

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

Section 1: About the proposal

Title of Proposal
Admin and Finance Assistants

Intended outcome of proposal
Budget reductions.

Description of proposal
To reduce remaining 3 full time AFAs to term time working.

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes
BO115 We are Efficient and Cost Effective

Lead officer details:	
Name of lead officer	Susan Tyre
Job title	School Services Support Manager
Department	Education
Appropriate officer details:	
Name of appropriate officer	Anne Paterson
Job title	Head of Service
Department	Education
Sign off of EqSEIA	<i>Anne Paterson</i>
Date of sign off	29.1.20

Who will deliver the proposal?
If the savings are taken, the SSS Manager will deliver the savings

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

Consultation / engagement
Discussion with HTs of affected schools and the AFAs involved

Data
Information from Finance

Other information
n/a

Gaps in evidence
n/a

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:				
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		

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

n/a

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

There has been a number of negative impacts that have been identified and these have been made clear in the budget templates that have been written

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 within the Service

Details of knock-on effects identified

There will be additional work that will have to be picked up by the school support team during school holidays

Section 5: Monitoring and review

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

If this proposal is taken, a full review will be carried out following the first year which will include an evaluation of the equality impacts.