

**South Ayrshire Council      Equality Impact Assessment Scoping**

**1. Proposal details**

Proposal Title - ESC- S05 - Reduction to HR Policy and Ops/Employee Services: 1x Supervisor	Lead Officer Kate O'Hagan
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**2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts**

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire		
People from different racial groups, ethnic or national origin.		
Women and/or men (boys and girls)	Possible negative impact	
People with disabilities		
People from particular age groups for example Older people, children and young people	Possible negative impact	
Lesbian, gay, bisexual and heterosexual people		
People who are proposing to undergo, are undergoing or have undergone a process to change sex		
Pregnant women and new mothers		
People who are married or in a civil partnership		
People who share a particular religion or belief		
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		

**3. Do you have evidence or reason to believe that the proposal will support the Council to:**

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	
Promote equality of opportunity between particular communities or groups	
Foster good relations between particular communities or groups	
Promote positive attitudes towards different communities or groups	
Increase participation of particular communities or groups in public life	
Improve the health and wellbeing of particular communities or groups	
Promote the human rights of particular communities or groups	
Tackle deprivation faced by particular communities or groups	

**4. Summary Assessment**

<b>Is a full Equality Impact Assessment required?</b> (A full EIA must be carried out on all high and medium impact proposals)		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
<b>Rationale for decision:</b>			
Signed : .....Head of Service			
Date:	Copy to <a href="mailto:equalities@south-ayrshire.gov.uk">equalities@south-ayrshire.gov.uk</a>		

## SOUTH AYRSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT

### Section One: Proposal Details\*

Name of Proposal	Reduction to HR staffing: 1 x Senior; 1 x Adviser; 1x Supervisor
Lead Officer (Name/Position)	Kate O'Hagan, Head of Employee and Customer Services
Proposal Development Team (Names/Positions)	John Dunne, Service Lead HR Policy and Operations Wendy Wesson, Coordinator HR Policy and Operations
Critical friend (s)	Gillian Farrell, Service Lead Organisational Development

\*This could include strategy, project or application: see guidance attached.

What are the main <b>aims</b> of the proposal?	To reduce staffing levels in line with available budget.
What are the intended <b>outcomes</b> of the proposal	To achieve funded staffing levels that should meet service requirements.

### Section Two: What are the Likely Impacts of the Proposal?

Will the proposal impact upon the whole population of South Ayrshire <i>or</i> particular groups within the population (please specify)	<b>N/A</b>

Considering the following Protected Characteristics and themes, what likely impacts or issues does the proposal have for the group or community.

List any likely positive and/or negative impacts

Protected Characteristics	Positive and/or Negative Impacts
<b>Race:</b> Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers	No anticipated impact

<p><b>Sex:</b> Issues specific to women or men</p>	<p>Staff – 100 % of staff are women. This differs from the wider demographic of council employees (80/20). There will be an unavoidable reduction in the number of staff. However, the Council has a No Compulsory Redundancy Pledge which commits to providing employees who are displaced from their substantive post (and at risk of redundancy) with an offer of alternative employment. Any displacement of employees will be managed in line with the Managing Change Framework which incorporates this pledge.</p>
<p><b>Disability:</b> Issues relating to disabled people</p>	<p>No impact anticipated as no employees have stated that they have a disability.</p>
<p><b>Age:</b> Issues relating to a particular age group e.g. older people or children and young people</p>	<p>Employees – 29% are aged 31-35; 14% are aged 36-40; 43% are aged 41-45; 14% are aged 46-50. No impact is anticipated. Any displacement of employees will be managed in line with the Managing Change Framework which incorporates a no redundancy pledge.</p>
<p><b>Religion or Belief:</b> issues relating to a person's religion or belief (including non-belief)</p>	<p>No anticipated impact</p>
<p><b>Sexual Orientation:</b> Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual</p>	<p>No anticipated impact</p>

<b>Marriage and Civil Partnership:</b> Issues relating to people who are married or are in a civil partnership.	No anticipated impact
<b>Gender Reassignment:</b> Issues relating to people who have proposed, started or completed a process to change his or her sex.	No anticipated impact
<b>Pregnancy and Maternity:</b> Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.	No anticipated impact
<b>Multiple / Cross Cutting Equality Issues</b> Issues relating to multiple protected characteristics.	No anticipated impact.
<b>Equality and Diversity Themes Particularly Relevant to South Ayrshire Council</b>	
<b>Health</b> Issues and impacts affecting people's health	None
<b>Human Rights:</b> Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.	None
<b>Rurality</b> Impacts relating to living and working in a rural community	None
<b>Deprivation</b> Issues relating to poverty and social exclusion, and the disadvantage that results from it.	None.

### Section Three: Evidence Used in Developing the Proposal

<p><b>Involvement and Consultation</b> In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? <b>Who</b> did you involve, <b>when</b> and <b>how</b>?</p>	N/A
<p><b>Data and Research</b> In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	N/A.
<p><b>Partners data and research</b> In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	N/A
<p><b>Gaps and Uncertainties</b> Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	N/A.

**Section Four: Detailed Action Plan to address identified gaps in:**

**a) evidence and**

**b) to mitigate negative impacts**

No	Action	Lead Officer(s)	Timescale
1			
2			
3			
4			
5			

**Note: Please add more rows as required.**

**Section Five - Performance monitoring and reporting**

Considering the proposal as a whole, including its equality and diversity implications:

When is the proposal intended to come into effect?	
When will the proposal be reviewed?	
Which Scrutiny Panel will have oversight of the proposal?	

## Summary Equality Impact Assessment Implications & Mitigating Actions

**Name of Proposal:** Reduction to HR staffing: 1 x Senior; 1 x Adviser; 1x Supervisor.

This proposal will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p><b>Eliminate discrimination</b></p> <p>N/A</p>
<p><b>Advance equality of opportunity</b></p> <p>N/A</p>
<p><b>Foster good relations</b></p> <p>N/A</p>

<b>Summary of Action Plan to Mitigate Negative Impacts</b>	
<b>Actions</b>	<b>Timescale</b>
The Council's Framework for Managing Workforce Change will be applied	

<p><b>Signed:</b> .....<b>Head of Service</b></p> <p><b>Date:</b> .....</p>
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