

Outcome Of Equality Impact Assessments in Respect of the Revenue Budget

EDUCATION & CHILDREN'S SERVICES

Early Years - Increase on Charges for Out of School Care & Service Redesign

- No impacts identified

Primary - Review of Management Arrangements

A High calibre of Head Teacher appointed to vacant posts. Teaching staff in small schools can work across settings and share best practice. Consistent high standard of leadership and management across the school estate.

As this is a change to the process the parental expectation and understanding of this change will be managed by the Head Teacher and Quality Improvement Officer attached to the school.

Secondary - Vacancy Management

ALEC: Health & Wellbeing will be increasingly embedded in universal and targeted curricular offer to all learners, with particular reference to COVID-19 recovery in the short, medium and long-term.

Emphasis on the digital offer will strengthen consistency and sustainability of Health & Wellbeing curriculum delivery.

Instrumental Music Service (Material Deprivation): although other groups will continue to receive exemptions to fees (i.e. Free School Meals, siblings, SQA), there may be a negative impact from revised fee charges as parents may choose to withdraw children/young people from music lessons.

Instrumental Music Service (Place): historic issues in recruitment in both areas of deprivation (based on SIMD) and more rural areas may imply difficulties in delivering a service, but revised fees may also have a negative impact on parental choices, however this may be offset by the exemptions on fees for Free School Meals.

Instrumental Music Service (Socio – economic background): revised fee charges may have a negative impact on parental choices, however this may be offset by the exemptions on fees for Free School Meals.

It is not considered possible to fully mitigate against the projected negative impacts, however the service commits to monitoring the situation and undertaking an analysis of uptake/withdrawal to inform further actions.

Community Learning Development - Vacancy Management

Community Learning Development provides opportunities to access learning to develop positive mental health, aspiration, overcome barriers to learning, achieve learning goals to improve life chances in the areas of personal, community, work and family life. A service review will improve the structure and balance of staff in the service, increasing efficiencies and providing the opportunity to target priority communities.

Increased opportunities for communities to collaborate in partnerships to build on community strengths and through coproduction and initiation of community led and delivered provision, increasing opportunities for access to Community Learning Development support locally.

Community Learning Development service is undergoing a review of structure and disposition of staff, intended to strengthen support to communities of greatest need.

Service Community Learning Development plan prioritises development of local partnerships to increase local opportunities for access to Community Learning Development support for adult learning, youth work and strengthening communities through coproduction and community led delivery.

Children's Services - Social Work Children's Services Staffing

For each of the protected characteristics identified (Age – younger, Disability and Pregnancy and Maternity) there is a risk of reduction in capacity to protect and support these individuals with the identified characteristics above which may lead to children being placed at risk and requiring a higher level of intervention including accommodating children if we cannot sustain early intervention approaches.

In terms of impact on individuals facing socio-economic inequalities, there is a risk of reduction in capacity to protect and support these individuals with the identified characteristics above which may lead to risk in terms of support to access education, employment, financial support and access to health services.

The Service will continue to monitor data and performance particularly in relation to any increase in the number of higher-level interventions or the increase in the number of families waiting for a Service. The Service also has an improvement plan to reduce inefficiencies in the system which will help mitigate against any reduction of budget/staff brought about through the identified saving.

Education and Children Services - Administration and Management

- No impacts identified.

LIVE LIFE ABERDEENSHIRE (LLA)

Generic Staffing - Service Redesign with a Reduction in the Use of Relief and Agency Staff

There will be more opportunities for work based in localities, enabling people who are less mobile (physically and financially) to apply. More flexible work opportunities, enabling people with irregular commitments to apply. Less ad hoc (relief or seasonal) opportunities that may have been attractive to staff who valued summer based opportunities typically due to domestic and study commitments.

The negative impacts can be managed through the innovative use of annualised hour contracts or truncated/extended hours contracts.

Grant Aid - Focus on Supporting Recipients to Become more Self-sufficient and Access Other Funding Sources.

