

Equality and Fairer Scotland Impact Assessment - Screening

Title of Policy:	Clackmannanshire Council Budget 2020/21
Service:	Clackmannanshire Council
Team:	N/a

Will the policy have to go to Council or committee for approval	Yes
Is it a major policy, significantly affecting how functions are delivered?	Yes
Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?	Yes
Does it relate to an area where the Council has set equality outcomes?	Yes
Does it relate to an area where there are known inequalities?	Yes
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?	Yes

IF YES - Move on to an Equality & Fairer Scotland Assessment

IF NO - Explain why an Equality & Fairer Scotland Assessment is not required

APPROVAL

NAME	DESIGNATION	DATE
Cherie Jarvie	Senior Manager Partnership and Transformation	16/12/2019

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

Equality and Fairer Scotland Impact Assessment - Scoping

Purpose of the proposed policy or changes to established policy
<p>The purpose of the change is to ensure that Clackmannanshire Council is able to set a balanced budget, as required by statute, for the year 2020/21.</p> <p>Clackmannanshire Council is seeking to consult on two key proposals: an increase in Council tax (by 4%) and an increase in fees and charges (by approx 2%).</p> <p>The current register of charges (2019/20) can be accessed here: https://www.clacks.gov.uk/document/6022.pdf</p>
Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?
General Equality Duty -
<p>➤ Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct</p>
<p>Impacts if any are likely to be minimal.</p>
<p>➤ Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not</p>
<p>The proposed changes may have an impact on those with protected characteristics, however consultation is required to better understand these impacts and how they could be mitigated.</p>
<p>➤ Fostering good relations between people who share a protected characteristic and those who do not.</p>
<p>Impacts if any are likely to be minimal.</p>
Fairer Scotland Duty -
<p>➤ Reducing inequalities of outcome caused by socioeconomic disadvantage</p>
<p>The proposed changes may have significant impacts on groups already experiencing inequality and/or socio-economic disadvantage. The proposals are an increase in both Council Tax and Fees and Charges which may have a significant impact on low income households. Further consultation is required to better understand these impacts and any mitigations.</p>

To which of the equality groups is the policy relevant?		
Protected Characteristic	Yes/No*	Explanation
Age	Yes	There is no indication at this stage that this protected characteristic would be impacted.
Disability	Yes	There may be disproportionate impacts on people with disabilities, particularly where unemployment and low incomes are prevalent.
Gender Reassignment	No	There is no indication at this stage that this protected characteristic would be impacted.
Pregnancy and Maternity	No	There is no indication at this stage that this protected characteristic would be impacted.
Race	No	There is no indication at this stage that this protected characteristic would be impacted.
Religion and Belief	No	There is no indication at this stage that this protected characteristic would be impacted.
Sex	Yes	There may be disproportionate impacts on sex. Our poverty and economic baseline assessment indicates that women in Clackmannanshire experience a higher rate of income and employment deprivation. Women also represent the majority of lone parent families in Clackmannanshire.
Sexual Orientation	No	There is no indication at this stage that this protected characteristic would be impacted.

* Delete as required

What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?

Analysis informing the Local Outcome Improvement Plan 2017/27 and Corporate Plan 2018/2022 indicate that low incomes, poverty and women's inequalities are significant issues for Clackmannanshire. Health and wellbeing inequalities also continue to present challenges across communities in Clackmannanshire.

Data and evidence that we have from previous consultation on increases to Council Tax and fees and charges, however have indicated relatively low impacts on protected groups.

Which equality groups and communities might it be helpful to involve in the development of the policy?

The Councils budget consultation will run from **17th December 2019 to 24th January 2020.**

We will use the Councils consultation tool 'Citizen Space' to gather feedback on the 2 proposals set out in this EQIA. This will be predominantly online, however we will endeavour to remove barriers to digital participation where we can.

We are seeking responses from the following protected groups: disability; sex and economically disadvantaged communities.

We will update this EQIA following completion of the budget consultation exercise and analysis of feedback.

Next steps

Budget consultation will run from 17th December 2019 to 24th January 2020.

Equality and Fairer Scotland Impact Assessment - Decision

Evidence findings		
To be updated following consultation.		
Details of engagement undertaken and feedback received		
To be updated following consultation.		
Decision/recommendation		
Having considered the potential or actual impacts of this policy, the following decision/ recommendation is made:		
Tick	Option 1: No major change The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.	
	Option 2: Adjust the policy – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact.	
	Option 3: Continue the policy – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council’s obligations under the duty.	
	Option 4: Stop and remove the policy – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed.	
Justification for decision		
To be updated following consultation.		
APPROVAL		
NAME	DESIGNATION	DATE