





The intention of strong workforce planning is to improve the quality of service to our service users by ensuring we have the workforce required to deliver on our commitments set out in the Corporate plan and other strategic documents.

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

Impact on service deliverers (including employees, volunteers etc) :

	Negative	No impact	Positive	Don't know
Protected characteristics:				
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	
Fairer Scotland Duty:				
Mainland rural population		x		
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		
Area deprivation		x		
Socio-economic background		x		
Communities of place		x		


encourage completion of this information with a view to improving our data is expected to allow us to identify any issues and actions that could subsequently have a positive impact where required.

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

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

No negative impacts have been identified to date. Further review will be undertaken during the development of the detailed delivery plan.

#### Section 4: Interdependencies

 likely to have any knock -on effects for any other activities carried out by or on behalf of the council?	None
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Details of knock