Looking at access to health and wellbeing support which is accessible locally and assists those with transport and mobility challenges. The provision of low or concessionary costs -to support older people/people on low income. Opportunities offered and tailored to requirements in area of need for example, North Aberdeenshire has a greater need for support to health and wellbeing outcomes.

Bespoke programmes to support communities of need e.g. Aberdeenshire Gypsy Travellers/Fishing community/Health recovery groups.

If a previous recipient of a grant cannot continue without one, there is a risk of closure of building and services – which may reduce access to traditional services in an area.

Health and wellbeing outcomes will continue to be delivered and will be more accessible to all. This benefit together with the ability to target grants offsets the potential for some services and buildings to close as a result of loss of regular grants.

SPA Outdoor Support - Service Redesign with Reduction in the Use of Relief and Agency Staff

Increased direct support for the team. Reduced costs to Live Life Aberdeenshire.

Staff member has retired, and support is provided by colleagues with relevant skills and experience.

Ability to offer more accessible outdoor adventure opportunities to low income groups.

Halls Savings - Review of Facilities in the Context of Usage and Availability of Alternative Local Provision

There is potential for improved usage of other local buildings, improving their sustainability. Potential for improved accommodation for an existing user group. Empty buildings may provide an opportunity for a local business to develop. In some rural areas, closure of a building may necessitate the need to travel to another location which is not served (or served well) by public transport. This may be problematic if groups do not have access to transport.

Where we have identified that this may be problematic (for example in rural areas) we will look to discuss alternative options which might include working with third parties (i.e. local church groups)/looking to the local school or potentially even private businesses (i.e. hotels). We are confident that alternatives can be found with minimal inconvenience to existing users.

Library Service - Service Redesign with Increased use of Technology

A change to systems used by the library service will not be noticeable to the end user. The service has always had the ability to add or remove elements of service provision.

Click and collect and home delivery will have a positive impact on communities by being available at times suitable to residents.

Outreach will be delivered as part of the home delivery model and there are currently no staff hours dedicated to Outreach in the communities. This will allow staff time to participate at a 1-2-1 level within the community where it is necessary but also to potentially support those families who may be at a socio-economic disadvantage.

The new model of delivery will allow a more tailored delivery within each community, allowing the library service to develop so that the community are supported in the way that they require rather than a generic one size fits all. This model will allow us to support groups with protected characteristics in a more targeted manner. The introduction of the new Live Life Aberdeenshire membership will provide wider access to both library resources along with sports and physical activity, increasing enhanced mental health and wellbeing.

If the local library is not available, then it may be necessary for those affected to travel a greater distance to access online learning and employment. If further travel is required, then there may be cost implications for those affected.

Although negative impacts have been identified these can be mitigated by the introduction of the home delivery service, an enhanced click and collect service and an improved outreach hub and spoke model.

Although the media fund is reduced, and the number of resources may reduce slightly this will not significantly impact on those using the library service. There will still be considerable resources to choose from both physical and digital.

Although the library media fund is being reduced, the fund is still considerable. It will be incumbent on staff members to ensure that the procurement is focussed on the resources that are necessary to support learning and literacy.

Sports & Physical Activity Staff Savings

There will be equal support and staff availability for all teams. A Standardised approach to all staff based activities and facilities. Project and admin support will be available to all teams. Where there are currently high levels of staff and support some teams may feel there is a reduction.

The standardisation is expected to achieve budget efficiencies and improved resources for all the SPA team.

INFRASTRUCTURE SERVICES

Building Standards - Increased Income

- No impacts identified

Homelessness - Service Redesign

- No impacts identified

Planning Administration - Vacancy Management

- No impacts identified

Development Management - Service Redesign

- No impacts identified

Planning & Environment - Vacancy Management, Service Redesign and Re-prioritisation of Work

- No impacts identified

Economic Development - Vacancy Management and Increased Focus on Assisting Businesses to Secure Alternative Funding.

Reduced activities by the six rural partnerships for Community Economic Development will reduce support to community groups activities to help their own communities.

Reduced officer capacity in Regeneration Team will reduce effectiveness of support for area work on regeneration activities/delivering regeneration strategy and action plans.

