

Outcome of Equality Impact Assessments in respect of the Savings Budget

EDUCATION AND CHILDREN'S SERVICES

1 T3 Music Instruction Service

- Negative impacts have been identified:-
- Possible negative impact for three protected categories have been identified. The level of impact of changes has not been modelled. Present customer and service user satisfaction levels are relatively high at between 80 - 90 %. In relation to increased charges there is evidence to suggest that previous charges which were higher in relation to national charges did not impact of uptake.
- The provision of an Instrumental Music Tuition is not a statutory requirement. Learners who are engaged in studying for certified courses will be unaffected by any change and therefore future positive destinations for school leavers should be largely unaffected. The impact of any change to the service are likely to be felt by the groups identified and therefore options without a similar impact are not available.

2 T5 Catering Review

- No negative impacts have been identified:-
- The activity provides budget proposals with regard to the provision of catering services to Aberdeenshire's primary, secondary and special schools, highlighting increased meal uptakes and service improvement.

3 T7 Special Education Teacher Budget

- Negative impacts have been identified:-
- Negative impacts can be partially mitigated although time considerations will be key, as will be ensuring the goodwill of stakeholders.
- The proposed budget savings could be progressed on the back of implementation of the Career Long Professional Learning strategy and the Support for Learning staffing and management review although the timing will be an essential factor in terms of ensuring stakeholder confidence in the authority's commitment to meet learner's needs.

4 T10 Pupil Support Assistant Budget

- Negative impacts have been identified:-
- The negative impacts could be mitigated to an extent, although the reputational risks would remain and confidence/capacity of the wider mainstream and ASL staffing workforce would be compromised in the short-to-medium term.

5 T11 SQA Fees

- Negative impacts have been identified:-
- Those pupils requiring National 4 fallback position will be granted this option by the school as a matter of course.

6 T12 Early Learning & Childcare Strategy Review

- At this stage the review has not been undertaken, and no proposals are identified yet. It is not therefore possible to identify negative impacts.

7 T13 Early Learning & Childcare Staffing

- No negative impacts have been identified:-
- The changes promote flexibility of delivery, which is accompanied by a legal commitment to consult with families, resulting in a service which is better equipped to know and meet the needs of children and their families. All characteristics.

8 T15 CLD Strategic Review

- No specific negative impacts have been identified at this stage. As the review proceeds specific proposals will be developed as part of the review which require individual assessment.

9 T16 Libraries, Arts & Heritage Strategic Review

- No negative impacts have been identified:-
- The changes in provision will be focused on providing a range of services which can be targeted most effectively to have maximum impact on promoting literacy and supporting community information sharing. Specific proposals will be developed as part of the review which require individual assessment.

10 T17 Sports & Physical Activity Strategic Review

- No negative impacts have been identified:-
- All characteristics.
- The changes in provision will be focused on providing a range of services which can be targeted most effectively to have maximum impact on promoting literacy and supporting community information sharing. Specific proposals will be developed as part of the review which require individual assessment.

11 T19 Review of Children's Services (Incl Childrens' Homes)

- 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.

12 T20 Reduction in 3rd Sector Contracts

- No negative impacts have been identified:-
- The intention is to re-provision rather than reduce Service, but to do so in a more efficient and cost saving manner

13 T21 Payments to NHSG for Child & Adolescent Mental Health Services

- No negative impacts have been identified:-
- The streamlined Service will provide a re-focused service that is compliant with GIRFEC Principles and Best Value.

COMMUNITIES

14 T22 Homelessness

- Negative impacts have been identified:-
- Homelessness carries a legislative requirement to meet specific housing needs that includes accommodation needs (to avoid homelessness and "rooflessness") as well as targeted housing support to specific clients based on needs assessment. It is not possible to opt out of this responsibility.

