

EQUALITY IMPACT ASSESSMENT MONITORING SHEET APRIL 2022 – MARCH 2023

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
MC	06/04/22	NO	RENEWABLES INCOME FUND	The proposal seeks to identify opportunities to redress the balance of income flowing to local areas associated with renewables and the exploitation of the natural resources in the Highlands and Islands.
MC	06/04/22	NO	COVID ECONOMIC RECOVERY FUND	For the extension of the Flexible Food Fund, which includes fuel costs the Scottish Government guidance provides relevant data on potential risk groups which may be affected by financial insecurity. The scheme does not exclude any of these risk groups.
MC	06/04/22	NO	STRATEGIC TOURISM INFRASTRUCTURE DEVELOPMENT PLAN	The strategic infrastructure plan will enable long-term economic investment into Moray's areas and will take any equalities and socio impacts into account at the planning stage of the projects.
MC	06/04/22	NO	SCOTLAND LOVES LOCAL MORAY GIFT CARD	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. Miconex is currently encouraging major supermarkets, hardware stores and value food stores to register to ensure that the scheme is accessible to all and is suitable to be used for community disbursements to lower income families.
ECLS	08/06/22	NO	ALLOCATION OF EDUCATION FUNDING (UPDATE)	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.
ECLS	08/06/22	NO	MORAY EDUCATION – EARLY LEARNING AND CHILDCARE INCOME GENERATION	There are no implications arising directly from this report, however equalities impacts and considerations have been taken into account in previous ELC reports
ECLS	08/06/22	NO	EXPANSION OF MUSIC INSTRUCTION SERVICE	An expansion of the Music Instruction and Performance team in line with our Corporate and LOIP priorities would enable the service to contribute to reducing inequalities of outcome caused by socioeconomic disadvantage.
ECLS	08/06/22	NO	WHOLE FAMILY WELLBEING FUND	The funding supports the ongoing work to tackle inequalities with a focus on poverty and hardship.
CORP	14/06/22	NO	DISCRETIONARY CHARGING – PLANNING FEES	None, however as noted in section 4 certain fees related to applications for disabled adaptations and certain community facilities are waived or discounted providing a positive benefit.
CORP	14/06/22	NO	INSTRUMENTAL MUSIC TUITION FUNDING ALLOCATION	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.
ED&I	21/06/22	NO	CLODDACH BRIDGE STRUCTURAL ASSESSMENT	If the bridge remains closed to vehicular traffic, a maximum diversion of 6 miles may affect some car users.
ED&I	21/06/22	NO	MARINE SAFETY AND OPERATIONAL SUMMARY OF 2021/22 AND UPDATE FOR Q4 2021-2022	There are no specific equalities matters, however, the Equalities Officer has been consulted and comments incorporated into this report.