The activity will have negative impacts which cannot be mitigated fully but can be justified by Council budget pressures and acceptance by the Council that ongoing funding for Rural Partnerships in particular, and level of activity on regeneration, food and drink and tourism industry cannot be sustained, at current levels.

Economic Development - Protective Services - Vacancy Management

- No impacts identified

Flood Management - Re-prioritisation of Work

- No impacts identified

Burial Grounds - Increase in Fees and Charges

Increase of fees will affect all groups using this service. Increasing charges well above inflation could result in potential increase in funeral poverty and indigent deaths. Option to pay in instalments, recently introduced in response to COVID will be continued.

Parks and Open Spaces - Re-prioritisation of Work

General condition of open spaces will fall and have a negative impact on perception of the local area. In areas of social deprivation parks & open spaces are widely used by families on low income so reducing our maintenance of these areas could have a negative impact.

There is the potential for play equipment to be taken out of use if deemed unsafe and cannot be repaired. Apparatus replacement programme will be funded from capital only, reducing the speed of replacement.

There may be access issues should paths/areas condition deteriorate.

Access to specific areas may have to be restricted should conditions deteriorate. Partnership working with communities will be more important in keeping areas maintained.

Redesign of job roles will be required, and they are predominately held by males.

Waste Collection - Reduction in Use of Agency and Relief Staff, Changes to Opening Hours and Increase in Charges

Reducing reliance on agency staff is only achievable through more flexible deployment of operational staff across the entire Roads, Landscape and Waste workforce. Redeployment of personnel will have impacts on activities that are considered to be of lower priority.

Optimising the opening hours of Household Recycling Centres will reduce choice and convenience. It will be more difficult to obtain a booking slot as opening days are reduced. The older population are those more likely to not have access to the internet and currently book by telephone through the contact centre.

To mitigate disproportionate impacts we can investigate the possibility of increasing the numbers of bookings within a dedicated timeslot for the people with protected characteristic or identify a time for those with protected characteristics to visit a recycling centre where numbers of bookings in those slots can be advertised for these groups and number of bookings reduced to safer levels for these customers.

Increasing charge for trade waste well above the rate of inflation could affect sole traders, resulting in greater requirement to do debt recovery for the Council. The opportunity to access services provided by alternative supplier is reduced for those living in more remote parts of Aberdeenshire.

Waste Disposal - Reduction in Use of Agency Staff

Reducing reliance on agency staff is only achievable through more flexible deployment of operational staff across the entire Roads, Landscape and Waste workforce. Redeployment of personnel will have impacts on activities that are considered to be of lower priority.

Street Cleansing - Reduction in Use of Agency and Seasonal Staff

Reducing reliance on agency staff is only achievable through more flexible deployment of operational staff across the entire Roads, Landscape and Waste workforce. Redeployment of personnel will have impacts on activities that are considered to be of lower priority.

Redesign of job roles will be required and they are predominately held by males.

Evidence indicates that areas of social deprivation are also more prone to littering, so reducing our resources to deal with this could have negative effect on these areas. Engaging with residents can prove more challenging especially in relation to accepting personal responsibility and organising community litter picks.

The Litter Prevention Action Plan which revolves around the three primary interventions of Information, Infrastructure and Enforcement is part of our strategy to prevent litter and fly-tipping and to encourage personal responsibility and behaviour change.

Transportation - Service Redesign, Re-prioritisation of Services and Increase in Charges

Reducing road safety budget affects young children. Reducing educational inputs on safe walking/cycling etc would be to the detriment of a child's health. Young drivers are the most at risk group for having collisions, in particular young male drivers are disproportionately represented. Reducing road safety i) campaigns e.g. Safe Drive Stay Alive/inputs into national campaigns and ii) Engineering remedial improvement schemes, particularly on the rural road network, will adversely affect the health of this vulnerable road user groups through increased collisions.

With an ageing population older drivers are a vulnerable road user group that will need more interventions. Both campaigning at National level with NHS for drivers & family members to know when

an older driver should hand in their licence. Older driver eyesight awareness campaigns. Providing clear signage strategies and road markings to assist older drivers in particular to alleviate issues with older drivers not being confident with driving at night.

