

Impact Assessment : Considerations under the Equality Act 2010

Proposal for UBC June 2020

Budget Proposal	Action proposed to reduce impact Other Impacts / Comments
	al tation
The budget proposal is to increase staff resources across all of the design teams (to varying levels). The proposal also amalgamates teams to bring anticipated efficiencies proposal assumes that the increase in staff costs will be offset by an increase level in fees generated through a greater output in project delivery. If we are able to increase our staffing resources it should provide greater surety for the delivery of new capital assets.	Redesign is primarily based on the need for additional staffing rescrees to meet the delivery expectations within Capital Budget programme. Any new recruitment will ensure equality.
2	
3	
2 3 4	

Impact Assessment : Considerations under the Fairer Scotland Duty

Budget	Proposal		Service:			Author: CI			
		Low income / income poverty – those who cannot afford regular bills, food, clothing payments	wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the	access basic goods and services, unable to repair / replace broken electrical	people live (rural areas) and where they work (accessibility for	background – social class, parents' education, employment,	You might not be discriminating, but could your proposal offer a better advantage to those in need?	Action proposed to reduce impact	Other impacts/ Comments
1	Name of proposal	Give details of impact	Give details of impact		Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact
2									
3									
4									

	High Negative Impact identified
	Medium Negative impact identified
	Low or No impact Impact identified

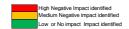
Impact Assessment : Considerations under the Equality Act 2010

Proposal for UBC June 2020

Budget	Proposal	Service: Data & Insights	3	Author: Martin	Murchie	Chief Officer: Martin Murchie					Action	Other
		Age Disability		Gender reassignment					gion or belief Sex Sexual orientation		propos	Impacts
					partnership	maternity					ed to	/
1	Data & Insights Cluster - Establishment reduction										N/A	
2												
3												
4												

Impact Assessment : Considerations under the Fairer Scotland Duty

Budget P	Proposal	Service: Data & Insigh	ts	Author: N	Martin Murchie	Chief (Officer: Martin Murchie	
		Low and / or no wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the future	access basic goods and services, unable to	live (rural areas) and	background – social class, parents' education, employment,			Other impacts/ Comments
	Data & Insights Cluster - Establishment reduction							Likely staff displacement
2								
3								
4								



Impact Assessment : Considerations under the Equality Act 2010

Proposal for UBC June 2020

Budget Proposal	Service: Governan	ce	Author:	Jennifer Lav	vson	Chief Officer: Fraser I	Bell				Other Impacts /
	Age Disability		Disability Gender reassignment		Pregnancy and maternity			Sex	Sexual orientation	reduce impact	Comments
Competence – Compulsory CPD will carried out by all professional staff i accordance with the Law Society requirements The Law Society ha agreed to suspend the requirement CPD for 19/20 so this service standa be postponed for one year.	e or									None required	No Impact.
School Placing and Exclusion Appeal Committee— hearings heard within a of request. The new legislation has amended this to 3 months.										None required	No Impact.
School Placing and Exclusion Appeal Committee – hearing dates notified 14 days of request. The new legislat removed this requirement.	vithin									None required	No Impact.

Impact Assessment : Considerations under the Fairer Scotland Duty

Budget	Proposal		Servi	ce:	Au	ithor:	Chief C	fficer:	
		Low income / income poverty – those who cannot afford regular bills, food, clothing payments	Low and / or no wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the future	access basic goods and services, unable to repair / replace broken	Area deprivation – consider where people live (rural areas) and where they work (accessibility for transport)	Socio-economic background - social class, parents' education, employment, income.	discriminating, but could your proposal	reduce impact	Other impacts/ Comments
	Competence – Compulsory CPD will be carried out by all professional staff in accordance with the Law Society requirements The Law Society have agreed to suspend the requirement for CPD for 19/20 so this service standard can be postponed for one year.							None required	No Impact.
2	School Placing and Exclusion Appeals Committee—hearings heard within 28 days of request. The new legislation has amended this to 3 months.							None required	No Impact.
	School Placing and Exclusion Appeals Committee – hearing dates notified within 14 days of request. The new legislation has removed this requirement.							None required	No Impact.



