

## EQUALITY IMPACT ASSESSMENT MONITORING SHEET AUGUST 2021 – MARCH 2022

COMMITTEE KEY			
MC	Moray Council	CORP	Corporate
EGHES	Economic Growth, Housing & Environmental Sustainability	ED&I	Economic Development & Infrastructure
ECOD	Education, Communities & Organisational Development	ECLS	Education, Children's & Leisure Services
A&S	Audit & Scrutiny	H&CS	Housing & Community Safety
		P&R	Planning & Regulatory

COMMITTEE	COMMITTEE DATE	INFO REPORT	REPORT TITLE	SUMMARY OF IMPLICATIONS – SECTION G
ECOD	11/08/21	NO	<a href="#">MORAY EARLY LEARNING AND CHILDCARE - PLAY STRATEGY</a>	The plan is aimed at promoting article 31 of the UNCRC, the right to play, and article 12 of the UNCRC, the right to be heard which is linked to the child-centred approach. Individual elements of the strategy will be assessed prior to implementation a monitoring system will be set up to ensure that the benefits are shared fairly.
ECOD	11/08/21	NO	<a href="#">REVIEW OF ADDITIONAL SUPPORT NEEDS SERVICES</a>	The Review of ASN will help to ensure we can effectively meet the needs of all children and young people with additional support needs in our schools and early years settings both now and into the future.
EDOD	11/08/21	NO	<a href="#">COMMUNITY PLANNING PARTNERSHIP COMMUNITY LEARNING AND DEVELOPMENT PLAN 2021 -24</a>	<a href="#">The EIA is included as an appendix to the draft CLD plan</a>
ECOD	11/08/21	NO	<a href="#">KICKSTART SCHEME 2021</a>	The National Minimum Wage and Scottish Local Government Living Wage and both contribute towards ensuring an acceptable standard of living. The Kickstart Scheme contributes towards improving the employment prospects of young people in Moray impacted by levels of youth unemployment.
EGHES	24/08/21	NO	<a href="#">MORAY BUSINESS START-UP GRANTS</a>	The Moray Business Start-up grant scheme will bring economic investment into Moray areas, some of which some are characterised by low wages, low rates of full-time employment, wealth deprivation and child poverty.
EGHES	24/08/21	YES	<a href="#">SCOTLAND LOVES LOCAL</a>	The Moray Gift Card will bring economic investment into Moray's towns, some of which some are characterised by low wages, low rates of fulltime employment, wealth deprivation and child poverty.
MC	15/09/21	NO	<a href="#">RESETTLEMENT AND RELOCATION SCHEMES</a>	<a href="#">An EIA has been completed by the Equal Opportunities Officer and is found in Appendix 2.</a>
MC	15/09/21	NO	<a href="#">CORPORATE PLAN - PROGRESS UPDATE 2020-21</a>	The Council's ongoing commitment to equalities is reflected in the Corporate Plan.
MC	15/09/21	NO	<a href="#">STRATEGIC FRAMEWORK FOR RECOVERY AND RENEWAL IN MORAY – UPDATE ON PROGRESS</a>	Equity, fairness and inclusion are highlighted as key considerations in recovery nationally and are also highlighted in the proposed Recovery and Renewal Framework. Equality impacts are being assessed in services undergoing material redesign.
MC	15/09/21	NO	<a href="#">2020-2021 PROCUREMENT ANNUAL REPORT</a>	Equality impact assessments were carried out on the procurement process August 2016.
MC	15/09/21	NO	<a href="#">EDUCATION NATIONAL IMPROVEMENT FRAMEWORK REPORT AND PLAN</a>	The annual National Improvement Framework Plan returns assist Moray Council in addressing inequalities arising from socio-economic differences, especially in relation to the attainment gap.
ECLS	06/10/21	NO	<a href="#">WELLBEING SUPPORT FOR CHILDREN, YOUNG PEOPLE AND FAMILIES</a>	A multi-agency system to identify and address the wellbeing needs of all children and families experiencing distress will help ensure needs are identified and addressed in a systematic and timely way. Gaps in provision and inequitable access to existing provision will be identified and addressed.
ECLS	06/10/21	NO	<a href="#">DICK BEQUEST STATUTORY FUND</a>	Public recognition of the injustice of historical discrimination may help raise awareness of equalities issues and promote equalities more generally.

