

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

Section 1: About the proposal

Title of Proposal

Wellbeing Strategy

Intended outcome of proposal

Improving Wellbeing of the workforce

Description of proposal

The purpose of the proposal is to agree a wellbeing strategy aimed at improving the wellbeing of the Council's workforce.

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

People Live Active Healthier and Independent lives

Lead officer details:

Name of lead officer	Carolyn McAlpine
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Job title	HR and OD Manager
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Department	Customer Services
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Appropriate officer details:

Name of appropriate officer	
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Job title	
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Department	
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Sign off of EqSEIA	
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Date of sign off	
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Who will deliver the proposal?

Corporate proposal- there will be various council officers responsible for delivery of the strategy and associated actions once finalised and approved
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Section 2: Evidence used in the course of carrying out EqSEIA

Consultation / engagement

Wellbeing survey completed 2018- All council and HSCP employees were asked to respond to a wellbeing survey and the strategy has been informed by responses to this.
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Data

Sickness absence data has been used to analyse reasons and levels of absence across the council

Other information

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Gaps in evidence

Our employee equalities monitoring information is voluntary and there has been low uptake in completing it

Section 3: Impact of proposal

Impact on service users:

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

	Negative	No impact	Positive	Don't know
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?

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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?

Potentially

Details of knock-on effects identified

There is potential that an increased focus on wellbeing could increase knowledge and awareness amongst employees of Occupational Health Employee Assistant Programme which could in turn increase contacts made with these providers

Section 5: Monitoring and review

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

There will be regular monitoring and reporting of the Wellbeing Strategy impact to the HR board