15 T30 Landscape Services

- Negative impacts have been identified:-
- The reduction in funding for Park and Street furniture may well lead to a reduction in the number of features such as park benches, picnic tables and the like. It is hoped that this impact can be mitigated through a system of Community donation and Business sponsorship.
- The need to balance the overall corporate budget is a statutory requirement. When options have been considered by officers it appears that other options have greater negative impacts and therefore this outweighs the negative impacts associated with the gradual decline in network condition.
- However, ultimately, this is a decision for Elected Members, who are required to balance the varied needs of the citizens of Aberdeenshire against the level of service that can be delivered in line with budgetary provision.

16 T31 Road Network Management and Maintenance

- Negative impacts have been identified:-
- The removal of this footways line will see a slowdown in the creation of new footways that bridge gaps in the current network. However, budget is still available with the Capital Plan for the creation of footways, and this will mitigate this impact, albeit that overall the rate of development will slow.
- The need to balance the overall corporate budget is a statutory requirement. When options have been considered by officers it appears that other options have greater negative impacts and therefore this outweighs the negative impacts

17 T32 Economic Development Service

- Negative impacts have been identified with low impacts.

18 T33 Environmental Health

- Negative impacts have been identified:-
- The proposed savings involve increasing income from various sources, including food and safety training courses, and loss/part loss of admin/clerical posts which are currently vacant. The savings will have no impact on service users, service delivery or duties of admin/clerical staff. A significant number of admin/clerical posts remain within the service.
- The proposed savings require to be implemented to contribute to the savings required by the Council to achieve a balanced budget. The proposed savings will have no impact on service delivery, nor on the duties of clerical/admin staff. A significant number of admin/clerical opportunities remain within the Service.

19 T33 Trading Standards

- Negative impacts have been identified:-
- Indirect negative impact on female workers. This cannot be fully mitigated but can be delayed so that alternatives may transpire.
- The activity needs to go ahead to contribute to the savings required by the Council to achieve a balanced budget.

20 T34 Property and Facilities Management

- No negative impacts have been identified.

21 T35 Waste Management

- Negative impacts have been identified:-
- Reductions around the cost of Landfill, and associated Tax, will have no negative impacts on customers.
- Removal of the co-mingled facility from mini sites may well have a negative impact on protected characteristics, however the service will still be available at large HWRC sites.
- Review of staffing levels in Policy/Support functions is likely to have a disproportionate impact as these roles are traditionally filled by female staff. These will be mitigated by the application of current approved policies and procedures.
- Although negative impact it will be slight, and will impact on a small number of staff and service users, the need to produce a balanced budget outweighs the scale of this negative impact.

22 T36 Planning and Building Standards

- Negative impacts have been identified:-
- The proposed Budget savings put forward solely relate to reduction in staffing in all areas of Planning & Building Standards and no cuts to specific services being provided are being proposed. Negative impacts have been identified, largely on gender protected characteristics and to a greater degree on females. Although reduction in staff may impact on service provision in terms of delivery and performance, the relevant work will still be done, although delivery may differ in terms of timescales if less staff are carrying out the same work.
- Negative impact has been identified, despite this the service delivered is statutory and thus notwithstanding budget savings the statutory service will continue to be delivered.

23 T37 Support to Local Passenger Transport

- Negative impacts have been identified:-
- The withdrawal of the U21 Youth Fares Scheme, changes to the TaxiCard Scheme discount and the introduction of charges on in-house A2B dial-a-bus services will all have a financial impact on protected groups.
- The U21 Scheme was introduced as a pilot, initially on Service 35 route (Portsoy – Aberdeen), and then in the Buchan area. The original intention was to expand the scheme throughout Aberdeenshire but this has not been possible.
- It is proposed that the TaxiCard Scheme benefits be changed rather than eligibility criteria so that all current TaxiCard users continue to receive some benefits, albeit reduced.
- With regards to A2B, the results of the customer survey indicate that the vast majority of users can afford to pay something and are willing to do so.
- There are limited funds so priorities have to be set and alternatives do exist but at an increased cost to individuals.