ECLS	06/10/21	NO	<a href="#">PUBLICATION OF THE REFRESHED PARTNERSHIP COMMUNITY LEARNING AND DEVELOPMENT PLAN 2021-24</a>	<a href="#">The EIA is included as an appendix to the draft CLD plan</a>
CORP	12/10/21	NO	<a href="#">COMPLAINTS ANNUAL REPORT 2020-21</a>	The Equal Opportunities Officer has been consulted in the preparation of this report and the equalities impact has been identified as uncertain. The Equal Opportunities Officer has recommended that where services are experiencing high volumes of complaints, the management of respective services should arrange to identify common complaint issues and any learning arising. This will help to ensure that complaints are not arising from situations where customer diversity needs have not been considered or addressed, e.g. disability or cultural issues.
CORP	12/10/21	NO	<a href="#">TEST AND PROTECT TEMPORARY STAFF</a>	Whilst there is no direct impact the Test and Protect calls can signpost more vulnerable people to sources of help and funding.
ED&I	19/10/21	NO	<a href="#">CLIMATE CHANGE STRATEGY UPDATE</a>	Climate Change will impact on every service area delivered by the Council. It has the potential to impact on Equalities for example in respect of support for active travel and fuel poverty and will also have a socio-economic impact. Individual elements of the strategy will be screened and, where appropriate, assessed on their implications for equality and human rights.
ED&I	19/10/21	NO	<a href="#">ROUTEMAP TO COMMUNITY WEALTH BUILDING STRATEGY AND DELIVERY</a>	The actions detailed in sections 4 and 5 aim to promote equality and growth in the local economy through the development and implementation of a CWB approach. The draft CWB Strategy will be accompanied and informed by an Equalities Impact Assessment.
A&S	27/10/21	NO	<a href="#">SPSO RECOMMENDATIONS REPORT</a>	The Equal Opportunities Officer has been consulted in the preparation of this report and the equalities impact has been identified as uncertain. The Equal Opportunities Officer has recommended that where services are experiencing high volumes of complaints, the management of respective services should arrange to identify common complaint issues and any learning arising. This will help to ensure that complaints are not arising from situations where customer diversity needs have not been considered or addressed, e.g. disability or cultural issues.
MC	10/11/21	NO	<a href="#">ARRANGEMENTS FOR THE LOCAL GOVERNMENT ELECTIONS 2022</a>	Under the Local Electoral Administration and Registration Services (Scotland) Act 2006 (s.26) the Returning Officer must take such steps to encourage participation by electors in the electoral process in the area for which they act. The Returning Officer will administer the election in line with existing measures in electoral legislation relating to provisions made for overseas voters, disabled voters, postal and proxy voters, accessibility, large print notices and support for voters in polling stations, and promote the national fund for disabled candidates to access the electoral process. This is in addition to supporting and disseminating information relating to national campaigns specifically targeting certain demographic groups.
MC	10/11/21	NO	<a href="#">INITIAL REVIEW PROPOSALS FOR UK PARLIAMENTARY CONSTITUENCIES</a>	From an elections perspective there is an expectation these changes will not put one or more groups of people at a disadvantage through direct discrimination but will disadvantage some groups by geographical remoteness or disconnect from historically recognised boundaries and thereby access to the electoral and democratic process. The grouping of communities with little in common and where there is keen sense of identity is likely to be contentious. This may have a negative impact on voter participation and awareness and cause voter confusion.
MC	10/11/21	NO	<a href="#">APPOINTMENT TO OUTSIDE BODIES</a>	Development and delivery of a CWB Strategy will promote equality and growth in the local economy.
MC	10/11/21	NO	<a href="#">POLICY FOR CONTRIBUTING TO THE COST OF ADULT SOCIAL CARE AND SUPPORT</a>	<a href="#">An equalities impact assessment has been completed (attached at APPENDIX 2).</a>
ECLS	24/11/21	NO	<a href="#">EXPANSION OF MUSIC INSTRUCTION SERVICE</a>	An expansion of the Music service in line with our Corporate and LOIP priorities would enable the service to contribute to reducing inequalities of outcome caused by socioeconomic disadvantage.

