

EQUALITY IMPACT ASSESSMENT MONITORING SHEET APRIL 2024 – MARCH 2025

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
Corp	23-04-2024	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	23-04-2024	NO	EQUALITY OUTCOMES AND MAINSTREAMING	Publication of the Mainstreaming report assists Moray Council in meeting its public sector equality duties as laid down in section 149 of the Equality Act 2010.
Corp	23-04-2024	NO	MORAY DRAFT BRITISH SIGN LANGUAGE (BSL) PLAN 2024- 2030	An Integrated Impact Assessment is attached in Appendix 2.
ED&I	30-04-2023	NO	TRANSPORTATION CAPITAL AND REVENUE BUDGETS 2024/25	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	30-04-2024	NO	LONG-TERM TOWN FUND	Equalities and Socio Impact Assessments for each project will be updated as part of the project development.
ED&I	30-04-2024	NO	CULTURAL QUARTER: DELIVERY PLAN AND MAPPING	Equalities and Socio Impact Assessments for each project will be updated as part of Full Business Case development.
ED&I	30-04-2024	NO	ZERO EMISSION FLEET REPLACEMENT STRATEGY	The transition to a more environmentally friendly fleet will result in improved air quality for local communities.
H&CS	07-05-2024	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.
H&CS	07-05-2024	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 identified in the LHS.
ECLS	14-05-2024	NO	PARTNERSHIP COMMUNITY LEARNING AND DEVELOPMENT PLAN (2024-2027)	An EIA will be included with the final report to the CPP
ECLS	14-05-2024	YES	INFORMATION REPORT: EARLY LEARNING AND CHILDCARE – SUSTAINABLE RATE	An Integrated Impact Assessment (IIA) was completed previously as part of the report submitted to Full Council on 12 December 2023.
ECLS	14-05-2024	NO	LEARNING ESTATE STRATEGY - PROGRAMME DELIVERY UPDATE	<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. The Learning Estate Strategy requirement is that all school buildings meet minimum standards and are fit for purpose.</p> <p>Any future change to the Learning Estate that would come under the 2010 Statutory Guidance will be required to have completed an Integrated Impact Assessment</p>

MC	22-05-2024	NO	LEARNING ESTATE PROGRAMME UPDATE - FUTURE FORRES ACADEMY SITE SELECTION	<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>
MC	22-05-2024	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 and any subsequent, significant change control activity.
CORP	11-06-2024	NO	HUMAN RESOURCES, ICT AND ORGANISATIONAL DEVELOPMENT AND GOVERNANCE STRATEGY 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	11-06-2024	NO	FINANCIAL SERVICE PLAN 2024-25	Managers consider equalities issues for staff and service users when addressing current service delivery arrangements and future requirements.
P&R	13-06-2024 (Special)	YES	INFORMATION REPORT: LEARNING ESTATE STRATEGY – PROGRAMME DELIVERY UPDATE	The equalities/socio economic impacts arising from the ELCS report on 14 May 2024 are addressed in Appendix 1 .
ED&I	18-06-2024	NO	ECONOMY, ENVIRONMENT AND FINANCE (EEF) SERVICE PLANS 2024-25	Managers consider equalities issues for staff and service users when assessing current service delivery arrangements and future requirements.
ED&I	18-06-2024	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 Plan 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	18-06-2024	NO	CONSULTATION RESPONSE HITRANS DRAFT REGIONAL TRANSPORT STRATEGY	There are no equalities/socio economic impacts arising from this report but if the strategy is implemented there could be a positive impact on equalities and access to transport. Integrated Impact Assessments have previously been carried out for Moray Council's Road Safety Plan and Active Travel Strategy, which link into this draft Regional Transport Strategy. The responsibility for determining the need / carrying out an IIA for the Regional Transport Strategy itself sits with HITRANS.
ED&I	18-06-2024	YES	INFORMATION REPORT: ELGIN TOWN CENTRE PARKING ENFORCEMENT	There were some impacts on the grounds of disability. Enforcing the restrictions which are already in place may affect people with a disability as they may not be able to get directly to the location they wish, but this is deemed justified as a proportionate way of ensuring safety and accessibility for pedestrians.
ED&I	18-06-2024	YES	INFORMATION REPORT: SUSTAINABLE AVIATION TEST ENVIRONMENT PROJECT	This project may positively impact equalities in the future by creating technology which may reduce response times to emergencies in rural areas.
ED&I	18-06-2024	YES	INFORMATION REPORT: MORAY PATHWAYS LOCAL EMPLOYABILITY PARTNERSHIP ANNUAL INVESTMENT PLAN (2024-2025)	The actions and outcomes within the annual investment plan contribute to tackling inequalities in our communities and an equality impact assessment has been sent to Scottish Government.
H&CS	25-06-2024	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 identified in the LHS.
H&CS	25-06-2024	NO	ANTISOCIAL BEHAVIOUR POLICY	This policy is intended to provide protection to individuals and groups whose quality of life is undermined by the antisocial behaviour of others. Individuals who experience prejudice, for example on the grounds of race, religion, gender, age, disability, or sexual orientation may also be more likely to be the victims of antisocial behaviour. The measures outlined are not intended to tackle behaviour that is merely different, or behaviour that is the result of a medical or developmental condition or mental health issue.

