

# Outcome Of Equality Impact Assessments in Respect of the Revenue Budget

## EDUCATION & CHILDRENS SERVICES

### 1 Reduction in Self Directed Support

For each of the protected characteristics identified (Age – younger, Disability and Pregnancy and Maternity) there is a risk of reduction in capacity to protect and support these individuals with the identified characteristics above which may lead to children being placed at risk and requiring a higher level of intervention including accommodating children if we cannot sustain early intervention approaches or level of care, support and respite provided through individual budgets via Self-Directed Support.

In terms of impact on individuals facing socio-economic inequalities, there is a risk of reduction in capacity to protect and support these individuals with the identified characteristics above which may lead to risk in terms of support to access education, employment, financial support and access to health services.

Steps will be taken to mitigate impacts including

- Risk Assessment and Risk Management of the demand for Services by Team Managers. The performance of the Service is also monitored by the senior management team and the Child Protection Committee
- Consultation with stakeholders to broaden feedback on impact of Service. The performance of the Service is also monitored by the senior management team and the Child Protection Committee
- The Service also has an improvement plan to reduce inefficiencies in the system which will help mitigate against any reduction of budget/staff brought about through the identified saving
- Approval of appropriate moderate to high individual budgets by the Team Manager Practice Forum

The monitoring arrangements will be through the performance data and bench marking data which is scrutinised by the senior management team and the Child Protection Committee.

The Service will continue to monitor data and performance particularly in relation to any increase in the number of higher-level interventions or the increase in the number of families waiting for a Service. The Service also has an improvement plan to reduce inefficiencies in the system which will help mitigate against any reduction of budget/staff brought about through the identified saving.

### 2 Pupil Support Assistants

- No impacts identified.

### 3 Secondary Education

- No impacts identified.

### 4 Admin & Management Staffing

- No impacts identified.

### 5 Special Education

- No impacts identified.

## 6 Children's Services Social Work Budget Savings

For each of the protected characteristics identified (Age – younger, Disability and Pregnancy and Maternity) there is a risk of reduction in capacity to protect and support these individuals with the identified characteristics above which may lead to children being placed at risk and requiring a higher level of intervention including accommodating children if we cannot sustain early intervention approaches. In terms of impact on individuals facing socio-economic inequalities, there is a risk of reduction in capacity to protect and support these individuals with the identified characteristics above which may lead to risk in terms of support to access education, employment, financial support and access to health services.

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## 7 Instrumental Music Tuition

For families that are just above the Free School Meals threshold, an increase in fees may mean the difference between registering for Instrumental Tuition or not.

For families who have a legacy of unemployment an increase in fees could mean withdrawal or not registering for instrumental tuition.

Larger families potentially unable to afford lessons younger siblings even with sibling discount should tuition fees increase.

Steps will be taken to mitigate impacts including

- Service will increase promotion of service at school level by improved parent literature, wider dissemination of information to teachers and by reviewing allocation of places processes to reduce barriers to service.
- Service will continue to widen instruments available to broaden appeal to various groups.
- Service will explore options to ensure that access to music tuition is widened to include non-service providers. It may also be possible to increase group tuition sizes.
- Solutions to decrease in staffing through technology can only serve to reach more groups, it cannot replace instructors. An increase in fees will affect groups on low income which will mean less participants and therefore reduced income.
- 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.

## 8 Letting Charges

- No impacts identified

## 9 Alternative delivery models Early Learning and Childcare

- No impacts identified

## 10 Out of School Care

- No impacts identified

## LIVE LIFE ABERDEENSHIRE

### 11 Reduction in Grant Funding

In a number of cases the changes to the grants system will allow new organisations to apply which will have the impact of providing new services to groups in new areas, Subsidy to new groups will enable them to improve access for groups identified through reduced pricing.

A reduction in financial support may limit the ability of some existing recipients to sustain their current level of service. Reduction in support to some existing groups may lead to increased prices to some groups identified.

Steps will be taken to mitigate impacts including

- Engage with existing recipients of grants to evaluate existing services and potential impact of a reduction / cessation in grant.
- Continued liaison with groups to assist them in procuring appropriate finance or in assisting them with the development of their business.
- Creation of new grants scheme which existing recipients can apply to on an annual basis.