ED&I	21/06/22	NO	SCOTTISH LOCAL AUTHORITIES ECONOMIC DEVELOPMENT INDICATOR FRAMEWORK REPORT 2020-21	The SLAED Indicator Framework Report provides essential data for monitoring the socio economic health of Moray and has implications in assessing equality of opportunity for people from vulnerable and disadvantaged backgrounds.
H&CS	21/06/22	NO	LOCAL HOUSING STRATEGY 2019-2024 MID TERM REVIEW	It is a statutory requirement that equality issues should be addressed in the LHS. Data and evidence about the particular housing and support needs of equality groups was gathered as part of the Council's Housing Need and Demand Assessment. The LHS sets out how the Council intends to address these needs. The LHS includes an Equality Impact Assessment. Equality groups were consulted as part of the preparation of the LHS.
MC	29/06/22	NO	FUTURE COUNCIL MEETINGS	Online meetings can be more accessible for those with limited mobility or to help balance caring responsibilities. Conversely they can provide additional challenges for those who have difficulty viewing screens for extended periods.
MC	29/06/22	NO	UK SHARED PROSPERITY FUND	The fund will bring economic investment into Moray's areas of which some are characterised by low wages, low rates of full-time employment, wealth deprivation and child poverty.
MC	29/06/22	NO	STRATEGIC PRIORITIES AND FUNDING OPPORTUNITIES	The funds will bring economic investment into Moray's areas of which some are characterised by low wages, low rates of full-time employment, wealth deprivation and child poverty. It includes specific funding programmes to tackle some of these issues.
MC	29/06/22	NO	SUMMER HOLIDAY FOOD AND CHILDCARE PROGRAMME	The activities, childcare and food on offer through this targeted provision are designed to be accessible to target families. When developing the programme consideration has been given to how to meet wider needs, including through the integration of food, transport, family support and referral on to wider services where needed. Principles of dignity, and human rights will be promoted by all involved through the promotion of non-stigmatising provision of services and supports.
MC	29/06/22	NO	APPLICATION FOR DISCRETIONARY NON-DOMESTIC RATES RELIEF: OSPREY HOUSING LIMITED	An award of rates relief to Osprey Housing Limited will support it in objective of the provision of affordable housing.
MC	29/06/22	NO	BEST VALUE PROGRESS REPORT ON MORAY COUNCIL	This is covered in terms of the inspection regime itself and the Council's duty to deliver Best Value.
MC	10/08/22	NO	PERIOD PRODUCTS (FREE PROVISION) (SCOTLAND) ACT 2021- MORAY COUNCIL STATEMENT ON EXERCISE OF FUNCTIONS	Not everyone who menstruates identifies as female, therefore as part of ensuring a dignified approach, Moray Council will ensure that the arrangements put in place to meet our duties allow any individual who menstruates, including transgender men and non-binary individuals, to access products. The language that is used in consultation, published arrangements and delivery will be considerate of equalities. In addition, in some cases men may wish to access products for free for family members or partners. Consultation methods and engagement along with accessibility options and product types available, will all be mindful of best practice in an effort to engage with traditionally hard to reach groups.
MC	10/08/22	NO	COVID ECONOMIC RECOVERY FUND	This report impacts positively on ensuring equality across the Moray area.
MC	10/08/22	NO	PLACE BASED INVESTMENT PROGRAMME	The funding is to address economic disadvantage and therefore should provide positive benefits.
ECLS	24/08/22	NO	EDUCATION NATIONAL IMPROVEMENT FRAMEWORK REPORT AND PLAN	The National Improvement Framework is aimed at reducing inequalities.
ECLS	24/08/22	NO	SCOTTISH ATTAINMENT CHALLENGE	The Scottish Attainment Challenge is aimed at reducing inequalities and SEF funding targets key protected characteristic groups.
ECLS	24/08/22	NO	LEARNING ESTATE – CLOSURE OF INVERAVON PRIMARY SCHOOL STATUTORY CONSULTATION	An Equality Impact Assessment (EIA) is a statutory requirement on the Council to assess the policies and practices necessary to meet the requirements of anti-discrimination and equalities legislation. It also affords an opportunity for the Council to consider the impact on the education service. An assessment has been carried out, as part of the options appraisal process for Inveravon Primary School.

				<p>The main impact for children in the P1-7 age group is the length of journey from Inveravon to either Knockando, Aberlour or Glenlivet primary schools; however, as Inveravon Primary School has been mothballed since July 2017, the majority of the current pupils are already making the journey to either Knockando or Aberlour. Should there be future journeys to Glenlivet these would be of a similar distance and duration.</p> <p>Under the Equality Act 2010 education providers must not treat disabled pupils less favourably and should take reasonable steps to avoid putting disabled pupils at a substantial disadvantage. Any existing arrangements in place for pupils within the schools affected with additional support needs will continue. As discussed in Appendix 1 Section 10.28 Aberlour Primary School is the enhanced provision hub for the Speyside ASG, and as such is fully adapted to meet the requirements of pupils with a range of additional support needs.</p>
ECLS	24/08/22	YES	INFORMATION REPORT: EARLY LEARNING AND CHILDCARE – MAJOR AND MINOR INFRASTRUCTURE WORKS UPDATE	There are no implications arising directly from this report, however equalities impacts and considerations have been taken into account in previous ELC reports.
CORP	30/08/22	NO	IMPROVEMENT AND MODERNISATION PROGRAMME	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	06/09/22	NO	CLODDACH BRIDGE STRUCTURAL ASSESSMENT	If the bridge remains closed to vehicular traffic, a maximum diversion of 6 miles may affect some car users
ED&I	06/09/22	NO	NATIONAL STRATEGY FOR 20 MPH	There are no direct equalities implications arising from this report. However the implementation of 20mph speed limits and zones can support walking, cycling and wheeling which has health, wealth and wellbeing benefits. The outline design of any physical measures to support 20mph speed limits will take into consideration the needs of those with impairments to their mobility.
ED&I	06/09/22	NO	NATURE RESTORATION FUND	By increasing biodiversity, projects should also contribute to community health and wellbeing and reduce inequalities of access to nature.
ED&I	06/09/22	NO	ECONOMIC RECOVERY KEY PERFORMANCE INDICATORS	The Economic Recovery Plan aims to promote fair work and inclusive economic growth.
ED&I	06/09/22	NO	MORAY PATHWAYS LOCAL EMPLOYABILITY PARTNERSHIP DELIVERY PLAN	The actions and outcomes within the delivery plan contribute to tackling inequalities in our communities and an equality impact assessment has been sent to Scottish Government.
ED&I	06/09/22	NO	MORAY HYDROGEN STRATEGY	There are no equalities/socio economic impacts at this stage. This will be considered and an equalities impact assessment carried out where funding applications are progressed
ED&I	06/09/22	NO	LOCAL HEAT AND ENERGY EFFICIENCY STRATEGY	There are no equalities/socio economic impacts at this stage. An Equalities Impact Assessment will be carried out as part of the final strategy and reported back to the committee.
H&CS	06/09/22	NO	RAPID REHOUSING TRANSITION PLAN	It is a statutory requirement that equality issues should be addressed in the RRTP. An EqIA has been undertaken and submitted to the Scottish Government along with the RRTP.
H&CS	06/09/22	NO	MORAY AFFORDABLE HOUSING INVESTMENT PROGRAMME	The housing needs of equalities groups are identified in the Local Housing Strategy (LHS). The Moray Affordable Housing Programme seeks to deliver the housing priorities contained in the LHS.
MC	28/09/22	NO	FLEXIBLE WORKING POLICY REVIEW	While the approach to flexible working within the Flexible Working Policy has been expanded to include consideration of flexibilities for services that might previously not have naturally provided much scope due to the nature and demands of the service, there are potential equalities and socio-economic impacts arising from increased volumes of hybrid working which should be considered. An Equality Impact Assessment is part of the Outline Business Case for the Workplace of the Future project and an updated Equality Impact Assessment for Flexible Working will be undertaken as part of the implementation process in order that any

