

EQUALITY IMPACT ASSESSMENT MONITORING SHEET APRIL 2023 – MARCH 2024

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
ECLS	19/04/2023	NO	REVIEW OF ADDITIONAL SUPPORT NEEDS SERVICES (ACTION PLAN 2023-24)	The implementation of the prioritised actions within the ASN Services Action Plan (2023-24) will help ensure we can effectively meet the needs of all our children and young people with additional support needs in our schools and early year's settings both now and into the future.
ECLS	19/04/2023	NO	LEARNING ESTATE – CLOSURE OF INVERAVON PRIMARY SCHOOL STATUTORY CONSULTATION REPORT	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. 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. 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 with additional support needs within the schools affected 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.
ECLS	19/04/2023	NO	PARTNERSHIP COMMUNITY LEARNING AND DEVELOPMENT PLAN UPDATE	CLD partners deliver both universal and targeted services which engage with large numbers of individuals and organisations. Typical outcomes of CLD work include increased literacy and numeracy skills, enhanced employability, improved health and wellbeing and increased participation in community and civic life.
CORP	25/04/2023	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.
CORP	25/04/2023	NO	CUSTOMER CHARTER UPDATE	The Council's ongoing commitment to equalities is set out in the Charter which underlines key customer rights in this area.
CORP	25/04/2023	NO	STRATHISLA COMMUNITY COUNCIL	There is recognition of the role of voluntary and community organisations in supporting residents in their areas. Should the CC be dissolved there may be an impact on those that are more vulnerable or less able due to the absence of a support network at this level to represent and connect with them on local issues, limiting access to opportunity in this rural dispersed area.
ED&I	02/05/2023	NO	LOSSIEMOUTH TO HOPEMAN ACTIVE TRAVEL ROUTE	An Equalities Impact Assessment (EIA) for the project is a condition of the Sustrans grant funding. An initial assessment has identified a range of positive impacts, particularly on the grounds of sex, disability and age (elderly and children), in tackling rural isolation. It is expected that the EQIA will be developed in more detail throughout the various stages of the application.

ED&I	02/05/2023	NO	NATURE AND BIODIVERSITY POSITION STATEMENT	Decisions taken to enhance biodiversity should also contribute to community health and wellbeing and aim to reduce inequalities of access to nature.
ED&I	02/05/2023	YES	INFORMATION REPORT: SCOTTISH LOCAL AUTHORITIES ECONOMIC DEVELOPMENT INDICATOR FRAMEWORK REPORT 2021/22	The SLAED Indicator Framework Report provides a suite of data which can be used for monitoring the socio economic health of Moray. A number of the indicators included offer insight into the extent to which wealth inequalities are reducing and the effectiveness of Council services in supporting this reduction.
ED&I	02/05/2023	NO	CLIMATE CHANGE PLAN AND ROUTE MAP TO NET ZERO	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 which will have a positive socio-economic impact. Climate change will lead to more extreme adverse weather events in Moray which will have a disproportionate impact on those already in poverty or with the inability to adapt to this change.
ED&I	02/05/2023	NO	ECONOMIC RECOVERY PLAN DELIVERY 2022/23	The Economic Recovery Plan aims to promote fair and equitable growth in the economy.
MC	24/05/2023	NO	LEARNING ESTATE – CLOSURE OF INVERAVON PRIMARY SCHOOL STATUTORY CONSULTATION REPORT	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. 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. 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 with additional support needs within the schools affected 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.
MC	24/05/2023	YES	INFORMATION REPORT: MORAY GROWTH DEAL ANNUAL REPORT	Equalities and Socio Impact Assessments for each project will be updated as part of Full Business Case development.
ECLS	07/06/2023	NO	EDUCATION AND EDUCATION RESOURCES AND COMMUNITIES SERVICE PLANS 2023-24	Managers consider equalities issues for staff and service users when assessing current service delivery arrangements and future requirements.
ECLS	07/06/2023	NO	LEADERSHIP AND MANAGEMENT ARRANGEMENTS FOR PRIMARY SCHOOLS	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	07/06/2023	NO	DEVOLVED SCHOOL MANAGEMENT SCHEME UPDATE	The revised scheme will offer more accessibility provided through the Moray Council Website, Parents Portal, and school websites. The scheme will also be available in different formats and in different languages (if requested)
ECLS	07/06/2023	NO	ALLOCATION OF EDUCATION FUNDING	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	07/06/2023	NO	LEARNING ESTATE PROGRAMME – CROSSROADS PRIMARY SCHOOL STATUS UPDATE AND NEXT STEPS	An equality impact assessment has not been required to date. There will be a requirement to complete one should a decision be taken to formally engage with parents, children and community and an Options Appraisal be instructed.