## INFRASTRUCTURE SERVICES

### 12 Regeneration Support

- No impacts identified.

### 13 Supporting Aberdeenshire Businesses (SAB) – Phase 1

- No impacts identified.

### 14 Reduction to Contaminated Land Budget

- No impacts identified.

### 15 Reduction to Public Analyst Budget

- No impacts identified.

### 16 Charge for Environmental Information Requests

- Those on a very low income may not be in a financial position to request information held under Environmental Information Regulations as may be unable to pay the associated costs.

### 17 Merging Service Managers for Environmental Health and Trading Standards

- No impacts identified.

### 18 Bridge Maintenance – Drone Inspections

- No impacts identified.

### 19 Flood Management – Drone Inspections

- No impacts identified.

### 20 Quarry Management – Drone Inspections

- No impacts identified.

### 21 Flood Management – Minor Projects

- No impacts identified.

### 22 Bridge Management Capitalisation

- No impacts identified.

### 23 Extending Charging in off Street Car Parks – Part Year

- Increased availability of disabled parking bays in off street car parks due to no discount being available for misuse of a disabled bay Greater turnover of spaces in town centre.

### 24 Withdraw funding from Design Awards

- No impacts identified

## 25 Corporate Estates – Asbestos

- No impacts identified.

## 26 Office Accommodation – (including) Woodhill House

- No impacts identified.

## 27 Business Services Redesign

- No impacts identified.

## 28 Budget Savings for CCI 20-21

- No impacts identified.

## 29 Robotic Process Automation

- No impacts identified.

## 30 Finance Budget

- No impacts identified

## 31 HR&OD Budget

- No impacts identified

## 32 Estate Rationalisation

All protected groups, and other users/groups, of facilities will be positively affected through investment within facilities to be retained to the benefit of all users.

All protected groups, and other users/groups, of facilities will be positively affected through, where relevant, access to wider range of services and/or activities when co-located or activity accommodated within larger facilities.

All protected groups, and other users/groups, of facilities will be negatively affected by the closure of facilities which are currently used to support service delivery with current activities/service provided to be redirected to other facilities or serve delivered by alternative means.

To mitigate any impact as part of ongoing review with Services, work will be undertaken to;

- Consider alternative methods of service delivery to enable release of facilities
- Consider suitability of alternative facilities for co-location and or support/maintain service delivery
- Review impact of potential releases on case by case basis

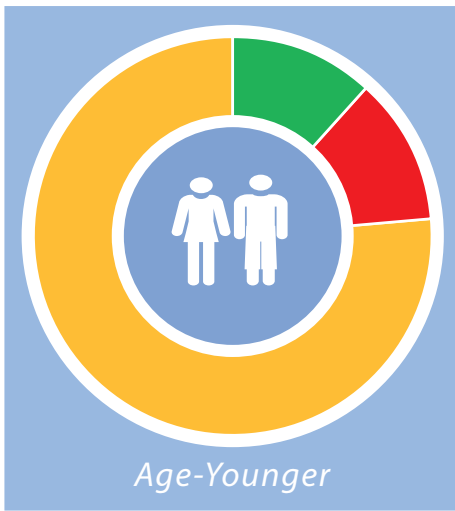
### 33 Reduction of the Licensing Budget

Refer to the EIA for the increase in civic licensing fees. These have already been agreed despite potentially negative impacts due to increasing the fee.

Unless the savings are achieved in a manageable way following the release of online licensing, there will be a negative impact on staffing levels and service delivery which ultimately may delay applicants for new licences receiving a licence to work and earn money.

