

Argyll and Bute Council: Equality and Socio-Economic Impact Assessment

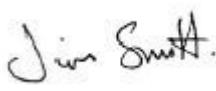
Section 1: About the proposal

Title of Proposal
Reduction in staff for roads maintenance team

Intended outcome of proposal
More efficient use of council resources using a HUB bringing together all programming, scheduling, monitoring and planning functions. This will reduce duplication across the area teams and brings budget savings through further staff reductions as agreed at February 2018 budget meeting .

Description of proposal
Argyll and Bute Council have a funding shortfall of 9 million pounds for 2019/20, to assist in reducing this shortfall it has been identified that a saving of £47K can be made by reducing the Road Maintenance Team within RAS by one FTE member of staff. This post is currently vacant and the HUB will assist in reducing the requirement for this individual post.

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes
n/a

Lead officer details:	
Name of lead officer	Hugh O'Neill
Job title	Network and Standards Manager
Department	RAS
Appropriate officer details:	
Name of appropriate officer	Jim Smith
Job title	Head of Service
Department	RAS
Sign off of EqSEIA	
Date of sign off	03/01/2019

Who will deliver the proposal?
Roads and Amenities Service

Section 2: Evidence used in the course of carrying out EqSEIA

Consultation / engagement
This post is vacant, it was agreed internally that this could be used as a saving in line with the Hub going live.

Data
As above

Other information

Argyll and Bute Council have a 9 million pound funding gap for 2019/20 and will be required to transform how we work so that we can deliver the services our communities need. The introduction of the HUB as stated previously will see a reduction in duplication as well as more efficient use of resources.

Gaps in evidence

No specific public consultation has been carried out prior to this proposal going ahead.

Section 3: Impact of proposal

Impact on service users:

	Negative	No impact	Positive	Don't know
Protected characteristics:		X		
Age		X		
Disability		X		
Ethnicity		X		
Gender		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		
Religion		X		
Sexual Orientation		X		
Fairer Scotland Duty:				
Mainland rural population		X		
Island populations		X		
Low income		X		
Low wealth		X		
Material deprivation		X		
Area deprivation		X		
Socio-economic background		X		
Communities of place?		X		
Communities of interest?		X		

Impact on service deliverers (including employees, volunteers etc):

	Negative	No impact	Positive	Don't know
Protected characteristics:		X		
Age		X		
Disability		X		
Ethnicity		X		
Gender		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		
Religion		X		
Sexual Orientation		X		
Fairer Scotland Duty:				
Mainland rural population		X		
Island populations		X		

	Negative	No impact	Positive	Don't know
Low income		X		
Low wealth		X		
Material deprivation		X		
Area deprivation		X		
Socio-economic background		X		
Communities of place?		X		
Communities of interest?		X		

If any 'don't know's have been identified, at what point will impacts on these groups become identifiable?

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How has 'due regard' been given to any negative impacts that have been identified?

When the HUB goes live it is anticipated that there will be a period of between 12-18 months when staff will adjust to the new way of working. Line managers are based at Manse Bare to provide direct support to minimise any issues.

Section 4: Interdependencies

Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the council?

Yes

Details of knock-on effects identified

Change of working for operational and network staff as the HUB will programme and plan annual programmes of work. Also correspondence will be administered through the HUB which is intended to deliver better response times.

Section 5: Monitoring and review

How will you monitor and evaluate the equality impacts of your proposal?

Monthly senior manager meetings.