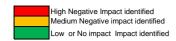
Impact Assessment : Considerations under the Equality Act 2010

Proposal for UBC June 2020

udget Proposal	Service: Integrated C	hildren's and Family Servi	ices Autho	or: Eleanro Sheppar	d	Chief Officer: Ele	eanor Sheppard			Action proposed to	Other Impacts /
	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	reduce impact	Comments
Name of proposal	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	please put in your mitigating actions	
suspend need to ensure all		All children will continue to									600 hours of ELC will
parents who are keen to	be able to access an	access up to 600 hours of									delivered over 20/21 i
access 1140 hours of	expanded offer - this is in	ELC									keeping with national
ELCC are able to do so,	keeping with a relaxation										expecations
including expansion of the estate	of the legislation.		no impact	no impact	no impact	no impact	no impact	no impact	no impact		
Delay roll out of PEEP		no impact	no impact	no impact	no impace	no impact	no impact	no impact	no impact		The delivery of PEEP
across all ELC. Inroduce		no impact									commence when Sco
when safe to have groups											Government advice
of parents together on the											enables small groups
premises.											parents to come toge
F											as we move through t
	Parents and carers of ELC										Routemap.
	aged children		no impact	no impact	no impact	no impact	no impact	no impact	no impact		
Build capacity across the		Positive impact through									postiive impact
universal services in how		staff having a greater									
best to support positive		understanding of needs									
mental health and	children aged 2-18	and how best to meet them	no impact	no impact	no impact	no impact	no impact				
wellbeing Establish a targeted multi-	criliuren ageu 2-16		no impact	no impact	no impaci	no impact	no impact	no impact	no impact		postiive impact
agency response to mental	Children and adults across a										postiive iiripact
health and wellbeing	community										
support school staff and											postlive impact
parents to have a better											
understanding of the world of											
work and gain access to		positive impact by									
mentoring opportunities to		understanding options									
improve their readiness	and families	available	no impact		no I mpact	no impact	no impact	no impact	no impact		

Impact Assessment : Considerations under the Fairer Scotland Duty

Budget I	Proposal		Serv	/ice:	Au	uthor:	Chief Of	ficer:	
		Low income / income poverty – those who cannot afford regular bills, food, clothing	Low and / or no wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the future	Material deprivation – those who cannot access basic goods and services, unable to repair / replace broken electrical goods, heat their homes or have access to leisure or hobbies	Area deprivation – consider where people live (rural areas) and where they work (accessibility for transport)	Socio-economic background – social class, parents' education, employment, income.		Action proposed to reduce impact	Other impacts/ Comments
		Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact
		Potential impact on those seeking work or training although the restrictions currently in pace do not allow for delivery of 1140	Potential impact on those seeking work or training although the restrictions currently in pace do not allow for delivery of 1140	no impact	no impact	1140 hours has the potential	We will offer an enhanced off	Offer enhanced support when	e viable to do so.
	Delay roll out of PEEP across all ELC. Inroduce when safe to have groups of parents together on the premises.	no impact	no impact	no impact	no impact		we will prioritse roll out in area		
	Build capacity across the universal services in how best to support positive mental health and wellbeing	positive impact	positive impact	positive impact	positive impact	positive impact		is to tailor their offer to the nee	
	Establish a targeted multi- agency response to mental health and wellbeing	positive impact	positive impact	positive impact	positive impact	positive impact	targeting our priority areas		
5	support school staff and parents to have a better understanding of the world of work and gain access to mentoring opportunities to improve their readiness	positive impact	positive impact	positive impact	positive impact	positive impact	Enhanced support available a	s need be.	