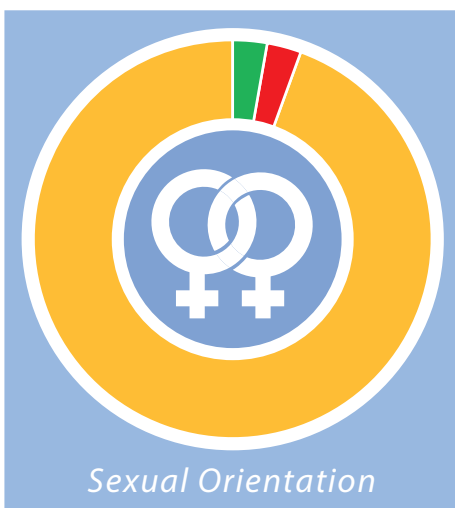
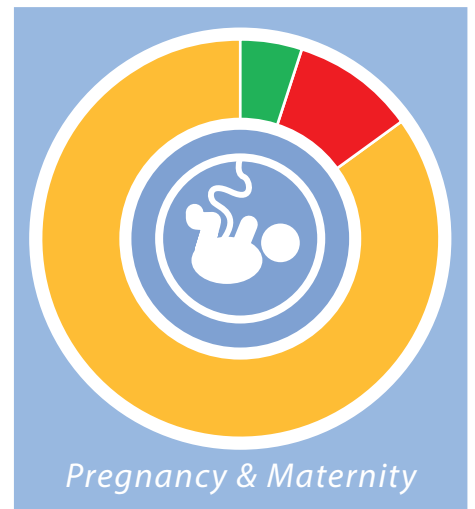
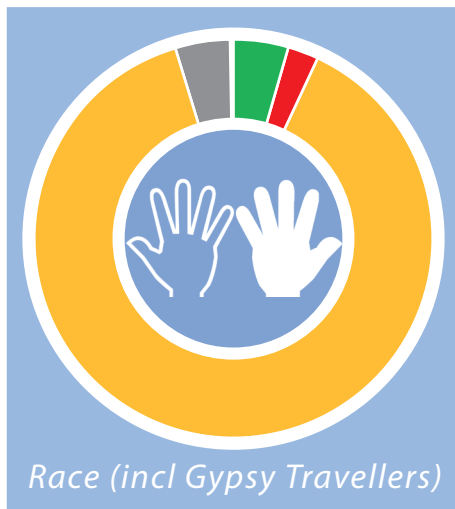
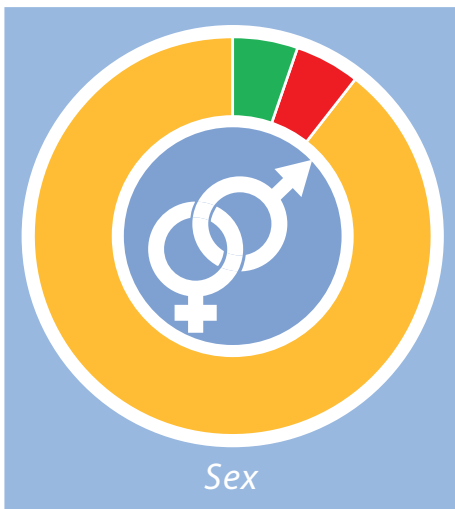
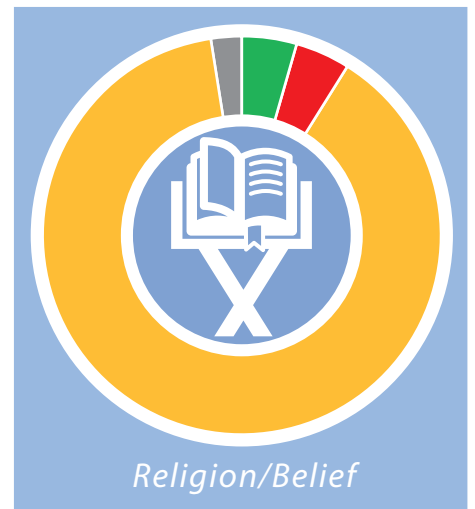
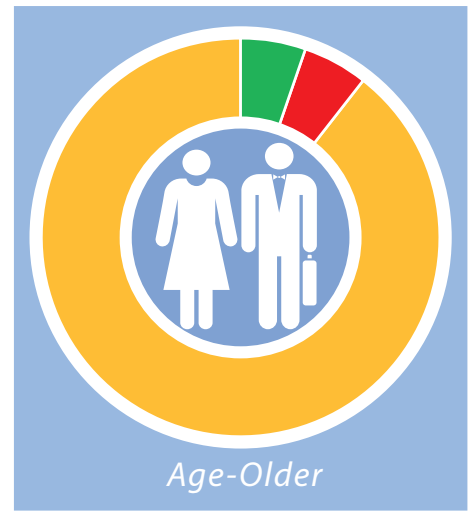
Mitigating Steps will be taken to;

- Develop the online Licensing system to enable online applications still ensuring accessibility for all
- Review the impact of the newly introduced Licensing Fees
- Assess the impact of the budget reduction and monitor how additional income generated can contribute to the budget position
- Implement a singular Licensing Board and consider a venue with accessibility for all.