Research conducted from 10 UK Police Forces showed that: driving at excessive speed, driver intoxication, driver/passenger failure to wear seat-belts, and unlicensed/uninsured driving were most prevalent in fatal collisions in the most deprived IMD quintiles. A reduction in road safety is likely to have an adverse effect on this group.

It would be impossible to fully mitigate against injury given the nature of road safety collisions where vagaries of the human decision-making process can lead to varying outcomes. We will continue to work to reduce road injuries will continue to be progressed which encompasses these groups and the Councils Vision Zero for serious and fatal injury on the road network.

TaxiCard holders, which are mainly older and/or disabled women, will be required to pay full fare for any taxi trips they make – compared to a saving of up to £5 each way under the TaxiCard scheme.

Whilst customers will be provided with advice on any alternative low-cost transport services, these will not always be suitable for people's needs or every journey that they want to make. Under such circumstances travelling by taxi may be the only option and the customer will need to pay the full fare (rather than benefitting from the TaxiCard discount of up to £5 per journey).

Some existing bus services/journeys that will require to be revised/withdrawn will not be covered by other services which will result in a loss of, or reduction in, public transport and therefore accessibility to essential and non-essential activities for individuals. This could affect younger and/or older people, people with disabilities, women and people of low income/wealth.

Whilst every endeavour will be made to minimise the negative impacts inevitably some individuals from protected groups will be adversely affected. Public Transport Unit officers will try to sign-post such individuals to alternative travel and/or access opportunities (e.g. community transport services, car sharing, and non-travel options such as use of delivery services) although it is unlikely that this will be possible in all instances.

The withdrawal of the U21 scheme will result in participating young people paying higher bus fares. U19 - customers will be provided with advice but alternative tickets will be more expensive.

The withdrawal of concessionary payments to community transport organisations will result in older women being charged a fare or having their dial-a-bus service reduced or withdrawn.

Community transport – it is unknown how any funding reduction will affect community transport operators and how, in turn, this will impact their customers. Unless replacement funding is found elsewhere it is expected that customers will be charged for transport and/or their bus service may be reduced/withdrawn.

BUSINESS SERVICES

Customer & Digital Services - Reduction in Cost of Supplies and Services

- No impacts identified

Finance - Reduction in Staffing Costs Due to Increased Digitisation

The majority of those seeking Voluntary Severance will be female given the ratio of predominantly female staff in the service. The removal of 6.75 Full Time Equivalent posts within the staffing structure will in effect lessen the future employment opportunities for those seeking employment within Aberdeenshire Council.

As a large employer within Aberdeenshire, in some areas it could see a reduction in the employment opportunities in areas where there is the most deprivation.

With less future employment opportunities this will in effect drive up unemployment, causing more financial difficulties within those areas where there already are considerable vulnerabilities. This in turn could have wider implications for the financially vulnerable within our local communities.

There will be less opportunity for younger members of the community to partake in apprenticeship schemes held in Administration roles within the Finance Section.

There are negative impacts, but these cannot be mitigated, budget pressures dictate that Voluntary Severance will proceed. Services to the community will continue to be provided to the same level.

Legal & People - Vacancy Management and Service Redesign

Because the posts in the HR Operational and Transactional Team are predominantly held by females there is the potential for there to be a negative impact on that protected group by reducing the availability of posts for female job applicants.

There is a potential negative impact on the protected group "sex" on the basis that the vacant posts in HR Operational and Transactional are predominantly held by females. However, the posts in question are all currently vacant. Therefore there is no direct impact on employees and no mitigation measures have been identified as necessary at this time. There may be a potential impact on future job applicants but steps will be taken to identify opportunities to promote equality of opportunity in respect of the remaining posts within the service where possible. In terms of the impact on existing employees the potential for increased workloads for the remaining team members will be mitigated by a review of the current service provisions with a view to identifying what can realistically be achieved within current staffing resources.

Property & Facilities Management - Estate Rationalisation

All protected groups, and other users/groups, of facilities will be positively affected through investment within facilities to be retained to the benefit of all users.

