resources and associated supplies and services e.g. ICT equipment, licence costs, office equipment and stationery.

### 45 Finance

- No negative impacts have been identified.
- The Finance Service is an over-arching service which supports the Council to deliver its various priorities by promoting the proper administration of the Councils financial affairs. It is the individual Services decisions that will potentially impact on the protected groups rather than the Finance Services decisions.

### 46 Revenues

- No negative impacts have been identified.
- The Revenues budget is an over-arching budget which supports how the council and its services bill and collect all sums due to the council. As the remit of the team is constrained by a legislative framework at UK and Scottish Government level, it is more appropriate to consider any negative or positive impacts as and when the revenues team develops projects that form part of a council driven improvement agenda.

### 47 Benefits

- No negative impacts have been identified.
- The Benefits budget is an over-arching budget which supports how the council deliver financial assistance to its residents. As the remit of the team is constrained by a legislative framework at UK Government level, it is more appropriate to consider any negative or positive impacts as and when the benefits team develops projects that are part of a council driven improvement agenda.

### 48 Internal Audit

- No negative impacts have been identified.
- Internal Audit provides assurance over the governance arrangements of the Council and therefore has a neutral impact on those with protected characteristics.

### 49 Human Resources and Organisational Development

- No negative impacts have been identified.
- Given that one of the main aims of the HR & OD service is to aid the equality of opportunity for all employees in the workplace it is not considered that allocation of the HR & OD budget will impact negatively on any protected characteristic group.

### 50 Information and Communications Technology

- No negative impacts have been identified.
- The ICT revenue budget does not negatively affect any groups with protected characteristics. The service will continue to support other services to identify and implement ICT related requirements for groups.



## 51 Legal and Governance

- No negative impacts have been identified.
- Only positive impacts have been identified since the equalities culture and the public sector duty in particular only stand to be enhanced and reinforced by the provision of a fit for purpose Legal & Governance service.

## Customer Communications and Improvement

### 52 Communications

- No negative impacts have been identified
- The Communications budget is an over-arching budget which supports how the council and its services communicate with all of its audiences. As the remit of the team is so broad, it is more appropriate to consider any negative or positive impacts as and when the communications team develops communications plans and budgets for individual, services-led projects.

### 53 Performance and Improvement

- No negative impacts have been identified
- The Performance & Improvement budget supports services and there are no negative impacts because the purpose of the support we deliver is to provide employees and managers with the tools and information to enhance their self assessment and awareness, performance management and related improvement activities. As well as ensuring that services adhere to their obligations and the relevant action plans to ensure compliance with The Equality Act (2010) and ensuring proportionate actions to support Gaelic Language.

### 54 Design and Print

- No negative impacts have been identified
- The Design and Print budget is managed on a cost recovery basis which supports other services to produce information in an accessible format.

### 55 Procurement

- No negative impacts have been identified.
- The budget funds the salaries and costs and also delivery of procurement services mainly through staff resources and associated supplies and services.

### 56 Miscellaneous Services

- No negative impacts have been identified.
- There is no differential impact. This budget fluctuates according to how many licences are applied for in any given year. If this budget were to be increased, decreased or stay the same, this would have no differential impact on those with a protected characteristic. It would merely reflect the number of licences applied for and thereby would be linked to the applications submitted by the public as a whole and the protected groups are no more likely to be adversely affected than those without a protected characteristic since the provision of licences to undertake certain activities are regulated within Scotland on an already non-discriminatory basis with equality and fairness of opportunity for all citizens through access to licences to allow them to undertake certain activities that it is believed to be in the public interest to regulate.

### 57 Customer Services

- No negative impacts have been identified.
- We are committed to serving the people of Aberdeenshire by providing a range of services to our customers in the most economic, efficient and effective ways and transforming the way the Council works, by using our skills, resources and technology.
- As the remit of the division is so broad, it is more appropriate to consider any negative or positive impacts as and when the division develops communications plans and budgets for individual, services-led projects.



## 58 Worksmart

- No negative impacts have been identified.
- The Worksmart budget supports services and there are no negative impacts. The purpose of the policy is to support employees and managers to work in an environment that provides flexible working and supports delivery. All of the identified impacts on protected groups are positive ones which promote good work life balance which meets the needs of employees.

## 59 Joint Board Requisitions

- No negative impacts have been identified.
- Not known, out with the scope of the Aberdeenshire Council's remit.

## 60 Councillor Remuneration and Expenses

- No negative impacts have been identified.
- The Councillors Remuneration and Expenses budget supports the Council to deliver its various priorities by providing the means of remuneration to enable the Councillors to fulfil their roles.
- A Councillors role shares a collective responsibility to formulate and monitor strategies and budgets, make policy, take executive decisions and check on the effectiveness of the Council in delivering services.

## 61 E-Committee Project

- No negative impacts have been identified.
- The project will benefit all protected characteristic groups through the provision of quicker and easier online access to councillor and committee information and documentation.

## Business Services Corporate Projects

### 62 Employee Relationship Management

- No negative impacts have been identified.
- No negative impacts for any protected groups have been identified.

### 63 Improving the Customer Experience

- Negative impacts have been identified, these can be mitigated.
- Possible negative impacts have been identified; these are outlined in section 6. These can be mitigated by the actions reflected in section 8 and the accompanying action plan.

### 64 Arcadia

- No negative impacts have been identified.
- The Arcadia redevelopment project budget encompasses inclusivity for all staff and aims to support employees in the delivery of their job whilst affording protected groups greater awareness and support available to them through council policies.

### 65 Infosmart

- No negative impacts have been identified.
- No negative impacts identified.

### 66 Options4Admin

- No negative impacts have been identified.
- The budget funds the Options4Admin Core Team salaries and sundry costs.