				undue impact is identified and mitigated appropriately.
MC	28/09/22	NO	MORAY LEARNING ESTATE STRATEGY 2022-2032	<p>The quality of the learning environment can impact on learning and attainment by as much as 16%. The condition and suitability of our learning estate and capacity challenges associated with both growth and population decline in some areas give rise to unequal opportunity across Moray.</p> <p>The Learning Estate Strategy seeks to address this by setting out a vision that all Learning Estate buildings in Moray meet minimum standards and are fit for purpose.</p> <p>Equality impact assessments will be carried out as appropriate during the implementation of the strategy in order to ensure that the benefits are distributed fairly and impacts on groups protected under the Equality Act 2010 are identified and, where reasonably possible, mitigated.</p>
MC	28/09/22	NO	MORAY GROWTH DEAL HOUSING MIX DELIVERY PROJECT PROCUREMENT REQUIREMENT	None arising from this report. The Equalities Impact Assessment included in the OBC will be updated for the FBC.
MC	28/09/22	NO	LEARNING ESTATE STRATEGY AND DELIVERY PROGRAMME – MORAY SUBMISSION FOR LEARNING ESTATE IMPROVEMENT PROGRAMME PHASE 3 FUNDING	<p>The quality of the learning environment can impact on learning and attainment by as much as 16%. The condition and suitability of our learning estate, and capacity challenges associated with both growth and population decline in some areas, give rise to unequal opportunity across Moray.</p> <p>This proposal supports the Learning Estate Strategy requirement that all Learning Estate buildings meet minimum standards and are fit for purpose.</p> <p>Equality impact assessments will be carried out as appropriate during the development of the LEIP Phase 3 option outline business case in order to ensure that benefits are distributed fairly and impacts on groups protected under the Equality Act 2010 are identified and, where reasonably possible, mitigated.</p>
MC	28/09/22	NO	SCHOOL MEAL DEBT	Whilst there are clear socio-economic links to the affordability of, and payment for, school meals, it is recommended that the full impacts are considered collectively through the national research currently being carried out. An EIA focussing on the situation in Moray, will be prepared and presented with the national information.
MC	28/09/22	NO	MORAY GROWTH DEAL – BUS REVOLUTION, REVENUE BUDGET REQUEST	The provision of public transport has equalities and social benefits in providing access to services, education and employment. An Equalities Impact Assessment was prepared as part of the Outline Business Case for the project and can be provided on request.
P&R	25/10/22	NO	TOWN CENTRE IMPROVEMENT PLANS	An EIA has been carried out on the final version of the TCIPs and Delivery Plan. The proposals are considered to have a positive impact on groups protected under the Equality Act 2010. More detailed EIAs will be carried out throughout the design phase of the various projects.
ECLS	02/11/22	NO	SUPPORTING ALL LEARNERS STRATEGY	The plan is aimed at promoting Article 29 of the UNCRC, You have the right to education which tries to develop your personality and abilities as much as possible and encourages you to respect other people's rights and values and to respect the environment, Article 3: All adults should always do what is best for you and Article 4: You have the right to have your rights made a reality by the government. 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.

