

1. Policy details

| | |
|--|---------------------------------------|
| Policy Title Place-ARA-S28 - ARA to use consultants & contractors for service delivery to other parts of Place Directorate | Lead Officer Stewart Turner |
|--|---------------------------------------|


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 | No | 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 | 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 policies) | | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | | |
| Signed :  | | Service Lead | |
| Date: 17 November 2018 | | Copy to equalities@south-ayrshire.gov.uk | |

1. Policy details

| | |
|--|---------------------------------------|
| Policy Title Place-ARA-S29 - Increase the number of staff who can issue PCNs | Lead Officer Stewart Turner |
|--|---------------------------------------|


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 | No | 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 | 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 policies) | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | |
| Signed:  Service Lead | | |
| Date: 17 November 2018 | Copy to equalities@south-ayrshire.gov.uk | |

1. Policy details

| | |
|--|---------------------------------------|
| Policy Title Place-ARA-S30 - Reduce level of overtime from revenue budget. | Lead Officer Stewart Turner |
|--|---------------------------------------|

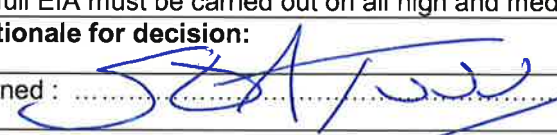
2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

| Community, Groups of People or Themes | Negative Impacts | Positive impacts |
|---|--|------------------|
| The whole community of South Ayrshire | Some work may take longer to be completed. | 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 | No | 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 | 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 policies) | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | |
| Signed :  Service Lead | | |
| Date: 17 November 2018 | Copy to equalities@south-ayrshire.gov.uk | |

1. Policy details

| | |
|---|---------------------------------------|
| Policy Title Place-ARA-S33 - Reduce revenue budget through increased capital spend. | Lead Officer Stewart Turner |
|---|---------------------------------------|


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 | No | 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 | 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 policies) | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | |
| Signed :  Service Lead | | |
| Date: 17 November 2018 | Copy to equalities@south-ayrshire.gov.uk | |

1. Policy details

| | |
|--|---------------------------------------|
| Policy Title Place-ARA-S34 - Amend night time winter maintenance provision | Lead Officer Stewart Turner |
|--|---------------------------------------|

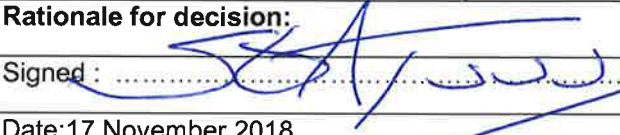
2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

| Community, Groups of People or Themes | Negative Impacts | Positive impacts |
|---|--|------------------|
| The whole community of South Ayrshire | Moderate reduction to winter maintenance service | No |
| People from different racial groups, ethnic or national origin. | - | No |
| Women and/or men (boys and girls) | - | No |
| People with disabilities | - | No |
| People from particular age groups for example Older people, children and young people | - | No |
| Lesbian, gay, bisexual and heterosexual people | - | No |
| People who are proposing to undergo, are undergoing or have undergone a process to change sex | - | No |
| Pregnant women and new mothers | - | No |
| People who are married or in a civil partnership | - | No |
| People who share a particular religion or belief | - | No |
| Thematic Groups: Health, Human Rights, Rurality and Deprivation. | - | 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 | No impact |
| Promote equality of opportunity between particular communities or groups | No impact |
| Foster good relations between particular communities or groups | It may be considered by some communities that this will have a negative 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 policies) | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | |
| Signed:  Service Lead | | |
| Date: 17 November 2018 | Copy to equalities@south-ayrshire.gov.uk | |

1. Policy details

| | |
|---|---------------------------------------|
| Policy Title Place-ARA-S35 – Fleet management | Lead Officer Stewart Turner |
|---|---------------------------------------|

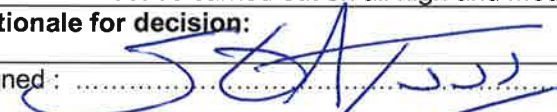
2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

| 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 | No | 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 | 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 policies) | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | |
| Signed:  Service Lead | | |
| Date: 17 November 2018 | Copy to equalities@south-ayrshire.gov.uk | |

1. Policy details

| | |
|---|---------------------------------------|
| Policy Title Place-ARA-S36 - Increase staff re-charges to capital | Lead Officer Stewart Turner |
|---|---------------------------------------|

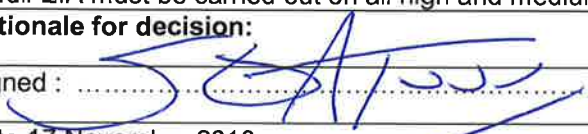
2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

| 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 | No | 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 | 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 policies) | | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | | |
| Signed :  | | Service Lead | |
| Date: 17 November 2018 | | Copy to equalities@south-ayrshire.gov.uk | |

1. Policy details

| | |
|--|---------------------------------------|
| Policy Title Place-ARA-S37 - Staff Reduction - Network Manager | Lead Officer Stewart Turner |
|--|---------------------------------------|

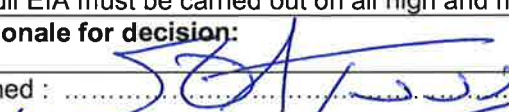
2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

| 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 | No | 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 | 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 policies) | | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | | |
| Signed :  | | Service Lead | |
| Date: 17 November 2018 | | Copy to equalities@south-ayrshire.gov.uk | |

1. Policy details

| | |
|---|---------------------------------------|
| Policy Title Place-ARA-S38 - General service efficiencies | Lead Officer Stewart Turner |
|---|---------------------------------------|


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 | No | 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 | 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 policies) | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | |
| Signed :  Service Lead | | |
| Date: 17 November 2018 | Copy to equalities@south-ayrshire.gov.uk | |

1. Policy details

| | |
|--|---------------------------------------|
| Policy Title Place-ARA-S43 – Capitalise the roads resurfacing revenue budget | Lead Officer Stewart Turner |
|--|---------------------------------------|

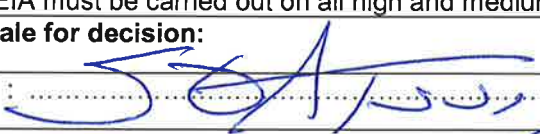
2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

| 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 | No | 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 | 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 policies) | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Rationale for decision: | | |
| Signed :  Service Lead | | |
| Date: 17 November 2018 | Copy to equalities@south-ayrshire.gov.uk | |