

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

## Section 1: About the proposal

<b>Title of Proposal</b>

<b>Intended outcome of proposal</b>
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**Getting it Right**

<b>Lead officer details:</b>	
	<b>Gerry Wilson</b>
	<b>ICT &amp; Digital Manager</b>
	<b>Customer &amp; Support Services (ICT)</b>
<b>Appropriate officer details:</b>	
	<b>Judy Orr</b>
	<b>Head of Customer &amp; Support Services</b>
	<b>Customer Services</b>

**Who will deliver the proposal?**

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

**Consultation / engagement**

- October 11<sup>th</sup> 2018 at team meeting, ICT Production manager advised staff that discussions were taking place around future of ICT Service Desk, the system in use and overall future. This would be addressed under reconstructing the budget proposals but likelihood impact on future service desk operation.
  - October 25<sup>th</sup> 2018 ICT Production manager held meeting with 3 service desk staff at Kilmory and informed outline of proposals to change the operational makeup of service desk staff in line with reconstructing the budget proposals work and this would ultimately result in proposals the 3 staff being made redundant. Staff were advised they would have opportunity to raise any questions/discuss opinions at any time with manager but were pointed to HR guidance on HUB.
  - W/C 29<sup>th</sup> October 2018 - Discussed individually with each member of staff, responding to questions raised about timescale for redundancy, notice period, redeployment options, any limitations on posts they could apply for if redeployment was considered (Education / NHS jobs) and where jobs were advertised. In responding, ICT Production Manager met face to face (individually) with 2 Kilmory based staff and met via telephone conversation with 1 Kintyre House based staff to answer
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	<b>Negative</b>	<b>No impact</b>	<b>Positive</b>	<b>Don't know</b>
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<b>Details of knock-on effects identified</b>

**Section 5: Monitoring and review**

<b>How will you monitor and evaluate the equality impacts of your proposal?</b>