ECLS	02/11/22	NO	ACTIVE SCHOOLS AND COMMUNITY SPORT UPDATE	A number of Active Schools and Community Sport Hub projects target protected characteristic groups such as the disabled, individuals with poor mental health and also families 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, negatively impacting the ability to reduce health inequalities locally.
ECLS	07/11/22	NO	LEARNING ESTATE STRATEGY AND DELIVERY PROGRAMME – MORAY SUBMISSION FOR LEARNING ESTATE IMPROVEMENT PROGRAMME PHASE 3 FUNDING	<p>The quality of the learning environment can impact on learning and attainment by as much as 16%. The condition and suitability of our learning estate, and capacity challenges associated with both growth and population decline in some areas, give rise to unequal opportunity across Moray.</p> <p>This proposal supports the Learning Estate Strategy requirement that all Learning Estate buildings meet minimum standards and are fit for purpose.</p> <p>Equality impact assessments will be carried out as appropriate during the development of the LEIP Phase 3 option outline business case in order to ensure that benefits are distributed fairly and impacts on groups protected under the Equality Act 2010 are identified and, where reasonably possible, mitigated.</p>
MC	07/11/22	NO	LEARNING ESTATE STRATEGY AND DELIVERY PROGRAMME – MORAY SUBMISSION FOR LEARNING ESTATE IMPROVEMENT PROGRAMME PHASE 3 FUNDING	<p>The quality of the learning environment can impact on learning and attainment by as much as 16%. The condition and suitability of our learning estate, and capacity challenges associated with both growth and population decline in some areas, give rise to unequal opportunity across Moray.</p> <p>This proposal supports the Learning Estate Strategy requirement that all Learning Estate buildings meet minimum standards and are fit for purpose.</p> <p>Equality impact assessments will be carried out as appropriate during the development of the LEIP Phase 3 option outline business case in order to ensure that benefits are distributed fairly and impacts on groups protected under the Equality Act 2010 are identified and, where reasonably possible, mitigated.</p>
CORP	08/11/22	NO	COMMUNITY IDENTIFIED BENEFITS	The proposals aim to promote equality through the development and implementation of a CWB approach.
CORP	08/11/22	NO	PROCUREMENT ANNUAL REPORT FOR 2021/22 AND PROCUREMENT STRATEGIC ACTION PLAN FOR 2022/2023	Equality impact assessments were carried out on the procurement process August 2016 with no significant changes since then.
CORP	08/11/22	NO	COUNCIL POVERTY PLAN PROGRESS UPDATE	Delivery of anti-poverty actions will have a demonstrable and quantifiable positive impact on equalities and the socio economic health of Moray.
CORP	08/11/22	NO	COMPLAINTS ANNUAL REPORT 2021-22	The Equal Opportunities Officer has been consulted in the preparation of this report and recommended that where services are experiencing high volumes of complaints, common complaint issues and any learning arising should be identified. 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. Further recommending that where there is evidence or a suspicion that a complaint is related to characteristics protected under the Equality Act 2010 (race, disability, sex, religion/belief, sexual orientation, age, gender reassignment, pregnancy/maternity), services make contact the Council's Equal Opportunity Officer.
ED&I	15/11/22	NO	ACTIVE TRAVEL STRATEGY AND ACTION PLAN	<p>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.</p> <p>Supporting active travel is beneficial for public health, and helps to tackle inequalities. Raising the profile of active travel choices will also help to improve accessibility for those with mobility disabilities. The provision of</p>

				new shared use paths when developing the network in Moray, will create better accessibility for wheelchair users.
ED&I	15/11/22	NO	UPDATE ON COUNCIL SANDBAG POLICY AND PROPERTY PROTECTION PRODUCTS	Equalities issues may arise in respect of groups who are unable to avail themselves of sandbags via 'self-help' however, the proposed policy does not preclude provision of direct help to such equalities groups.
ED&I	15/11/22	NO	NATURE RESTORATION FUND LONG TERM PLAN	By increasing biodiversity, projects should also contribute to community health and wellbeing and reduce inequalities of access to nature. The impact of this challenge is outlined in para 5.9.
ED&I	15/11/22	NO	CLIMATE CHANGE STRATEGY UPDATE	Tackling 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. Delivering individual elements of the strategy will be screened and, where appropriate, assessed on their implications for equality and human rights.
A&S	23/11/22	NO	SPSO RECOMMENDATIONS REPORT	<p>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.</p> <p>He further recommends that where there is evidence or a suspicion that a complaint is related to characteristics protected under the Equality Act 2010 (race, disability, sex, religion/belief, sexual orientation, age, gender reassignment, pregnancy/maternity), services make contact the council's Equal Opportunity Officer.</p>