All protected groups, and other users/groups, of facilities will be positively affected through, where relevant, access to wider range of services and/or activities when co-located or activity accommodated within larger facilities.

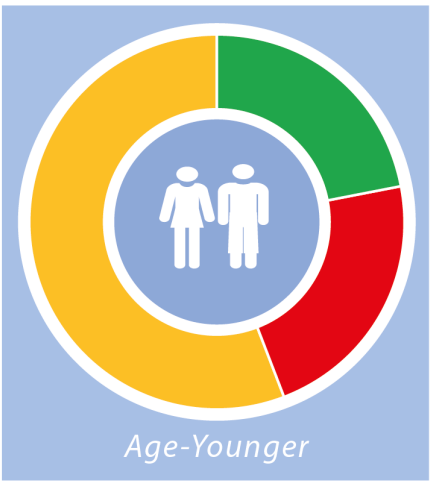
All protected groups, and other users/groups, of facilities will be negatively affected by the closure of facilities which are currently used to support service delivery with current activities/service provided to be redirected to other facilities or service delivered by alternative means.

All users of operational facilities, including those within protected groups, will be negatively impacted where facilities are to be released. This impact will be mitigated, where practicable, through co-location to maintain service delivery; consideration of alternative means of service delivery; and, investment within facilities being retained.

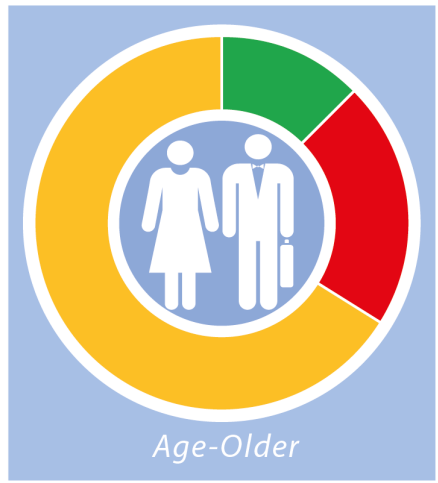
The overall approach is to concentrate the Council's resources in a smaller number of better run/maintained facilities. Although the need to reduce costs will be a significant driver, the intention is to achieve efficiencies that will result in an overall improvement in facilities. As each asset is reviewed mitigating the impact on users will be a primary consideration. As the strategy develops more detailed EIA's will be prepared setting out the impact.