# Revenue Budget: Impacts on Protected Characteristics

- Positive
- Negative
- Neutral
- Unknown



### Budget Overall

Positive	5.6%
Negative	6.3%
Neutral	88.1%
Unknown	0.0%
Total	100.00%

### Age-(Younger)

Positive	11.9%
Negative	11.9%
Neutral	76.2%
Unknown	0.0%
Total	100.00%

### Age-(Older)

Positive	5.4%
Negative	5.4%
Neutral	89.2%
Unknown	0.0%
Total	100.00%

### Disability

Positive	6.7%
Negative	11.1%
Neutral	77.8%
Unknown	4.4%
Total	100.00%

### Race

Positive	4.7%
Negative	2.3%
Neutral	88.4%
Unknown	4.7%
Total	100.00%

### Religion and Belief

Positive	4.5%
Negative	4.5%
Neutral	88.6%
Unknown	2.3%
Total	100.00%

### Sex

Positive	5.3%
Negative	5.3%
Neutral	89.5%
Unknown	0.0%
Total	100.00%

### Pregnancy and Maternity

Positive	5.0%
Negative	10.0%
Neutral	85.0%
Unknown	0.0%
Total	100.00%

### Sexual Orientation

Positive	2.8%
Negative	2.8%
Neutral	94.4%
Unknown	0.0%
Total	100.00%

### Gender Reassignment

Positive	2.8%
Negative	2.8%
Neutral	94.4%
Unknown	0.0%
Total	100.00%

### Marriage and Civil Partnership

Positive	2.8%
Negative	2.8%
Neutral	94.4%
Unknown	0.0%
Total	100.00%

# Revenue Budget: Socio-Economic Impacts

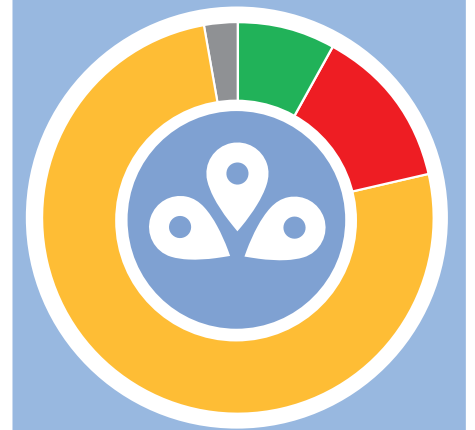
- Positive
- Negative
- Neutral
- Unknown



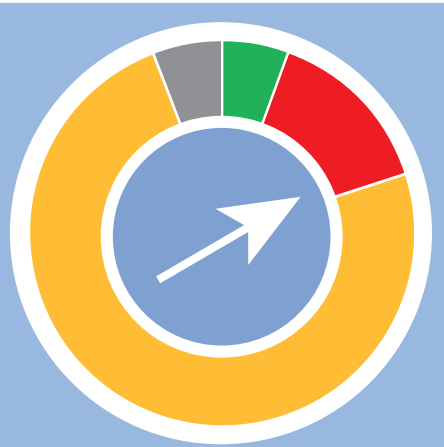
*Overall*



*Place*



*Pockets*



*Prospects*



### Overall

Positive	6.5%
Negative	12.1%
Neutral	76.6%
Unknown	4.7%
Total	100.00%

### Place

Positive	5.7%
Negative	8.6%
Neutral	80.0%
Unknown	5.7%
Total	100.00%

### Pockets

Positive	8.1%
Negative	13.5%
Neutral	75.7%
Unknown	2.7%
Total	100.00%

### Prospects

Positive	5.7%
Negative	14.3%
Neutral	74.3%
Unknown	5.7%
Total	100.00%