CORP	13/06/2023	NO	HUMAN RESOURCES, ICT AND ORGANISATIONAL DEVELOPMENT AND STRATEGY GOVERNANCE AND PERFORMANCE SERVICES' SERVICE PLANS 2023-2024	Managers consider equalities issues for staff and service users when assessing current service delivery arrangements and future requirements.
CORP	13/06/2023	NO	FINANCIAL SERVICE PLAN 2023-24	Managers consider equalities issues for staff and service users when assessing current service delivery arrangements and future requirements.
CORP	13/06/2023	NO	VOLUNTEERING POLICY REFRESH	An Equality Impact Assessment has been completed and is at APPENDIX 2 .
ED&I	20/06/2023	NO	CORE PATHS ACTION PLAN 2023 – 2026	Improvements to the Core Paths network resulting from the Dorenell fund will improve the overall accessibility of the paths; collectively providing for all non-motorised users, people of all genders ages and backgrounds. All Core Paths are free to use for everyone.
ED&I	20/06/2023	NO	A940 GRANTOWN ROAD, FORRES TRAFFIC REGULATION ORDER FOR EXTENSION AND AMENDMENT OF SPEED LIMIT	The proposal to introduce a lower speed limit on the R1 site frontage will reduce or maintain reduced vehicular speeds and will encourage greater use of the local roads by non-motor vehicle road users. The speed restrictions will have a positive impact on families with children, disabled people and the elderly.
ED&I	20/06/2023	NO	PAVEMENT PARKING PROPOSED EXEMPTION ORDER	Vehicles parking either partially or wholly on the public footway can present an obstruction to pedestrians and present a hazard to those with restricted mobility and/or visual impairments. The guidance provided to support the parking assessments includes a requirement to undertake EQIAs for the locations where an Exemption Order is being promoted.
ED&I	20/06/2023	NO	ELECTRIC VEHICLE INFRASTRUCTURE FUND STRATEGY AND EXPANSION PLAN – PATHFINDER PROJECT UPDATE	The strategy and expansion plan has been developed following the guidance provided by Scottish Government, Scottish Futures Trust Public EV Charging Strategy and Expansion Plan Template. This guidance includes specific consideration of the provision of electric vehicle charging infrastructure on the relevant protected characteristics in Section 4.2 of the draft Strategy and Expansion Plan, as required by the SG guidance. New guidance on the design of charging infrastructure, to ensure that where practical it is fully accessible, is being developed by Scottish Government. Any new charging infrastructure will be required to follow this guidance. PAS 1899:2022 is a new specification on accessible public charge points for electric powered vehicles. It covers the design and placement of charge points, including the location spacing and surrounding environment as well as the information, signals and indicators to be provided. www.bsigroup.com/en-GB/standards/pas-1899/
ED&I	20/06/2023	NO	MORAY COMMUNITY WEALTH BUILDING STRATEGY AND ACTION PLAN	The proposed actions aim to promote equality and growth in the local economy through the development and implementation of a CWB approach. The vision of the draft CWB Strategy is to “create a fair and equal society where our communities have a greater stake in Moray’s economy”.
H&CS	27/06/2023	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.
H&CS	27/06/2023	NO	TEMPORARY ACCOMMODATION CHARGING POLICY REVIEW	An Equalities Impact Assessment on the revised Temporary Accommodation Charging Policy will be completed following consultation with service users and key stakeholders and any issues will be presented to this Committee in September 2023.
H&CS	27/06/2023	YES	INFORMATION REPORT ON MORAY HOME ENERGY EFFICIENCY PROGRAMME	The energy efficiency proposals set out in this report will be targeted to the homes of fuel poor and older person households.
MC	28/06/2023	NO	CLODDACH BRIDGE	If the bridge remains closed to vehicular traffic, a maximum diversion of 6 miles may affect some car users
MC	28/06/2023	NO	MORAY GROWTH DEAL: EARLY YEARS SCIENCE, TECHNOLOGY, ENGINEERING AND MATHS (STEM) CAPITAL BUDGET ALLOCATION	Equalities and Socio Impact Assessments for the project will be updated as part of Full Business Case development.

