

## EQUALITY IMPACT ASSESSMENT – ENVIRONMENTAL HEALTH SAVINGS

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Infrastructure Services
Section	Environmental Health
Title of the activity etc.	Savings in 19/20 Environmental Health budget: £30K.
Aims of the activity	To enable the Council to balance the Council budget.
Author(s) & Title(s)	David Cooper and Belinda Miller

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Budget Monitoring data.
Internal consultation with staff and other services affected.	Internal consultation has taken place.
External consultation (partner organisations, community groups, and councils).	No consultation.
External data (census, available statistics).	None.
Other (general information as appropriate).	None.



Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	No gaps. Proposed savings are based on current and forecast income levels.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:
	None	

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.				
	Positive	Negative	Neutral	Unknown
Age – Younger			Yes	
Age – Older			Yes	
Disability			Yes	
Race – (includes Gypsy Travellers)			Yes	
Religion or Belief			Yes	
Sex (Gender male/female)			Yes	
Pregnancy and maternity			Yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 6: What are the positive and negative impacts?		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	N/A	N/A

Stage 7: Have any of the affected groups been consulted?	
If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	No groups affected.

Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?		
These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale
	N/A	

Stage 9: What steps can be taken to promote good relations between various groups?	
These should be included in the action plan.	N/A



Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

N/A

Stage 11: What equality monitoring arrangements will be put in place?

These should be included in any action plan (for example customer satisfaction questionnaires).

None

Stage 12: What is the outcome of the Assessment?

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	Income levels have increased in the last year due to increase in fees to enable full cost recovery, and increased demand for some services. Fees will again increase in January (water sample fees) and on 1 April. Demand for services is not expected to decline. Proposed savings will be taken from the increase in income and will have no impact on services.	
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
There will be negative impacts for businesses, some community groups and for some industry work. This will not affect those groups with protected characteristics.		

\* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

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**Stage 14: Sign off and authorisation.**

Sign off and authorisation.	1) Service and Team	Economic Development and Protective Services (Environmental Health)		
	2) Title of Policy/Activity	Budget Savings (if appropriate)		
	3) <b>Authors:</b> I/We have completed the equality impact assessment for this policy/activity.	Name: Belinda Miller Position: Head of Service Date: 28/01/19 Signature:	Name: David Cooper Position: Service Manager Date: 28/01/19 Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Date:		
	5) Authorisation by Director or Head of Service	Name: Position: Date:	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.			Date:
	7) EIA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk			Date:
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:	