Revenue Budget: Impacts on Protected Characteristics

- Positive
- Negative
- Neutral
- Unknown



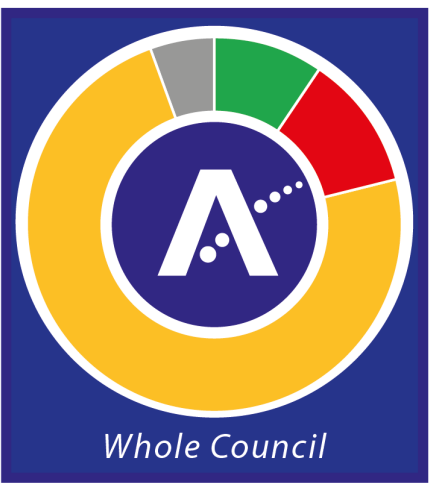
Age-Younger



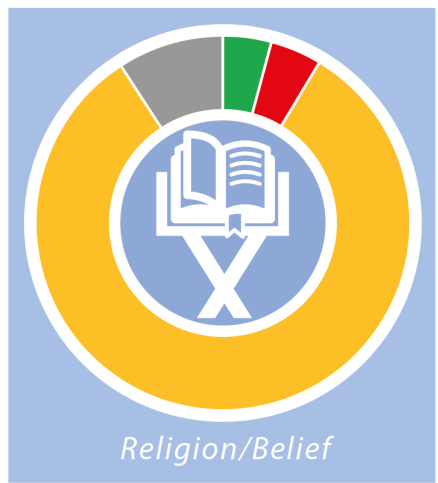
Age-Older



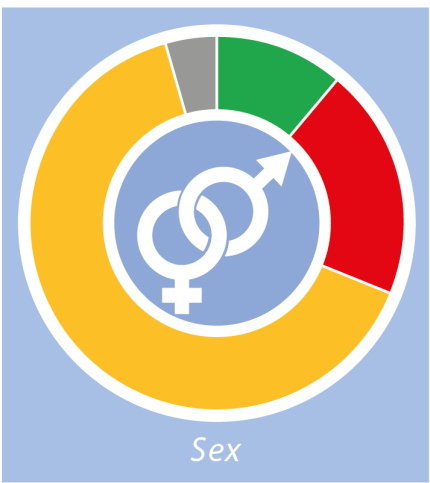
Disability



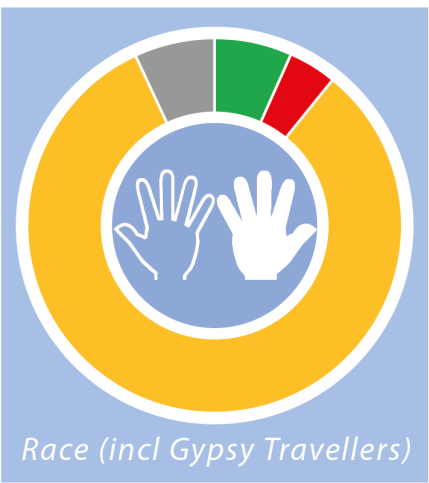
Whole Council



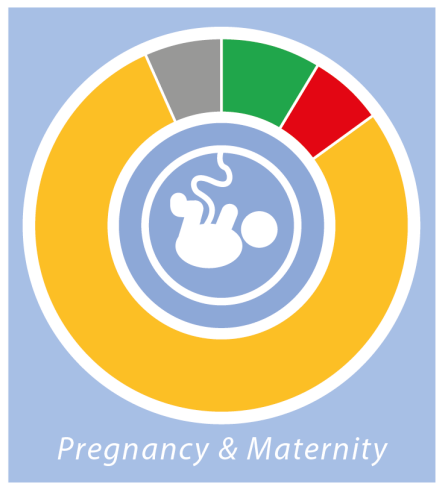
Religion/Belief



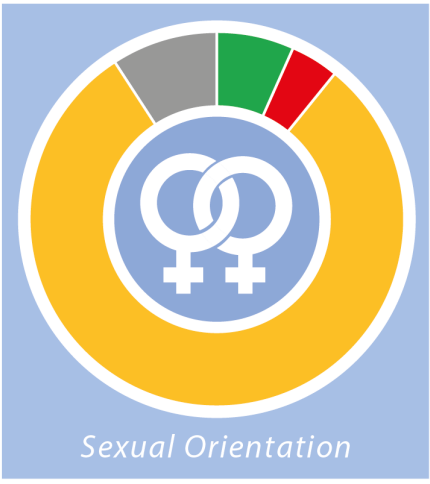
Sex



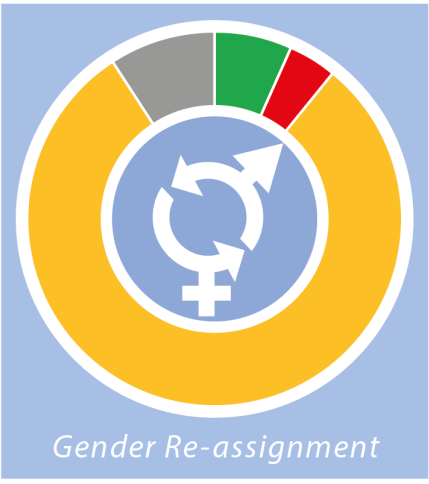
Race (incl Gypsy Travellers)



Pregnancy & Maternity



Sexual Orientation



Gender Re-assignment



Marriage and Civil Partnership

Budget Overall

Positive	9.72%
Negative	11.45%
Neutral	73.43%
Unknown	5.40%
Total	100.00%

Age-(Younger)