MC	28/06/2023	NO	SHORT TO MEDIUM TERM FINANCIAL PLANNING	Any savings proposal with an equalities impact will be subject to an Equalities Impact Assessment (EIA). No EIAs are required for any of the savings incorporated in this report.
MC	28/06/2023	NO	SMARTER WORKING PROJECT – FULL BUSINESS CASE AND PROGRESS UPDATE	A full Equalities Impact Assessment is shown at Appendix 2 . The management workshops, early adopter surveys and service engagement have assisted with giving insight into the potential positive and negative impacts on the various protected groups within the workforce. These are outlined in the EIA and there are potential positive and negative impacts but there are mitigating actions that can be taken. Arrangements to monitor the impact will be implemented, including monitoring the number and type of requests for assistance from the Human Resource team to apply existing policy and process, to ensure any escalation in numbers relating to similar issues are acted on.
P&R	15/08/2023	NO	KEITH GREEN ENERGY AND INFRASTRUCTURE FRAMEWORK	The proposed public consultation will feed into the Equality Impact Assessment (EIA). The focus will be on ensuring that the benefits of economic development, growth and diversity will be distributed fairly.
MC	23/08/23	NO	DRAFT STRATEGIC PARTNERSHIP AGREEMENT WITH PUBLIC HEALTH SCOTLAND	The aim of this collaboration is to provide data and evidence with the objective of improving health and wellbeing and reducing health and inequalities across the North East of Scotland.
CORP	29/08/23	NO	PROCUREMENT ANNUAL REPORT FOR 2022/23 AND PROCUREMENT STRATEGY FOR 2023/2026	Equality impact assessments were carried out on the procurement process in August 2016 with no significant changes since then.
CORP	29/08/23	NO	ICT AND DIGITAL STRATEGY AND PLAN 2023-2026	The ICT team continually monitor accessibility standards ensuring the internal and external websites are compliant.
ED&I	05/09/23	NO	ROSARIE LEVEL CROSSING CLOSURE	An Equality Impact Assessment has been carried out. It has identified a minor impact in relation to the right to privacy and the right to property. It has been decided that these are justifiable as a proportionate means to a legitimate aim.
ED&I	05/09/23	NO	ELGIN PARKING REVIEW	A wide range of key stakeholders were consulted. The parking review and proposed new charging structure aims to strike a balance between the, sometimes conflicting, needs of various groups including those of people with a disability, the elderly and families with young children. There will be a review of disabled persons parking as outlined in 4.6. The effectiveness of the measures will be monitored and evaluated.
H&CS	12/09/23	NO	ALLOCATIONS POLICY REVIEW	A draft Equalities Impact Assessment has been completed (APPENDIX II) with no negative impacts identified. The Equalities Impact Assessment will be updated following the consultation process.
H&CS	12/09/23	NO	TEMPORARY ACCOMMODATION POLICY REVIEW UPDATE	An Equalities Impact Assessment on the revised Temporary Accommodation Charging Policy has been completed and no issues have been identified.
ECLS	19/09/23	NO	EDUCATION NATIONAL IMPROVEMENT FRAMEWORK REPORT AND PLAN	The National Improvement Framework is aimed at reducing inequalities
ECLS	19/09/23	NO	LEARNING ESTATE STRATEGY AND DELIVERY PROGRAMME UPDATE – FUTURE FORRES ACADEMY AND BUCKIE HIGH SCHOOL	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. This proposal supports the Learning Estate Strategy requirement that all Learning Estate buildings meet minimum standards and are fit for purpose. Equality impact assessments will be carried out as appropriate during the development of the outline business cases 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.

ECLS	19/09/23	YES	INFORMATION REPORT: SUMMER HOLIDAY 2023 FUNDING	The activities, childcare and food provided were targeted to low income families. Principles of dignity and human rights were promoted by all involved through the promotion of non-stigmatising provision of services and supports
MC	27/09/23	NO	SHORT TO MEDIUM TERM FINANCIAL PLANNING	Any savings proposal with an equalities impact will be subject to an Equalities Impact Assessment (EIA) when reported.
MC	27/09/23	NO	ELGIN PARKING REVIEW	A wide range of key stakeholders were consulted. The parking review and proposed new charging structure aims to strike a balance between the, sometimes conflicting, needs of various groups including those of people with a disability, the elderly and families with young children. There will be a review of disabled persons parking as outlined in 4.6. The effectiveness of the measures will be monitored and evaluated.
MC	27/09/23	NO	PERMISSION FOR HOSPITALITY BUSINESSES TO PLACE FURNITURE AND NON-FURNITURE ITEMS ON PUBLIC FOOTWAYS	In practical terms there are no changes to the impacts of the council's position on those with protected characteristics. The guidance regarding disabled access and safety will continue as per the current arrangements.
MC	27/09/23	NO	CLODDACH BRIDGE	If the bridge remains closed to vehicular traffic, a maximum diversion of 6 miles may affect some car users.
P&R	24/10/23	NO	TOWN CENTRE IMPROVEMENT PLANS UPDATE AND FUNDING OPPORTUNITIES	The funding aims to support town centre regeneration and address economic disadvantage and in doing so, provide safer, more inclusive and accessible places.
CORP	07/11/23	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.
COPR	07/11/23	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.
CORP	07/11/23	NO	COMPLAINTS ANNUAL REPORT 2022-23	The Equal Opportunities Officer has been consulted in the preparation of this report. 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. 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 must make contact the council's Equal Opportunity Officer.
CORP	07/11/23	NO	TRUST PROPERTIES IN ELGIN	A stage 1 Integrated Impact Assessment identified no adverse impacts. The proposals involve bringing four dwelling houses back into use, which would then be let out in accordance with the Council's Allocations Policy. There is no change to Council services involved.
ED&I	14/11/23	NO	ACTIVE TRAVEL STRATEGY AND ACTION PLAN ANNUAL UPDATE	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 new shared use paths when developing the network in Moray, will create better accessibility for wheelchair users.
ED&I	14/11/23	NO	ROAD SAFETY PLAN TO 2030	An Integrated Impact Assessment has been undertaken and no negative impacts on any protected groups were found. An action in the Road Safety is to provide active travel infrastructure which would be utilised by users with protected characteristics (Disability and Age). An individual Equalities Impact Assessment will be undertaken as individual schemes are developed to seek to maximise the benefits of each scheme.

