

Argyll and Bute Council: Equality and Socio-Economic Impact Assessment

Section 1: About the proposal

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| Title of Proposal |
| 2020-2021 Budget Preparation: Commercial Services; CS01 – Remodel Estates Staff Structure |

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| Intended outcome of proposal |
| Removal of 1 x LGE11 Estates Surveyor's post from the organisational structure. |

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| Description of proposal |
| <p>Commercial Services is a new department established on 1-Jul-19, bringing together 3 teams who have previously not worked together – Estates, Programme Management (CHORD) and Property Management.</p> <p>Following the appointment of the previous Estates Manager to the post of Head of Commercial Services there is an opportunity to remodel the Estates team. The Estates Manager's post was subsequently filled from within the Estates team leading to 1 x Estates Surveyor's post being vacant.</p> <p>This will reduce the number of Estates Surveyors in the team from 4.5 to 3.5 FTE.</p> |

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| Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes |
| <ul style="list-style-type: none">BO027 – Our infrastructure and assets are fit for purpose <p>Contributes towards the Commercial Services Savings Target i.e. 7% reduction in respect of the 2020-2021 Revenue budget, which equates to £682,861</p> |

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| Lead officer details: | |
| Name of lead officer | David Allan |
| Job title | Estates & Property Development Manager |
| Department | Customer Services |
| Appropriate officer details: | |
| Name of appropriate officer | Ross McLain |
| Department | Customer Services |
| Sign off of EqSEIA | |
| Date of sign off | |

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| Who will deliver the proposal? |
| Estates & Property Development |

Section 2: Evidence used in the course of carrying out EqSEIA

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| Consultation / engagement |
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| | Negative | No impact | Positive | Don't know |
|---------------------------|-----------------|------------------|-----------------|-------------------|
| Area deprivation | | X | | |
| Socio-economic background | | X | | |
| Communities of place? | | X | | |
| Communities of interest? | | X | | |

There will be short term impacts while workloads are transferred between team members due to the time taken to pick up the detailed knowledge required to manage complex property transactions. This will be managed through regular project updates and close team working during the initial stages of the change process.

Section 5: Monitoring and review

How will you monitor and evaluate the equality impacts of your proposal?

- Argyll and Bute Council procedures for Service Redesign will be followed.
- Staff consultation
- Monitoring of Members Casebook Incidents
- Customer Feedback (internal and external)