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Proposal for UBC June 2020

udge	t Proposal	Service: Early Intervention	on- Housing	Author: N	eil Carnegie	Chief Offi	cer:				Action proposed to	Other Impacts /
		Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	reduce impact	Comments
	Name of proposal	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	please put in your mitigating actions	
	Deliver effective interventions in targeted areas to reduce instances of anti-social behaviour	Reduction in CLD budget will impact on resource available to work with young people		No feered	No increase	No income	Naimana	No import	No imposed	Naimana	Monitor levels of visitors and antisocial behaviour through 2020/21.	
		Reduction in CLD budget will	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Continue to prioritise	
		impact on resource available	·								resources to most	
	Continue to promote diversion activities for youths and adults in our city with enhanced focused on our three	to work with young people									deprived	
	locality areas.										communities and	
	locality areas.										work to support thrird sector activities.	
				No impact	No impact	No impact	No impact	No impact	No impact	No impact	sector activities.	
	Continue to ensure that all homeless people and people at risk of homelessness are offered support to find a											
	home	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact		
	We aim to assess all homeless applications within an											
	average 28 days	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact		
	We will ensure all homeless people will secure											
	permanent tenancy within 140 days average	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact		
	We will review and process housing applications within	No income	No income	National	No income	No income	No increase	No invest	No income	No import		
	28 days	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact		4

Impact Assessment : Considerations under the Fairer Scotland Duty

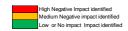
Budget	Proposal		Service: Author: Chief Officer:							
		poverty – those who cannot afford regular bills,	Low and / or no wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the future	who cannot access basic goods and services, unable to repair / replace broken electrical goods, heat their homes or have access	live (rural areas) and where they work	Socio-economic background – social class, parents' education, employment, income.	You might not be discriminating, but could your proposal offer a better advantage to those in need?	Action proposed to reduce impact	Other impacts/ Comments	
1	Name of proposal	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	
2	Deliver effective interventions in targeted areas to	No impact	No impact							
	reduce instances of anti-social behaviour			No impact	No impact	No impact	No impact			
3	Continue to promote diversion activities for youths and		No impact							
	adults in our city with enhanced focused on our three									
	locality areas.	No impact		No impact	No impact	No impact	No impact			
4	Continue to ensure that all homeless people and people at risk of homelessness are offered support to find a									
_		No impact	No impact	No impact	No impact	No impact	No impact			
5	We aim to assess all homeless applications within an average 28 days	No impact	No impact	No impact	No impact	No impact	No impact			
6	We will ensure all homeless people will secure									
	permanent tenancy within 140 days average	No impact	No impact	No impact	No impact	No impact	No impact			
7	We will review and process housing applications within	No impact	No impact	No impact	No impact	No impact	No impact			

Proposal for UBC June 2020	
Proposal for UBC June 2020	

Budget Proposal									Action proposed to reduce impact	Other Impacts / Comments	
	Age	Disability		Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation		
Name of proposal	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	please put in your mitigating actions	
Corpoarte Landlord Budget Savings	None	slow down in some works to improve properties may have delay in benefits being								budgets will be managed to priortise any essential or critical works.	savings in energy consumption w have wider environmental benef
		achieved.	None	None	None	None	None	None	None		

Impact Assessment : Considerations under the Fairer Scotland Duty	
Proposal for UBC June 2020	
110 book for OBO valic 2020	

Budget	Proposal		Service:	Corporate Landlord	į	Author:	Chief Officer:	Stephen Booth	
		Low income / income poverty – those who cannot afford regular bills, food,	Low and / or no wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the future	goods and services, unable	where people live (rural areas) and where they work			Action proposed to reduce impact	Other impacts/ Comments
1	Name of proposal	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact
2	Corpoarte Landlord Budget Savings	saving have impact on management of public buildings s no direct impact	no dircet impact	no dircet impact	no dircet impact	no dircet impact	no dircet impact	n/a	n/a
3									



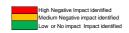
Impact Assessment : Considerations under the Equality Act 2010

Proposal for UBC June 2020

Budget Proposal	Service: Customer Ex	Service: Customer Experience			enzie		ief Officer: Jacqui McKenzie			Action proposed to reduce impact	Other Impacts / Comments
	Age	Disability			Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	·	
We will respond to 80% of non complex Subject Access Requests and 70% of complex Subject Access Requests within 3 months (was 75% within 1 month for all)		Low impact	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact		
We will process 90% of Crisis Grant applications within 2 working days (was 95%)	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact		There may be some delay for some applicants but entitlement will not change.
3 We will process 50% of Community Care Grant applications within 15 working days (was 75%)	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact	Low impact		