ECLS	24/11/21	NO	<a href="#">MORAY'S SPORT AND LEISURE SERVICE UPDATE</a>	A number of Active Schools and Community Sports Hub projects target protected groups such as the disabled and also individuals residing in socially deprived areas to ensure they receive opportunities to be physically active. The ceasing of these programmes would result in reduced opportunities for these protected groups which would have a negative effect on reducing health inequalities.
CORP	30/11/21	NO	<a href="#">EQUALITY OUTCOMES</a>	The specific duty applies only to the protected characteristics of age, sex, pregnancy and maternity, race, disability, religion and/or belief, sexual orientation and gender reassignment. It does not apply to socioeconomic inequalities.
ED&I	07/12/21	NO	<a href="#">ECONOMIC RECOVERY KEY PERFORMANCE INDICATORS</a>	The Economic Recovery Plan detailed in Section 3 aims to promote fair and equitable growth in the economy as part of the COVID recovery process.
ED&I	07/12/21	NO	<a href="#">DRAFT ACTIVE TRAVEL STRATEGY AND ACTION PLAN</a>	This strategy is subject to consultation with service users, which will feed into an assessment of impacts in relation to the Public Sector Equality Duty, The Fairer Scotland Duty, Human Rights and the Rights of the Child. The assessment will be carried out in consultation with the Council's internal equality forum.
MC	19/01/22	NO	<a href="#">BEST VALUE ASSURANCE REPORT STRATEGIC ACTION PLAN – QUARTERLY PROGRESS REPORT</a>	This is covered in terms of the inspection regime itself and the Council's duty to deliver Best Value
ECLS	26/01/22	NO	<a href="#">MORAY EDUCATION EARLY LEARNING AND CHILDCARE EXPANSION PROJECT UPDATE</a>	An Equality Impact Assessment will be required if mitigating actions are implemented
ECLS	26/01/22	YES	<a href="#">UNIVERSAL FREE SCHOOL MEALS (PRIMARY SCHOOLS) - IMPLEMENTATION</a>	The implementation of universal FSM will support non-stigmatising provision of services and supports health and well-being of our young people.
ECLS	26/01/22	YES	<a href="#">ICT STRATEGY FOR SCHOOLS</a>	Central to the new strategy is to tackle digital inclusion. Provision of devices on a fair and equitable basis would support addressing digital exclusion and some of the equalities issues associated with that. However it is also noted that there are geographic issues of internet access that need to be taken into account
CORP	01/02/22	NO	<a href="#">LIVING WAGE ACCREDITATION UPDATE</a>	The proposed actions arising from this report would allow the Council to continue to make a positive impact on the gender pay gap by raising the pay rate for its lowest paid employees who are predominantly part time female employees. Implementation of the annual living wage increase from any date before 1 April each year may have an equalities impact and this would require to be considered if this is the preferred option of the committee.
CORP	01/02/22	NO	<a href="#">PROCUREMENT PROCESS</a>	The Economic Recovery Plan aims to promote fair and equitable growth in the economy as part of the COVID recovery process. The objective of the proposed new procurement procedures is to support growth and improved resilience in local enterprises, through increased local spend.
ED&I	08/02/22	NO	<a href="#">SCHOOL STREETS – PILOT PROJECT EVALUATION</a>	The School Streets pilot projects have brought enhancements to life, health, education and learning through reducing the number of vehicles with the School Streets zones for periods of 30 minutes at the start and end of the school day. The opportunities for pupils to walk and cycle to school has the potential to reduce childhood obesity and provide pupils with opportunities to gain practical road safety skills and knowledge. Blue badge holders are exempt from the order so can travel into and out of the zones during the closure period. Exemption permits are also available for all School Streets residents with a motor vehicle registered at their address.
ECLS	09/03/22	NO	<a href="#">ELGIN COMMUNITY CENTRE</a>	An Equalities Impact Assessment would need to be produced if the decision is taken to close this facility
ECLS	09/03/22	NO	<a href="#">ALLOCATION OF EDUCATION FUNDING</a>	There are no implications arising directly from this report, however, equalities impacts and considerations have been taken into account in the previous deployment of resources to support the covid impacts and would be factored into any development of options directed by the committee beyond the budget pressures set out.

CORP	15/03/22	NO	<a href="#">FINANCIAL SERVICES SERVICE PLAN 2022-23</a>	Managers consider equalities issues for staff and service users when assessing current service delivery arrangements and future requirements.
CORP	15/03/22	NO	<a href="#">EDUCATION AND EDUCATION RESOURCES AND COMMUNITIES SERVICE PLANS 2022-23</a>	Managers consider equalities issues for staff and service users when assessing current service delivery arrangements and future requirements.
CORP	15/03/22	NO	<a href="#">ALLOTMENT POLICY</a>	This policy will support equitable access to allotment provision across all Moray communities. There is a requirement that all allotment sites have suitable access, and can be accessed by individuals within protected groups if required.
CORP	15/03/22	NO	<a href="#">IMPROVEMENT AND MODERNISATION PROGRAMME</a>	For the purposes of this report an Equality and a Socio Impact Assessment are not required, however it is acknowledged that various workstreams will identify change that will have an impact on equalities and socio economic considerations and will be reported in due course.
ED&I	22/03/22	NO	<a href="#">HOPEMAN WAITING RESTRICTIONS TRAFFIC REGULATION ORDER</a>	The proposal will assist in promoting equality of opportunity and access for people with mobility and / or sensory impairments, elderly people, visitors and residents with young children. Motorists currently park on this section where the restrictions are proposed half on the road and half on the footway causing an obstruction for people with mobility issues. It is acknowledged that the proposal will remove the opportunity to park a vehicle in front of a property where the current resident has some health related issues, this will undoubtedly be an inconvenience. However, the public road is first and foremost there for the movement and management of traffic, the proposed restrictions are being introduced to manage this situation and in the interests of road safety.
ED&I	22/03/22	NO	<a href="#">TRANSPORTATION CAPITAL AND REVENUE BUDGETS 2022/23</a>	There are no equalities issues arising from this report. There are various expenditure items which promote equalities and / or have a socioeconomic benefit, in particular the spend on road safety and public transport.
ED&I	22/03/22	NO	<a href="#">BUS REVOLUTION OPERATIONAL PLAN REPORT</a>	The project aims to reduce inequalities through the provision of accessible and affordable transport options, particularly tackling barriers to employment. A full Equalities Impact Assessment has been carried out as part of the project.
ED&I	22/03/22	YES	<a href="#">INFORMATION REPORT: ECONOMIC RECOVERY PLAN DELIVERY</a>	The Economic Recovery Plan aims to promote fair and equitable growth in the economy.