Positive	22.22%
Negative	22.22%
Neutral	55.56%
Unknown	0.0%
Total	100.00%

Age-(Older)

Positive	12.77%
Negative	21.28%
Neutral	65.96%
Unknown	0.0%
Total	100.00%

Disability

Positive	10.87%
Negative	19.57%
Neutral	69.57%
Unknown	0.0%
Total	100.00%

Race

Positive	6.67%
Negative	4.44%
Neutral	82.22%
Unknown	6.67%
Total	100.00%

Religion and Belief

Positive	4.44%
Negative	4.44%
Neutral	82.22%
Unknown	8.89%
Total	100.00%

Sex

Positive	11.11%
Negative	20.0%
Neutral	64.44%
Unknown	4.44%
Total	100.00%

Pregnancy and Maternity

Positive	8.70%
Negative	6.52%
Neutral	78.26%
Unknown	6.52%
Total	100.00%

Sexual Orientation

Positive	6.67%
Negative	4.44%
Neutral	80.0%
Unknown	8.89%
Total	100.00%

Gender Reassignment

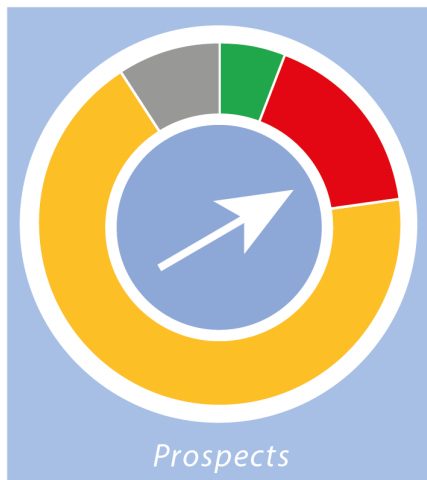
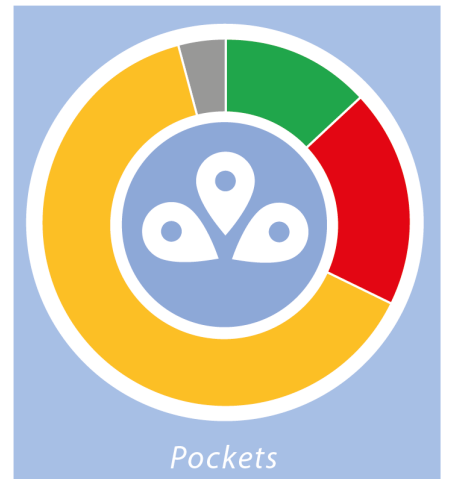
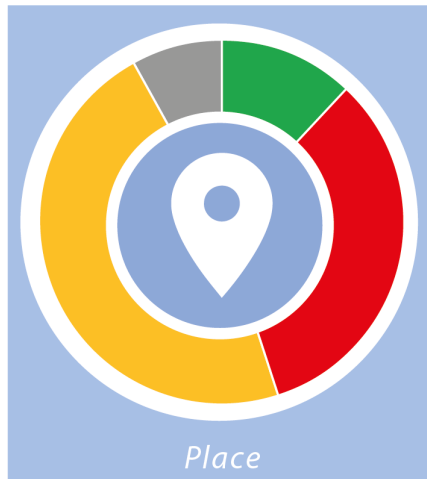
Positive	6.67%
Negative	4.44%
Neutral	80.0%
Unknown	8.89%
Total	100.00%

Marriage and Civil Partnership

Positive	4.44%
Negative	4.44%
Neutral	80.0%
Unknown	11.11%
Total	100.00%

Revenue Budget: Socio-Economic Impacts

- Positive
- Negative
- Neutral
- Unknown



Overall

Positive	10.81%
Negative	22.97%
Neutral	59.46%
Unknown	6.76%
Total	100.00%

Place

Positive	12%
Negative	33%
Neutral	47%
Unknown	8%
Total	100.00%

Pockets

Positive	13%
Negative	19%
Neutral	63%
Unknown	4%
Total	100.00%

Prospects

Positive	6%
Negative	17%
Neutral	68%
Unknown	9%
Total	100.00%