





## Argyll and Bute Council / HSCP Equality and Socio-Economic Impact Assessment (EQIA)

	<b>07 June 2022</b>		
	<b>Shirley Johnstone</b>		
	01	New Document – Dunoon	07.06.22
	02	Updated Document – Dunoon / Rothesay	08.11.22
	03	Updated Document – Rothesay / Islay / Oban	16.10.23

# Argyll and Bute Council / HSCP Equality and Socio-Economic Impact Assessment (EQIA)

## Section 1: About the proposal

<b>Title of Proposal</b>
Our Modern Workspace

<b>Intended outcome of proposal</b>
Our Modern Workspace has been set up to allow Argyll and Bute Council an opportunity to review the way in which it works, the tools that the workforce have to deliver their Services and to take the lessons learned from the way in which the council adapted in response to the pandemic and use these to develop flexible working opportunities to support the wellbeing of the workforce. It is expected that this project will take approx. 3 years to deliver

<b>Description of proposal</b>
The purpose of this Project is <ul style="list-style-type: none"><li>○ To engage with staff and customers about the future model of delivering services from offices</li><li>○ To review the current work places of the Councils office based workforce.</li><li>○ ounbumse cto 18.1ac6(c)( fi(i)-1.1 (c)-.7 (e).1 (e c)-1.7 (urenuue, 18.1)5a)-1.1 pti</li></ul>

<b>Lead officer details:</b>	
Name of lead officer	<b>Shirley Johnstone</b>
Job title	<b>Change Manager</b>
Department	<b>Commercial Services</b>
<b>Appropriate officer details:</b>	
Name of appropriate officer	<b>Ross McLaughlin / Jane Fowler</b>
Job title	<b>Head of Commercial Services / Head of Customer Support Services</b>
Department	<b>Customer Services / Development and Infrastructure</b>
Sign off of EQIA (Head of Service):	
Date of sign off:	

<b>Who will deliver the proposal?</b>
Our Modern Workspace Project Board Any building works will be tendered and overseen by Property Services

## Section 2: Evidence used in the course of carrying out EQIA

### **Consultation / engagement**

The Project Board currently meet monthly and the members of the board are representatives from HSCP, HROD, Commercial Services, H&S, IT, Trade Unions, Finance and Communications which means that a wide cross section of the Council / HSCP are involved in the discussions and decision making.

There was initial consultation with SMT / DMT and then at Service Level Management meetings to advise on the project proposals.



Impact on **Service Deliverers** (including employees, volunteers etc):  
 Town 1 (Dunoon) Public Sector Hub Building (**Argyll House**)

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age		x		
Disability			x	
Ethnicity		x		
Sex		x		
Gender reassignment		x		

Ongoing staff engagement into individual requirements is underway through the HR policies and procedures which is currently under review. This will identify any groups that may fall within the “negative” category and each impact will be reviewed on a case by case basis.

Whilst not identified as a “negative” impact the Hub building has previously been reasonably adjusted for staff with accessibility issues which can accommodate those moving from other buildings whose needs can be assessed and reasonable adjustments will be put in place, where necessary. The shift to more hybrid working may increase the reasonable adjustments available or allow them to be tailored more fully to people’s needs/ preferences.

Impact on **Service Users** (*incl. members of the public / partners*):  
Town 1 (Dunoon)





Impact on **Service Deliverers** *(including employees, volunteers etc)*:  
Town 1 (Dunoon) – Customer Engagement Hub **(Dolphin Hall TBC)**

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Negative	No impact	Positive	Don't know
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Impact on **Service Users** (*members of the public / partners*):  
 Town 2 (Rothesay) Multi-Service Hub Building (**Union Street**)

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age		x		

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Impact on **Service Deliverers** (including employees, volunteers etc):  
Town 2 (Rothesay) Multi-Service Hub Building (**Union Street**)

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Negative	No impact	Positive	Don't know
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N/a

**How has 'due regard' been given to any negative impacts that have been identified?**

Ongoing staff engagement into individual requirements is underway through the HR policies and procedures which is currently under review. This will identify any groups that may fall within the

Impact on **Service Users** (*members of the public / partners*):  
 Town 2 (Rothesay) – Customer Engagement Hub (**Victoria Street**)

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age			x	
Disability			x	

Impact on **Service Deliverers** (including employees, volunteers etc):  
 Town 2 (Rothesay) – Customer Engagement Hub **(Victoria Street)**

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age			x	
Disability			x	
Ethnicity		x		
Sex				

working from home was raised as a challenge by some employees in the survey While there would be no financial detriment to employees who could continue to work from the office, they may perceive that there is a negative impact on the level of flexibility they can have around where they work if they would like to work from home but can't afford to. This may refer more to a curtailing of the positive impact as opposed to having a negative impact or detriment to this group of employees.

**Communities of Interest- Carers**

Having more flexible arrangements around how we work could have positive impact on carers who may have to be available at short notice.

**If any 'don't knows' have been identified, at what point will impacts on these groups become identifiable?**

Ongoing staff engagement into individual requirements is underway through the HR policies and procedures currently under review. This will identify any groups that may fall within the "negative" category and each impact will be reviewed on a case by case basis.

**How has 'due regard' been given to any negative impacts that have been identified?**

N/a

Impact on **Service Users** (*members of the public / partners*):  
 Town 3 (Islay) – Customer Engagement Hub (**Jamieson Street**)

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age			x	
Disability			x	
Ethnicity		x		
Sex		x		



Impact on **Service Deliverers** (including employees, volunteers etc):  
 Town 3 (Islay) Customer Engagement Hub (**Jamieson Street**)

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age		x		

Impact on **Service Users** (*members of the public / partners*):  
 Town 4 (Oban) – Customer Engagement Hub (**Municipal Building**)

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age		x		
Disability		x		
Ethnicity		x		

Impact on **Service Deliverers** (including employees, volunteers etc):  
 Town 4 Oban – Customer Engagement Hub (**Municipal Building**)

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age		x		
Disability		x		
Ethnicity		x		
Sex		x		
Gender reassignment		x		
Marriage and Civil Partnership		x		
Pregnancy and Maternity		x		
Religion		x		
Sexual Orientation		x		
<b>Fairer Scotland Duty:</b>				
Mainland rural population			x	
Island populations				
Low income				

#### Section 4: Interdependencies

**Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the Council /HCSP?**

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Yes

#### **Details of knock-on effects identified**

Once the review of each town is completed and any reconfiguration of office space and relocation of staff is complete, a further review of surplus building will be undertaken and identify which buildings can be re-purposed or disposed of.

#### Section 5: Monitoring and review

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

Through levels of service demand, performance and staff feedback

#### Section 6: Publication

#### **How will you publish this EQIA?**

This EQIA will be presented to the Project Board.

The EQIA will be published on both the Council and NHS Highland website once all 8 towns have been assessed.