24 T38 Transport Strategy, Planning and Management

- Negative impacts have been identified:-
- No quality objectives and targets have been identified as they will be scheme specific. Transportation Services as dealt with in this assessment, represent a rather broad approach to transportation in Aberdeenshire. By its strategic nature, it does not provide sufficient detail for specific equality objectives and targets to be identified. However, all transportation schemes will be developed to respect and embrace equality and diversity in Aberdeenshire, and will, subsequently, be required to complete scheme specific Equality Impact Assessments through which some of the negative impacts may be mitigated.
- There are limited funds so priorities have to be set and alternatives do exist but at an increased cost to individuals, the environment and society.

25 T39 Alternative Service Delivery

- Negative impacts have been identified:-
- Engaging with local users of the service, taking their views into account and designing a service that is fit for purpose.
- With Shared HR services all relevant council policies and procedures will be followed such as redundancy, redeployment and equalities for example.
- Good engagement and actions to mitigate any negative impacts can and will be implemented during the transition phase in 2016 for Print services. With Shared HR services all relevant council policies and procedures will be followed such as redundancy, redeployment and equalities for example.

26 T40 Streamline Service Delivery

- No negative impacts have been identified:-
- Where possible any reduction in headcount will be managed to ensure that there is no impact on the ability of the other Council Services to deliver front line services.

27 T41 Transforming External Service Delivery

- Negative impacts have been identified:-
- Visits can be carried out by officers within other Services provided training is given to those staff involved and other forms of contact with the client group can be introduced and expanded.
- The Service can still be provided to the client group but the delivery will be refocused.

28 T42 Transforming Service Delivery

- Negative impacts have been identified:-
- All the Graphic Design Team were informed of the proposals and given an opportunity to consider voluntary severance three of whom accepted and applications have been processed.
- The procured system (E4Print) meets accessibility standards and in extreme cases alternative design services can be offered.
- The procured system (E4Print) is intuitive but training will be available if required.
- The smaller team of designers can focus their time on where the need is greatest.
- The procured systems (I Trent & ASK HR) meets accessibility standards and in extreme cases alternative arrangements can be offered via the telephone if not.
- The procured systems (I Trent and Ask HR) are intuitive but training will be available if required.
- The smaller support team can then focus their time on where the need is greatest.
- We need to deliver budget savings, this is an efficiency programme that provides an enhanced level of service at reduced costs. The mitigating factors ensure that there is equality of access to these services.

29 T43 Property Assets & Facilities Management

- No impacts have been identified.

30 T45 – Goods and Services

- No negative impacts have been identified:-
- The contracts that are of focus are primarily for goods. The quality of the goods received by the end users will not reduce. The Council will be consolidating its buying power and through economy of scale we will be able to negotiate better pricing.

31 T46 Money in

- Negative impacts have been identified:-
- It is hoped that any increase in costs will not greatly affect uptake and that in percentage the terms the increases will still make the services provided by the Council affordable to the residents of Aberdeenshire. Any charge increases will be evidenced based and will be subject to an appropriate review period.
- Negative: The various services provided by Aberdeenshire Council will still be provided to the residents of Aberdeenshire at a level comparable with other local authorities in Scotland.
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32 T47 Better use of systems and technology

- No impacts have been identified

33 T48 Reviewing Management Arrangements

- Negative impacts have been identified:-
- An impact assessment will be undertaken on any proposed post deletions or amendments that may arise as a result of the review; any such proposals will require to be supported by a robust business case and any subsequent appointments process to fill new roles will be carried out in accordance with the relevant HR policies and procedures. Accordingly, all managers, regardless of gender, will be treated in an equitable manner.
- It is recognised that there is a requirement to create a management structure which will facilitate new ways of working across the Council and be fluid and capable of change on a continuing basis to enable the organisation to adapt easily and successfully to the challenges which it, its communities and its partners will continue to face in the future. A successful structure review, through the simplification of structures and processes, should be seen as the fundamental starting point for wider changes in how the council operates.
- Conversely, by not undertaking this review, the current management structure may hinder the Council's ability to deliver its future vision and strategic goals.

