

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

Section 1: About the proposal

Title of Proposal
Review of Non-Domestic Rates (NDR), Sundry Debt, BIDs and MACC billing and collection, and Cash Collection

Intended outcome of proposal
To reduce the council costs

Description of proposal
<p>Redesign staffing structure to reduce costs but ensure that we can continue to offer a level of service that meets statutory requirements in the current climate. 1FTE post to be made redundant.</p> <p>We have identified a negative impact on protected characteristics of service deliverers because the team is predominantly female, and all are located at Kintyre House, Campbeltown so there is a negative impact on communities of place.</p> <p>There is expected to be no impact on service users as service will not be impaired significantly. The net FTE reduction is in the cash team which does not deal directly with the public – it is an internal support function. Improved technology will mitigate impacts.</p>

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	Fergus Walker
Job title	Revenue and Benefit Manager
Department	Customer Services
Appropriate officer details:	
Name of appropriate officer	Judy Orr
Job title	Head of Customer and Support Services
Department	Customer Services
Sign off of EqSEIA	
Date of sign off	

Who will deliver the proposal?
Revenue and Benefit Manager

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

Consultation / engagement

Staff engagement workshops were delivered on 31 October and 1 November. Further informal consultation was held with potentially affected employees between Monday 19 November and Wednesday 21 November by way of face-to-face meetings and video conferencing with the Revenue and Benefit Manager. Proposals have been amended and re-submitted after consultation.

Data

CIPFA Director of Finance statistics, for NDR. Staff profiles, relevant, age, gender and general health were used to inform proposals. Data was taken from staff workshops and plans amended to fit the output.

Other information

Despite the planned reduction in staffing of net 1FTE we anticipate continuing to have the capacity to deliver decision making in a reasonable timescale due to planned improvements in technology.

Gaps in evidence

Not known

Section 3: Impact of proposal

Impact on service users:

	Negative	No impact	Positive	Don't know
Protected characteristics:				
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:				

	Negative	No impact	Positive	Don't know
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		

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?

Yes the staff group where the redundancy is proposed (Cash) are all female therefore person made redundant will be female. Of the 7.5FTE across the whole structure for this proposal 1 FTE is male and 6.5FTE female. It is inevitable that the redundancy is more likely to be a female staff member. To mitigate this it is expected that the staff member affected is likely to be successfully redeployed given the grade of the post affected and turnover of staff within the locality.

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?

No

Details of knock-on effects identified

No knock-on impacts have been identified.

Section 5: Monitoring and review

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

These will be monitored following the matching in of the team to the re-configured posts.