

# Equality and Rights Impact Assessment

## 2015-2018 Budget Summary Report

### What budget option does this ERIA information relate to?

SfC1 Reduce Expenditure on Agency Staff.

This has been allocated across the department on a proportionate basis, based on employee budget.

It will be achieved through improved challenge, budgeting and planning of staff requirements and utilising more cost effective means to deliver services.

As per new HR protocol, the recruitment of any agency staff will now have to be signed off by SMT and the Director, with the exception of posts on a pre-approved list, which includes posts which are essential to protect frontline service delivery and can be recruited with immediate effect. This will increase scrutiny and control of agency spend while protecting frontline services.

### What are the main impacts of this option on rights?

Service areas identified as contributing significantly to compliance with the equality & rights framework will be prioritise to ensure that customers and service users fully engage with and receive the services they need at the time they need them.

Therefore it is envisaged that this proposal will enhance all rights and there will be no infringement of rights.

### What are the main impacts of this option on equality?

In following the new agreed HR protocol this proposal will not have a negative impact on the Council's equality duty.

It is envisage that the approach being taken will evidence continued due regard to advancing equality of opportunity to engage with and receive Council services,

The elimination of discrimination, harassment and intimidation by ensuring that the Council has competent staff engaged in the delivery of services specifically designed to support or take enforcement action in relation to behaviours which evidence the above.

Having competent staff in place to identify and support the implementation of initiatives which foster good relations will also continue due to the prioritisation of recruitment to essential posts.

### What are the main recommendations to address either the positive or negative impacts?

N/A

**Sign Off (print name and position and contact details)**

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## Carbon Impact Assessment Template

<b>BUDGET OPTION</b> SfC1 Reduce Expenditure on Agency Staff.				
<b>LEAD OFFICER</b> Jackie Bryceland				
To record your assessment put an <b>X</b> in the appropriate columns below.				
COUNCIL CARBON EMISSIONS	IMPACTS			NOTES
	↓	↑	↔	
WASTE to landfill			X	
BUILDINGS energy usage			X	
INFRASTRUCTURE energy usage			X	
TRANSPORT fuel consumption			X	

↓ = *anticipated decrease in emissions*

↑ = *anticipated increase in emissions*

↔ = *no change anticipated*