34 T48 Travel & Employee Benefits

- Negative impacts have been identified:-
- The negative impacts can be mitigated by incorporating specific exceptions into the relevant policies/procedures. However, this solution would potentially cause an equal pay issue so the impacts are not considered to be fully mitigated.
- HR&OD can ensure that the exceptions incorporated into the relevant policies/procedures strike an appropriate balance between mitigating negative impacts and minimising the risk of an equal pay challenge.

35 T48 Review of Administration

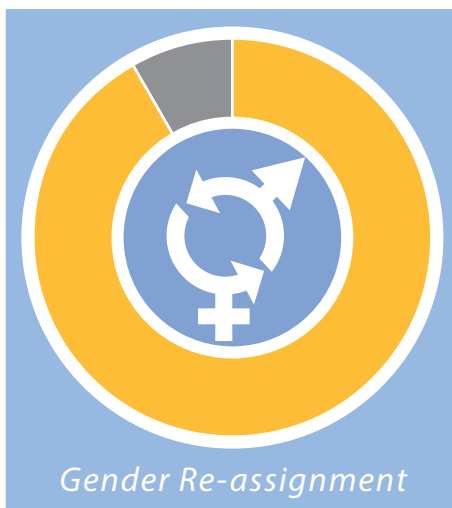
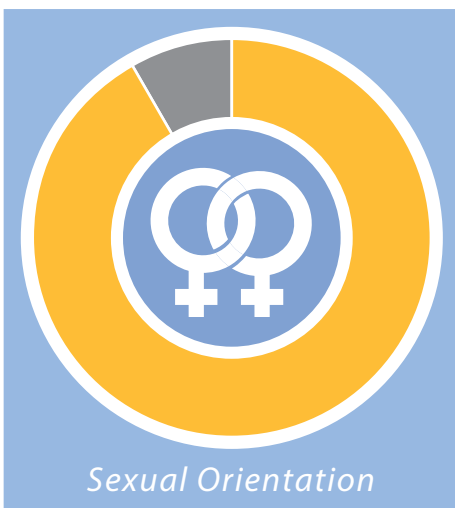
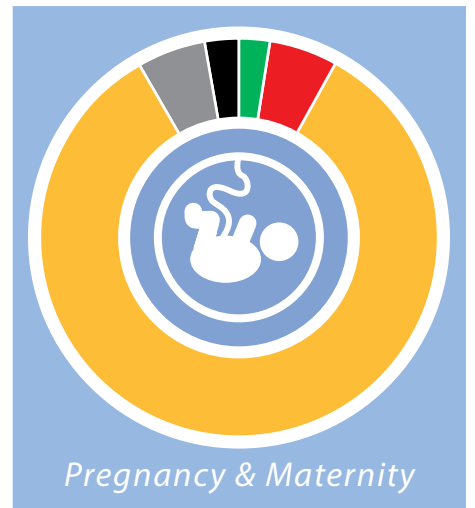
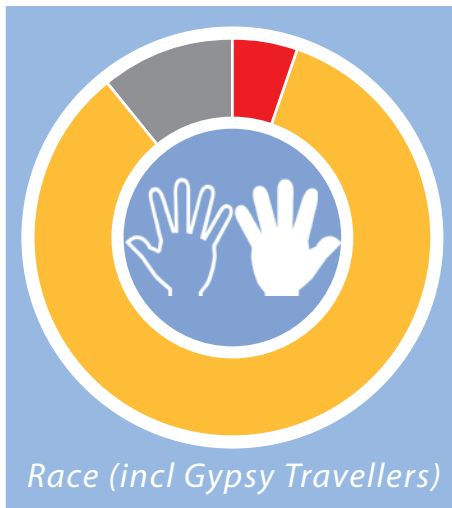
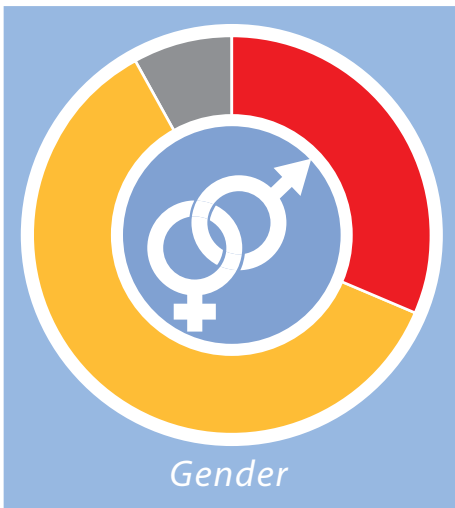