H&CS	25-06-2024	NO	HOUSING AND PROPERTY AND ECONOMIC GROWTH AND DEVELOPMENT SERVICES - SERVICE PLANS 2024-25	Managers consider equalities issues for staff and service users when assessing current service delivery arrangements and future requirements.
MC	26-06-2024	NO	SCHOOL TRANSPORT POLICY AND IMPLEMENTATION	Throughout the report, potential equality issues of the various options are highlighted. These will need to be further assessed alongside the public consultation.
MC	26-06-2024	NO	SHORT TO MEDIUM TERM FINANCIAL STRATEGY	Any savings proposal with an equalities impact will be subject to an Equalities Impact Assessment (EIA) when reported.
MC	26-06-2024	NO	CORPORATE PLAN – PROGRESS UPDATE 2023-24	The Council's ongoing commitment to equalities is reflected in the Corporate Plan.
CORP	27-08-2024	NO	BEST VALUE ACTION PLAN PROGRESS REPORTING	This is covered in the Best Value inspection regime itself and the Council's duty to deliver best value.
CORP	27-08-2024	NO	MORAY BRITISH SIGN LANGUAGE (BSL) PLAN 2024-2030	An Integrated Impact Assessment is attached in Appendix 2.
ED&I	03-09-2024	YES	INFORMATION REPORT: NATURE RESTORATION FUND 2023- 24 UPDATE	By increasing biodiversity, projects should also contribute to community health and wellbeing and reduce inequalities of access to nature.
H&CS	10-09-2024	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 identified in the LHS.
H&CS	10-09-2024	NO	GRASS CUTTING SCHEME REVIEW	An Integrated Impact Assessment was completed as part of the Grass Cutting Scheme review. The IIA will be updated following the consultation process.
H&CS	10-09-2024	NO	MORAY HOME ENERGY EFFICIENCY PROGRAMME	The energy efficiency proposals set out in this report will be targeted to the homes of fuel poor households.
H&CS	10-09-2024	YES	INFORMATION REPORT: LOCAL HOUSING STRATEGY UPDATE	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 is 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.
ECLS	17-09-2024	NO	PARTNERSHIP COMMUNITY LEARNING AND DEVELOPMENT PLAN APPROVAL (2024-2027)	A Summary version of the Plan has been produced (Appendix 2) and an Integrated Impact Assessment has been completed (Appendix 3).
ECLS	17-09-2024	NO	LEARNING ESTATE - CLOSURE OF CROSSROADS PRIMARY SCHOOL STATUTORY CONSULTATION	An Integrated Impact Assessment (IIA) 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 Crossroads Primary School and is attached as Appendix 5 . The main impact for children in the P1-7 age group is the length of journey from Crossroads to either Rothiemay or Keith primary schools. As a consequence of mothballing, 7 pupils are currently transported to Rothiemay Primary School on Council provided transport. The remaining 18 pupils living in Crossroads catchment are already making the journey to Keith schools using private arrangements
ECLS	17-09-2024	NO	EDUCATION NATIONAL IMPROVEMENT FRAMEWORK REPORT AND PLAN	The National Improvement Framework is aimed at reducing inequalities.
ECLS	17-09-2024	NO	SPEECH AND LANGUAGE CONTRACT AND SUPPORT (EDUCATION)	This report aligns with the Strategic Priorities for Education and the National Improvement Framework(NIF) which is aimed at reducing inequalities.
MC	25-09-2024	NO	DEVELOPMENT OF SAVINGS PLAN FOR SHORT TO MEDIUM TERM	Any savings proposal with an equalities impact will be subject to an Equalities Impact Assessment (EIA) when reported.

