

South Ayrshire Council Equality Impact Assessment Scoping

1. Proposal details

| | |
|---|---------------------------|
| Proposal Title CORP-02 - Increase payroll mgt target | Lead Officer Tim baulk |
|---|---------------------------|

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) | - | - |
| People with disabilities | - | - |
| People from particular age groups for example Older people, children and young people | - | - |
| 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 belie | - | - |
| 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 | No impact |
| Promote equality of opportunity between particular communities or groups | No impact |
| Foster good relations between particular communities or groups | No impact |
| Promote positive attitudes towards different communities or groups | No impact |
| Increase participation of particular communities or groups in public life | No impact |
| Improve the health and wellbeing of particular communities or groups | No impact |
| Promote the human rights of particular communities or groups | No impact |
| Tackle deprivation faced by particular communities or groups | No impact |

4. Summary Assessment

| | | | |
|---|--|--|--|
| Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals) | | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: Seeking efficiencies based on historic underspends in payroll – no equalities impact | | | |
| Signed :Tim Baulk.....Head of Service | | | |
| Date: 20 January 2019 | | Copy to equalities@south-ayrshire.gov.uk | |