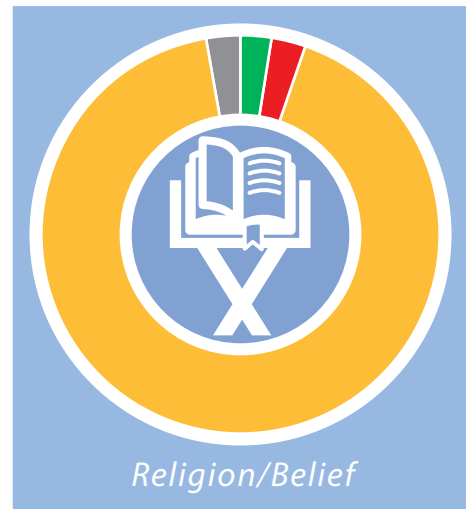
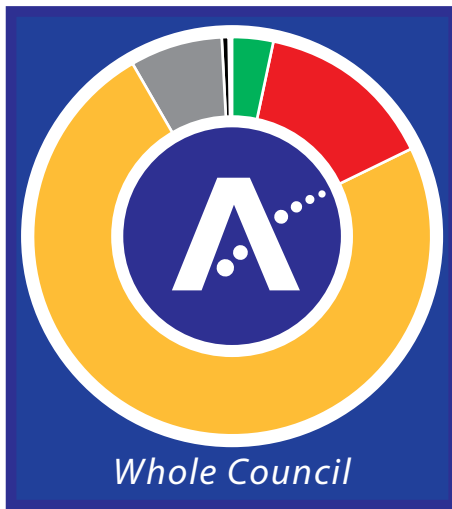
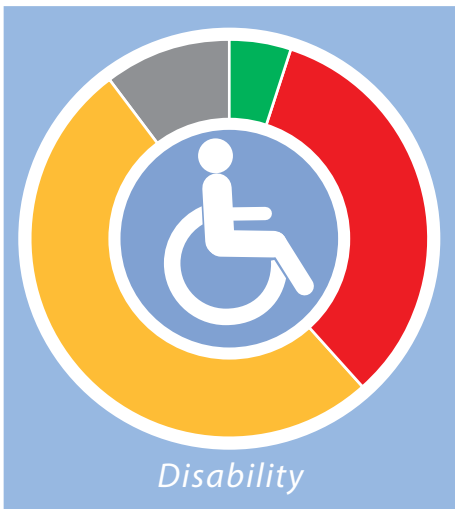
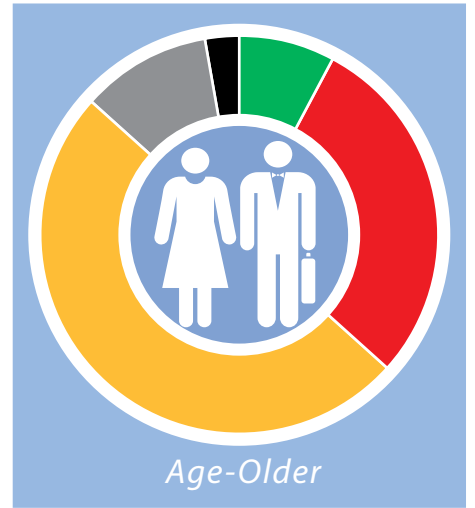
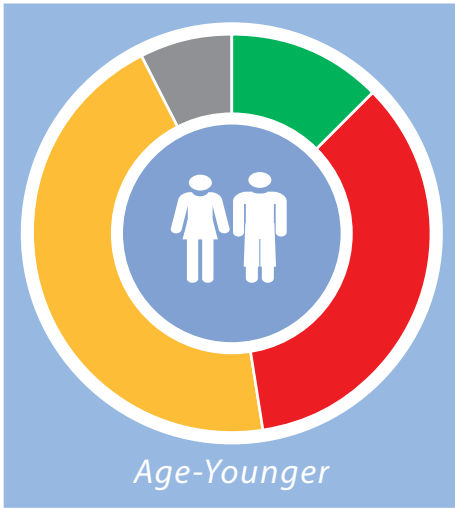
- Negative Impacts have been identified:-
- If it is considered upon determining the scope of the review that there will be an impact on any particular gender group then processes will be put in place to mitigate any compulsory redundancies in accordance with the relevant HR policies and procedures and in accordance with employment legislation.
- The activity requires to go ahead to consider and introduce a more flexible and responsive administration function across the Council, aligned to the authority's vision and strategic goals..