MC	25-09-2024	NO	CLIMATE ADAPTATION BENCHMARKING 2023	No EIA is required for this report, however it is noted that climate change most affects those already vulnerable in society, including those with underlying health conditions, low income/tenancy status, children and minorities.
MC	25-09-2024	NO	BUS REVOLUTION PHASE 2 (SERVICE EXPANSION PLAN	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.
MC	25-09-2024	NO	MORAY GROWTH DEAL – EARLY YEARS SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS PROJECT FULL BUSINESS CASE	An integrated impact assessment covering equalities and socioeconomic duties along with human rights and rights of the child has been considered as part of the FBC development process. Information can be found in appendix 4 of the FBC document.
CORP	05-11-2024	NO	COMPLAINTS ANNUAL REPORT 2023-24	<p>The Equal Opportunities Officer has been consulted in the preparation of this report.</p> <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>A further recommendation is 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 Opportunities Officer.</p>
CORP	05-11-2024	NO	BEST VALUE ACTION PLAN PROGRESS REPORTING	This is covered in the Best Value inspection regime itself and the Council's duty to deliver best value.
CORP	05-11-2024	NO	SUSTAINABLE DEVELOPMENT STATEMENT	Sustainable development is a cross-cutting aspect of Best Value like equality including socio-economic aspects and so the implications section of reports in this section and the Climate Change and Biodiversity Impacts section will be reviewed and updated by the end of 2024.
CORP	05-11-2024	NO	TRANSFORMATION STRATEGY DEVELOPMENT – PROGRESS MONITORING	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	05-11-2024	NO	FLAG FLYING PROTOCOL	Flags can be used to promote awareness of groups with protected characteristics.
CORP	05-11-2024	NO	MORAY GAELIC LANGUAGE PLAN (SECOND EDITION) 2025- 2030	An integrated impact assessment has been completed.
H&CS	19-11-2024	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 identified in the LHS.
H&CS	19-11-2024	NO	STRATEGIC HOUSING INVESTMENT PLAN (SHIP) 2025/26 - 2029/30	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	19-11-2024	NO	GRASS CUTTING SCHEME REVIEW UPDATE	An Integrated Impact Assessment (IIA) was completed as part of the Grass Cutting Scheme review and updated during the public consultation which identifies a positive impact on a protected group as outlined in the IIA APPENDIX III . However, the IIA assumes that the Scheme will operate on a full cost recovery basis, with all costs incurred passed on to participating tenants. The IIA highlights that those from a disability group tend to have less disposable income than non disabled groups.

