

STAGE ONE: RAPID IMPACT ASSESSMENT

Health and Safety Policy - <https://www.argyll-bute.gov.uk/council-and-government/plans-policies-and-key-documents>
Council Constitution
<https://www.argyll>

<p>7. Is there a need to collect further evidence or to involve or consult protected characteristic groups on the impact of the proposed policy?</p> <p>(Example: if the impact on an individual or group is not known what will you do to gather the information needed and when will you do this?)</p>	<p>No</p> <p>The strategy will comply with the statutory requirements on the payment of a living wage to persons involved in producing, providing or constructing the subject matter of regulated procurements, as follows:</p> <p>We will contribute towards improving the social wellbeing element, in particular reducing inequality in Argyll and Bute, of our sustainable procurement duty by promoting the Living Wage and fair work practices;</p> <p>The Council currently pays all employees the living wage, and would look to becoming a Living Wage Accredited Employer in the future;</p> <p>Consider at the sourcing strategy stage of individual procurements whether it is relevant to address living wage and fair work practices;</p> <p>This living wage policy will be approached in regulated procurements in a way which takes account of other relevant factors, while ensuring an appropriate balance between quality and cost by including the standard fair work practices question within tender documents, as an element of the overall Quality/Technical score;</p> <p>We will ensure a proportionate approach, based on the nature, scope, size and place of the performance of the contract, based on the guidance within the Procurement Manual and the relevant route as per the Procurement Journey.</p>
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Part 2: Protected Characteristics

Which protected characteristics will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic group is not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

If there is a negative impact against a protected characteristic then a full EqIA (Stage 2) should be completed.

Protected Characteristic	Positively	Negatively	No Impact	Not Known
Age			X	
Disability			X	
Ethnicity			X	
Gender			X	
Gender reassignment			X	
Marriage and Civil Partnership			X	
Pregnancy & Maternity			X	
Religion			X	
Sexual Orientation			X	

Part 3: Impacts/Monitoring

<p>1. Have any positive impacts been identified?</p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	NO
<p>2. Have any negative impacts been identified?</p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc.)</p>	NO
<p>3. What action is proposed to overcome any negative impacts?</p> <p>(e.g. involving community groups in the development or delivery of the policy or practice, providing information in community languages etc.)</p>	N/A
<p>4. Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome?</p> <p>(If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	N/A

	<p>sourcing strategy is considered to amend those policies, then a further EQIA would be carried out for those individual sourcing strategies. The overall procurement and commissioning strategy is assessed as having no direct impact on equalities groups. Its main thrust is to ensure compliance with all relevant legislation and the key elements of this include payment of living wage and promotion of sustainability.</p>
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6. How will the policy be monitored?

(How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.)

Part 4: Contact Information

Name of Department : Customer and Support Services

Manager Responsible:

Name: ANNE MACOLL-SMITH

Designation: PROCUREMENT AND COMMISSIONING MANAGER

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Signature Lead Officer:

Date: 13/10/16

Signature of Director/Head of Service:

Date

13/10/16

Name of Director/Head of Service: JUDY ORR

Date of Next Policy Review: Will be reviewed annually