ED&I	14/11/23	NO	BIODIVERSITY DUTY REPORT 2021-2023	Equal access to quality greenspace is important for health, wellbeing, community cohesion, child development and limiting harm from pollution. Improving biodiversity presents opportunities to reduce inequality.
ED&I	14/11/23	NO	CONSULTATION ON SCOTLAND'S STRATEGIC FRAMEWORK FOR BIODIVERSITY	Equal access to quality greenspace is important for health, wellbeing, community cohesion, child development and limiting harm from pollution. Improving biodiversity presents opportunities to reduce inequality.
H&CS	21/11/2023	NO	TENANT PARTICIPATION STRATEGY 2024-2029	As part of the review of the Strategy, an Integrated Impact Assessment (APPENDIX II) has been produced with no negative impacts identified. This will be reviewed following the formal consultation process with tenants.
H&CS	21/11/2023	NO	STRATEGIC HOUSING INVESTMENT PLAN (SHIP) 2024/2025 - 2028/2029	The housing needs of equalities groups are identified in the LHS. The LHS is subject to an Equalities Impact Assessment. The Moray Affordable Housing Programme seeks to deliver the housing priorities contained in the LHS.
H&CS	21/11/2023	NO	RENT SETTING POLICY REVIEW	An Integrated Impact Assessment (APPENDIX III) has been completed as part of the review of the Rent Setting Policy and no negative impacts identified. This will be reviewed following the formal consultation process with stakeholders and updated as required.
A&S	22/11/2023	NO	SCOTTISH PUBLIC SERVICES OMBUDSMAN RECOMMENDATIONS REPORT	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. The Officer further recommends that where there is evidence or a possibility 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.
ECLS	28/11/2023	NO	EARLY LEARNING AND CHILDCARE (ELC) – TOP UP HOURS UPDATE	An Integrated Impact Assessment (IIA) has been completed and is attached as Appendix 1. Section 3 of the IIA is still to be finalised. The IIA identifies that there may be a socio economic impact on some families as a result of increasing charges; however, as the increase is relatively small it is not expected that the proposal will prevent families from accessing the top up hours service. In order to ensure the local authority services offering top up hours are charging a fair market rate and to reduce operating costs and bring the ELC budget in line, it is important that these changes should go ahead. As indicated in the IIA, there will be consultation with service users more generally to help explain the changes proposed, discuss mitigating actions and give an opportunity to tease out any further issues which have not been identified.
ECLS	28/11/2023	NO	FORRES ACADEMY REINFORCED AUTOCLAVED AERATED CONCRETE (RAAC) CONTINGENCY AND RECOVERY PLANNING	The National Improvement Framework is aimed at reducing inequalities. 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.
ECLS	28/11/2023	YES	ACTIVE SCHOOLS ANNUAL REPORT 2022-23	Reducing inequalities through sport continues to be a priority of the Active Schools team as highlighted in the report, with a specific focus on supporting provision for young people with an additional support need. It is also stipulated by Sportscotland that all activities delivered directly by the Active Schools team are offered at no cost to the participant and this was upheld across 2022/23, improving accessibility to sessions.
MC	06/12/2023	NO	SCHOOL AGE CHILDCARE WORKING GROUP	No separate IIA form but an assessment is woven into the report.