MC	04-12-2024	NO	COMMITTEE CHANGES, ROLES AND RESPONSIBILITIES AND OUTSIDE BODY VACANCIES	Two of the Champions roles relate to the promotion of the interests of protected groups in Council decision making. As the options in paragraph 4.2 above (Options 2,3 and 4) provide for some continuation of this promotion through the Chair and as the Council still require in law to have regard to the interests of these groups in its decision making there is not considered to be any detrimental impact on these groups.
MC	04-12-2024	NO	CLIMATE CHANGE PLAN AND ROUTE MAP TO NET ZERO	Climate change will impact on every service area of the Council. By considering climate change across services, it is possible to deliver positive equalities and socio-economic impacts. Climate action is integral in progressing the Council's corporate priorities of tackling poverty and inequality, building a stronger greener economy, and building thriving, resilient, empowered communities. Climate change will lead to more extreme weather events in Moray which will have a disproportionate impact on those already in poverty or with the inability to adapt to this change.
P&R	17.12.24	NO	DEVELOPMENT PLAN SCHEME 2025 - MORAY LOCAL DEVELOPMENT PLAN 2027	A full assessment will be carried out on the Proposed Plan.
P&R	17.12.24	YES	INFORMATION REPORT: TOWN CENTRE REGENERATION PROJECTS AND FUNDING UPDATE	Positive impact in terms of equalities through enhanced and improved accessibility to the town centres and buildings covered by the ECCMP and TCIPs due to the requirement for them to meet current accessibility regulations and standards.
CORP	28.01.25	NO	TRUST PROPERTIES IN ELGIN	A stage 1 Integrated Impact Assessment identified no adverse impacts. The proposals involve bringing ten dwelling houses back into use, which would then be let out in accordance with the Council's Allocations Policy, under a lettings plan. There is no change to Council services involved.
CORP	28.01.25	NO	BEST VALUE ACTION PLAN PROGRESS REPORTING	This is covered in the Best Value inspection regime itself and the Council's duty to deliver best value.
CORP	28.01.25	NO	ICT STRATEGY AND PLAN 2025-2028 AND DIGITAL UPDATE	ICT is an enabler that addresses equalities issues through improved accessibility through monitoring accessibility standards ensuring the internal and external websites are compliant. The increased flexibility from remote working supports employees with caring responsibilities as well as enabling people with disabilities to sustain employment.
CORP	28.01.25	NO	TRANSFORMATION STRATEGY DEVELOPMENT	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	04.02.25	NO	MARINE SAFETY AND OPERATIONAL SUMMARY OF 2024/2025 QUARTER 1 – QUARTER 3	There are no specific equalities matters, however, the Equalities Officer has been consulted and comments incorporated into this report.
ED&I	04.02.25	NO	UPDATE ON THE USE OF GLYPHOSATE BY	The agreed reductions in the use of Glyphosate helps to support increasing biodiversity and contribute to community health and wellbeing by reducing inequalities of access to nature.
ED&I	04.02.25	NO	SUPPLIER DEVELOPMENT PROGRAMME MEMBERSHIP	Moray Council has a statutory duty under the Equality Act 2010 to ensure that contract(s) or framework agreements, covered by the Public Contracts (Scotland) Regulations 2015, meet specific requirements: <ul style="list-style-type: none"> • Where a contract or framework agreement is awarded on the basis of the most economically advantageous, the Council must have had due regard as to whether the contract or framework criteria includes considerations to enable it to better perform the equality duty. • Where Moray Council sets out specific performance conditions in a contract or agreement, due regard must be given as to whether those conditions enable the Council to better perform the equality duty. <p>Should the report recommendations be approved and the SDP membership is withdrawn, local training provided by Business Gateway and / or Moray Council Procurement Team (as an alternative to the SDP</p>

				training) should include reference to the above duty to ensure local SMEs are informed of the requirements.
ED&I	04.02.25	YES	BUSINESS GATEWAY (EXTENDED) ANNUAL REPORT	As per paragraph 2.3 above, the National Service Specification (Appendix 1) sets out the framework to guide Local Authorities in the local delivery of the BG Service. The specification commits to six programmes of work, with Programme 5 'A Fairer and More Equal Society' aiming to tackle inequality through increasing employment rates, wage growth, reducing poverty for disadvantaged communities. Further commitment is made in terms of accessibility throughout all BG premises. Both positively support the Council in meeting its general duty under the Equalities Act 2010 and Fairer Scotland Duty. An Integrated Impact Assessment is not needed because the report is to inform the Committee on performance
H&CS	11.02.25	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 identified in the LHS.
ECLS	18.02.25	NO	ADDITIONAL SUPPORT NEEDS ALLOCATIONS	Any changes in support staff will have an impact on female employees as the majority of our support staff are female. An Integrated Impact Assessment has been completed and is attached as Appendix 1 . The purpose of the ASN review has been to ensure that resource is closer to the child with the desire to improve equality impacts for those with ASN.
MC	19.02.25	NO	A96 CORRIDOR REVIEW	The draft Transport Appraisal, which accompanies the A96 Corridor Review consultation, has considered each option and package of options against the Fairer Scotland Duty, Child Rights and Wellbeing and Equalities. Draft impact assessments have been carried out by independent consultant Jacobs AECOM, on behalf of Transport Scotland. The draft assessments set out any identified potential impacts in relation to the proposed Refined Package and are available as part of the consultation. More detailed assessment will be carried out as the design stage develops to better understand the extent of any identified impacts and recommend any effective mitigations. The responsibility for undertaking these Integrated Impact Assessments for transport interventions, improvements, bypasses or dualling of the A96 lies with Scottish Government at this stage.
MC	19.02.25	NO	LOCAL VISITOR LEVY INTRODUCTION STAGE 1	The Act does not place specific equality duties on a local authority in relation to a VL scheme. However, as public bodies there are requirements related to equalities that will impact on a local authority as it develops, introduces, and administers a VL scheme and an Equality Assessment will therefore be required as part of Stage 1.
MC	19.02.25	NO	MORAY GROWTH DEAL ANNUAL REPORT – 2024	Equalities and socio-economic impact assessments for each project will be updated as part of full business case development and any subsequent, significant change control activity.