

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

Section 1: About the proposal

Title of Proposal
Argyll and Bute Recovery Action Plan

Intended outcome of proposal
The Recovery Action Plan outlines the framework and key priorities by which Argyll and Bute will recover from the impacts of COVID-19 back to the “new norm”.

Description of proposal
<p>The Argyll and Bute Recovery Action Plan has been developed in response to the Covid-19 pandemic response and is submitted to Committee for consideration and approval.</p> <p>This plan details the specific actions and priorities for all agencies, and communities, as we continue our journey to the “new norm” albeit we know some things may have to change permanently including how the council delivers future services.</p> <p>The Recovery Working Group comprises of specific themes of building back stronger communities, economic and social recovery, infrastructure and transportation, recovering Council services, financial management. There is an overall communication strategy which seeks to advise, inform and consult appropriate stakeholders and communities</p>

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes
Applies to all corporate outcomes

Lead officer details:	
Name of lead officer	Alan Morrison
Job title	Regulatory Services Manager
Department	Development and Economic Growth
Appropriate officer details:	
Name of appropriate officer	Fergus Murray
Job title	Head of Development and Economic Growth
Department	Development and Infrastructure
Sign off of EqSEIA	
Date of sign off	

Who will deliver the proposal?
The Recovery Action Plan comprises of a wide range of range of actions which will be delivered by a wide range of agencies; the council, its partners including public sector and voluntary organisations. The Council will lead and coordinate the Recovery process, in accordance with established civil contingencies procedures

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

Consultation / engagement

1. Recovery Working Group comprising of Council, Highlands and Islands Enterprise , Health and Social Care Partnership, and Third Sector Interface (TSI)
2. Argyll and Bute Economic Forum
3. Argyll and Bute Council Strategic Management Team and Business continuity Committee
4. Work is informed by specific community engagement and listening events, staff and customer surveys, evaluation undertaken locally and nationally.
5. Elected member feedback on the Action Plan will be given when the matter is considered at Policy and Resources Committee on the 10th December 2020

Data

National and Regional data is considered by the various thematic groups and Recovery working group. This includes data relating to the incidence of COVID and the economic impacts to Argyll and Bute (unemployment, business impact etc.).

Other information

Scottish Government recovery guidance

Gaps in evidence

The actions and priorities of Building Back Better (Communities) is evolving due to its engaging nature and as such the impacts of actions will develop over time. The purpose of actions is to have a positive outcome on impacts experienced during COVID and many of these are already outlined in Section 3.

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

If you have identified any impacts on service users, explain what these will be.

There are no negative impacts from the Recovery Plan and the outcomes are either no impact or positive. Positive factors include greater support for vulnerable groups and families through additional support, and reinstating normality which will remove issues such as isolation and support services for many groups. The outcome is also to build back stronger and resilient communities which is a positive factor for all.

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

These factors will be evaluated as the process of Recovery progresses

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 you have identified any impacts on service users, explain what these will be.

There are no negative impacts from the Recovery Plan and the outcomes are either no impact or positive. Positive factors include restatement of services and building stronger and resident communities, which will focus on the positive role of third sector, voluntary groups and volunteers

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

There will be a greater emphasis on working from home and a likely rationalisation of property. As a result, the implications to Council staff will be considerable and a workplan, including support measures, will be developed based on the outcome of staff and manager surveys.

The economic impact will be dependent upon the level of national sector support, and the adverse impact of COVID could be further exacerbated by EU Exit. This is being given careful consideration by the Economic and Social Recovery Group and its Officer Group.

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

There are no negative impacts identified as the plan seeks to target these areas. Without the plan and coordinated approach, it is likely that the COVID pandemic would adversely impact communities, the vulnerable and also our economy

The ongoing work to recover and become resilient requires an ongoing commitment from staff and people in communities. Progress may be hindered through the need to focus on the pandemic phase and the potential lack of capacity and resilience across all sectors and communities, to take forward the key considerations of recovery

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

1. The way the Council operate and the delivery of services will change through the recovery process These new arrangements will develop and evolve , and focus on a set of new principles including digital-by-default, and property rationalisation
2. The ongoing work to recover and become resilient requires an ongoing commitment from staff and people in communities. Progress may be hindered through the need to focus on the pandemic phase and the potential lack of capacity and resilience within Council/HSCP services and contracts, to take forward the key considerations of recovery

Section 5: Monitoring and review

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

The Recovery Plan is based on a framework which incorporates monitoring and evaluation of this project. The circumstances relating to COVID, are complex as the recovery process is being carried out at the same time as the pandemic continues, with changing restrictions and infection rates. Accordingly, we are not in a stable state to base recovery on. Accordingly, the **Equality and Socio-Economic Impact Assessment will be kept under regular review**