

Budget proposals: EIA outcomes February proposals

Initial screening

An initial screening was done on the following proposals and the conclusion was that there were no service impacts on protected groups, but the proposals need to be included in an EIA on staffing impacts:

- Eb: Economic Development restructure
- E2: Restructure Management and admin systems support
- D6d1: Maintenance of Open Spaces Lands & Parks, restructure
- A5c4: Community Centres, relocate staff from Auchernack plus Forres Community Centre staff restructure
- A5c3: Community Centres, revised charges and staffing structure at Elgin Community Centre
- A5d: Fit Life £3 per month across 2 years - impact above what is already included in commercialisation option.MLC, increase charges by 25%
- A3a:Secondary Schools, Janitor's term time plus - reduce contractual overtime

There were no impacts associated with:

- D9a3 Harbour Income, increase commercial Fees
- G1b Remove remaining CPP funding

Full equality impact assessments

The following proposals had an EIA carried out. The conclusions from the assessment are given in the table below.

REF	Proposal Title	Description	EIA Outcome
D2a	Building cleaning	Reduce cleaning hours at schools	Increased chance of infection which can have an impact on people with a disability or underlying health issues. There is provision in place to respond to spillage of body fluids
A17e	Youthpoint	Reduce contract	The decision on this needs to be subject to a consultation with provider and stakeholders to be completed before March 2020 in order to have a full overview of the impact and mitigating actions. It is recommended that equality considerations are included in the consultation.
A5c2	Swimming pools	Close two pools unless FitLife membership targets met	Consultation recommended. Currently reconsidered in the light of the uptake of FitLife membership.
A7	Active Schools	Cease service	Consultation recommended. Currently reconsidered in the light of the uptake of FitLife membership.
A12	Libraries	Library closure programme	Consultation under way.
A13a3	Essential Skills	Remove service	Impact on people with poor or no literacy skills. Mitigation through other organisations such as LEAD is uncertain. There was some consideration given to the possibility of charging for the service but the literacy learners would be unable to pay for their support/learning. Generally speaking they are unemployed people who are trying to improve their literacy and numeracy skills in order to improve their chances of gaining employment or to gain credits towards the base level requirements for access to college. Consultation recommended.
A13b3	ESOL	Remove service	Impact on people with poor English language skills. Will affect employment opportunities and access to vital services. Talks were held with Moray College to see if it could take on the ESOL tutors. Moray College may consider absorbing the one class that is at a higher level (National 4)

			and could fit with their delivery and feed into their courses. The possibility of charging for this service is being considered but will depend on the terms and conditions of the funding that is provided for the delivery of ESOL through Scottish Funding Council to Moray College. Consultation recommended.
A5c3	Elgin Community Centre	Revise staffing and charges structure	There will be an increase in cost for users. A public consultation concluded that charges were preferable to closure of the Centre which would result in reduced service to community groups as well as a shortfall of funded places needed for the roll out of the Early Learning Delivery plan.
G1	Community Councils	Remove funding	It is not anticipated to have an impact at this time. The measure is for 1 year, after which it will be reviewed.
	Council Tax	Increase on Council Tax of 4.79%	The impact on individual households is set out in the report. The Council Tax Reduction scheme, funded in full by the Scottish Government, provides reductions of up to 100 per cent. Council tax reductions depend on individual means, circumstances and need, to the Council Tax liabilities of around 500,000 households in Scotland. It therefore ensures that those households who would otherwise struggle to pay their full Council Tax are instead only required to pay what they can afford. The scheme takes particular account of household circumstances, including unemployment, disability, caring commitments and the number of children, and it does not cap the number of children.