36 T49 CPD/Learning and Development

- Negative Impacts have been identified:-
- Alternative methods for delivering learning have already been increasingly used over the last 4-5 years. The L&D teams are aware that there are negative impacts from this and are already working to mitigate them in cooperation with other services.
- The use of approaches which have an online component is part of the more widespread move to online services for our employees and the corporate Digital Strategy recognises that actions need, and will, be taken, to mitigate any negative impacts which that move might have. This activity should therefore go ahead as part of that bigger picture.

Revenue Budget: Impacts on Protected Characteristics

- Positive
- Negative
- Neutral
- Unknown
- N/A



Budget Overall

Positive	3.54%
Negative	14.59%
Neutral	73.74%
Unknown	7.43%
N/A	0.80%
Total	100.00%

Age-(Younger)

Positive	12.50%
Negative	35.00%
Neutral	45.00%
Unknown	7.50%
N/A	0.00%
Total	100.00%

Age-(Older)

Positive	7.89%
Negative	28.95%
Neutral	50.00%
Unknown	10.53%
N/A	2.63%
Total	100.00%

Disability

Positive	5.13%
Negative	33.33%
Neutral	51.28%
Unknown	10.26%
N/A	0.00%
Total	100.00%

Race

Positive	0.00%
Negative	5.41%
Neutral	83.78%
Unknown	10.81%
N/A	0.00%
Total	100.00%

Religion or Belief

Positive	2.70%
Negative	2.70%
Neutral	91.89%
Unknown	2.70%
N/A	0.00%
Total	100.00%

Gender

Positive	0.00%
Negative	31.58%
Neutral	60.53%
Unknown	7.89%
N/A	0.00%
Total	100.00%

Pregnancy and Maternity

Positive	2.70%
Negative	5.41%
Neutral	83.78%
Unknown	5.41%
N/A	2.70%
Total	100.00%

Sexual Orientation

Positive	0.00%
Negative	0.00%
Neutral	91.89%
Unknown	8.11%
N/A	0.00%
Total	100.00%

Gender Reassignment

Positive	0.00%
Negative	0.00%
Neutral	91.89%
Unknown	8.11%
N/A	0.00%
Total	100.00%

Marriage and Civil Partnership

Positive	2.70%
Negative	0.00%
Neutral	91.89%
Unknown	2.70%
N/A	2.70%
Total	100.00%