

**1. Policy details**

Policy Title <b>ASN S26 Review Staffing Arrangements/Levels</b>	Lead Officer Douglas Hutchison
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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 policy? 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	No	No
People from different racial groups, ethnic or national origin.	No	No
Women and/or men (boys and girls)	No	No
People with disabilities	No	No
People from particular age groups for example Older people, children and young people	Yes	No
Lesbian, gay, bisexual and heterosexual people	No	No
People who are proposing to undergo, are undergoing or have undergone a process to change sex	No	No
Pregnant women and new mothers	No	No
People who are married or in a civil partnership	No	No
People who share a particular religion or belief	No	No
Thematic Groups: Health, Human Rights, Rurality and Deprivation.	No	No

**3. Do you have evidence or reason to believe that the policy 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	Low negative
Improve the health and wellbeing of particular communities or groups	Low negative
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 policies)	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
<b>Rationale for decision:</b> Reduction of two posts, one of which is vacant. Managing change will apply.		
Signed : ..... <i>Douglas Hutchison</i> .....Head of Service		
Date: 14 November 2018		Copy to <a href="mailto:Equalities@southayrshire.gov.uk">Equalities@southayrshire.gov.uk</a>