

# Equality & Poverty Impact Assessment 00002 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Development Services Environmental Services	<b>Lead Officer Name:</b>	Douglas Gardiner
		<b>Team:</b>	Waste Services
		<b>Tel:</b>	01324590437
		<b>Email:</b>	douglas.gardiner@falkirk.gov.uk
<b>Proposal:</b>	Removal of Pest Control Services	<b>Reference No:</b>	DV01

<b>What is the Proposal?</b>	<b>Budget &amp; Other Financial Decision</b>	<b>Policy (New or Change)</b>	<b>HR Policy &amp; Practice</b>	<b>Change to Service Delivery / Service Design</b>
	Yes	No	No	Yes
<b>Who does the Proposal affect?</b>	<b>Service Users</b>	<b>Members of the Public</b>	<b>Employees</b>	<b>Job Applicants</b>
	Yes	Yes	Yes	No
<b>Other, please specify:</b>				

<b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b>	
27/02/2019	Council would need to direct service users to utilise private companies. There would be an impact on staffing.

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	15	Net of income
Reduction to this service budget (£'0000s)	Per Annum:	10	The Council would still need to provide for stray dogs and would not be bringing in any income if the whole service was removed.
Increase to this service budget (£'000s)	Per Annum:	0	
If this is a change to a charge or concession please complete.	Current Annual Income Total:	N/A	
	Expected Annual Income Total:	N/A	
If this is a budget decision, when will the saving be achieved?	Start Date:	01/04/2019	
	End Date (if any):	31/03/2020	

**SECTION THREE: EVIDENCE** Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

**A - Quantitative Evidence** This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

Data from the number of call-outs is provided below:

April 2018 - March 2018 = 701

April 2018 - Nov 2018 = 806

Nov 18 to date = 24

\*last year there were 173 jobs from 01/11/17 to 31/03/18

**B - Qualitative Evidence** This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social - case studies; personal / group feedback / other**

<b>Best Judgement:</b>	
<b>Has best judgement been used in place of data/research/evidence?</b>	Yes
<b>Who provided the best judgement and what was this based on?</b>	Area Estates Coordinator knowledge of service
<b>What gaps in data / information were identified?</b>	
<b>Is further research necessary?</b>	No
<b>If NO, please state why.</b>	Details provided

**SECTION FOUR: ENGAGEMENT**

Engagement with individuals or organisations affected by the policy or proposal must take place

<b>Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?</b>	Yes	
<b>If YES, please state who was engagement with.</b>	Members of the public via public consultation in 2018 on Council's savings options.	
<b>If NO engagement has been conducted, please state why.</b>		
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>	
<b>Focus Group</b>	No	
<b>Survey</b>	Yes	survey results from sample of 1061 suggest 39% reduce the service 15% stop the services and 46% make no changes
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	No	
<b>Other: please specify</b>		
<b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>	No	
<b>Have the results of the engagement been fed back to the consultees?</b>	No	
<b>Is further engagement recommended?</b>	No	

## SECTION FIVE: ASSESSING THE IMPACT

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, public protection etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
Age	✓			Implementing proposal does not disproportionately impact on this characteristic
Disability	✓			Implementing proposal does not disproportionately impact on this characteristic
Sex	✓			Implementing proposal does not disproportionately impact on this characteristic
Ethnicity	✓			Implementing proposal does not disproportionately impact on this characteristic
Religion / Belief / non-Belief	✓			Implementing proposal does not disproportionately impact on this characteristic
Sexual Orientation	✓			Implementing proposal does not disproportionately impact on this characteristic
Transgender	✓			Implementing proposal does not disproportionately impact on this characteristic
Pregnancy / Maternity	✓			Implementing proposal does not disproportionately impact on this characteristic
Marriage / Civil Partnership	✓			Implementing proposal does not disproportionately impact on this characteristic
Poverty			✓	If private sector charges are higher than current service this would impact on service users
Other, health, community justice, public protection etc.	✓			Implementing proposal does not disproportionately impact on this characteristic
Risk (Identify other risks associated with this change)				

**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	The proposal does not aid elimination of unlawful discrimination but neither does it have an adverse effect.
<b>Advance Equality of Opportunity:</b>	The proposal does not aid the advancement of equality of opportunity but neither does it have an adverse effect.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	The proposal does not help foster good relationships but neither does it have an adverse effect.

**SECTION SIX: PARTNERS / OTHER STAKEHOLDERS**

<b>Which sectors are likely to have an interest in or be affected by the proposal / policy / project?</b>		<b>Describe the interest / affect.</b>
<b>Business</b>	Yes	If private sector charges are higher than the current service this would impact on service users. Business has an interest in providing a service.
<b>Councils</b>	Yes	If private sector charges are higher than the current service this would impact on service users.
<b>Education Sector</b>	Yes	If private sector charges are higher than the current service this would impact on service users.
<b>Fire</b>	No	
<b>NHS</b>	No	
<b>Integration Joint Board</b>	No	
<b>Police</b>	No	
<b>Third Sector</b>	Yes	If private sector charges are higher than the current service this would impact on service users
<b>Other(s): please list and describe the nature of the relationship / impact.</b>		

## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Removal of service	Service users	Council to inform users to contact private companies	F Cianni	01/04/2019	

### No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposals.

<b>Are actions being reported to Members?</b>	Yes
<b>If yes when and how ?</b>	At full Council meeting in February 2019



**SECTION EIGHT: ASSESSMENT OUTCOME**

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

No major change required	No	
The proposal has to be adjusted to reduce impact on protected characteristic groups	No	
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	Yes	Service users will still have access to pest control albeit through private sector
Stop the proposal as it is potentially in breach of equality legislation	No	

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

Signature:	<i>Carl Bullough</i>	Date:	07/01/2019
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**SECTION TEN: EPIA TASK GROUP ONLY**

<b>OVERALL ASSESSMENT OF EPIA:</b>	<b>Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?</b>	Yes
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<b>ASSESSMENT FINDINGS</b>	The lead officer refers to quantitative data about the number of jobs in recent years. No data on the protected characteristics of service users/potential service users, so assumptions have been made.	
<b>If YES, use this box to highlight evidence in support of the assessment of the EPIA</b>		
<b>If NO, use this box to highlight actions needed to improve the EPIA</b>		

<b>Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?</b>	Yes / No	If YES, please describe: Service users will still have access to pest control albeit through private sector.
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**LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA**

LEVEL		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes / No	
LOW	Yes	If private sector charges are higher than the current service this would impact on service users, in particular on people in poverty.

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>			
<b>Signature:</b>	<i>Rhona Geisler</i>	<b>Date:</b>	24/01/2019