Impact Assessment : Considerations under the Fairer Scotland Duty

Budget	Proposal	Service	: Customer Experience		Author:	Lucy McKenzie		Chief Officer: Jacqui McKenzie		
				Material deprivation – those who cannot	Area deprivation – consider where people	Socio-economic background – social			Other impacts/ Comments	
	We will respond to 80% of non complex Subject Access Requests and 70% of complex Subject Access Requests within 3 months (was 75% within 1 month for all)	There is no impact	There is no impact	There is no impact	There is no impact	There is no impact	There is no impact			
	, , , ,	There is minimal impact as this type of grant does not normally apply for these categories but may be payable under these circumstances for some first time applicants.	Low impact	Low impact	There is no impact	Low impact	There is no impact	Food parcels are available from CFINE for those in urgent need of food.	Up to 5% of applicants (up to 12 per week) may potentially have to wait 3 working days for an award to be issued but their entitlement will not change.	
	We will process 50% of Community Care Grant applications within 15 working days (was 75%)	There is no impact as this type of grant does not apply to these categories	There is no impact as this type of grant does not apply to these categories	Low impact	There is no impact	Low impact	There is no impact		Some applicants (around 3 per week) may potentially have to wait longer for an award but their entitlement will not change.	



Impact Assessment : Considerations under the Equality Act 2010

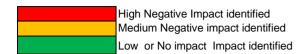
Proposal for UBC June 2020

Budget F	Proposal	Service: Finance		Author: Jonat	han Belford	Chief Off	icer: Jonathan Belford				Action proposed to	Other Impacts /
		Age	Disability	Gender reassignment	Marriage and civil	Pregnancy and	Race	Religion or belief	Sex	Sexual orientation	reduce impact	Comments
					partnership	maternity						
1		None									Prioritise critical services,	Redesign is primarily based on
	Build on proposed redesign of critical accounting										regularly review the	making best use of the
	services based on current staffing numbers, with										workflow for financial	resources currently in post
	emphasis on supporting succession planning and										assessments and manage	therefore impact on
	preparing for future design of service. This will										volumes, to ensure	individuals can be mitigated by
	save 5.2FTE during the year, in non use of vacant		None								assessments completed	the use of Council polices, for
	posts and will mean changes to service standards										in a timely way.	example for recruitment and
	during the year, particularly around capacity to											VSER to ensure consistency
	support budget holders from the business advice											and equality in future decision
	team.											
				None	None	None	None	None	None	None		
2												
3												

Impact Assessment : Considerations under the Fairer Scotland Duty

				Proposal for UBC June 2020	J				
	•								
		Service: Finance Author: Jonathan Belford							
		Chief Officer: Jonathan Belford							
									Other impacts/ Comments
		Low income / income poverty	Low and / or no wealth - those	Material deprivation – those w	Area deprivation – consider w	Socio-economic background -	You might not be discriminating	reduce impact	
1								Area of potential impact	
	Build on proposed redesign of critical accounting							would be financail	
	services based on current staffing numbers, with							assessments undertaken	
	emphasis on supporting succession planning and							to determine charging, all	
	preparing for future design of service. This will							proposals maintain the	
	save 5.2FTE during the year, in non use of vacant							delivery of assessments,	
	posts and will mean changes to service standards							carried out in conjunction	
	during the year, particularly around capacity to							with social care team.	
	support budget holders from the business advice							customers and care	
	team.							providers.	
		None	None	None	None	None	None		
2									

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npact Assessment : Considerations under the Equality Act 20

Budget Propo	osal	Service: Opera	ations and Protecti	ve Services			Author:		Chi	ief Officer:Mark Reilly	Action proposed to	Other
J			Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	reduce impact	Impacts /
Ref	Name of proposal	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impac	Give details of impact	Give details of impact	Give details of impact	Give details of impact	please put in your mitigating actions	
OPOP006	Janitorial - Cease provision of Priority 2 and 3 School Crossing Patrol (retain Priority 1 and fee paying crossings)	This option will impact on our most elderly workforce, as employees in the service are predominantly older than normal retirement age. Impact has been marked as high, as there would be extremely limited redeployment opportunities for employees and option									Publicise change to service in advance of implementation.	
OPOP007	Janitorial - Reduction in additional hours spend due to cessation of letting activity during COVID-19 response (NOTE: In-	and the latest										
OPOP008	year 2020/21 saving only) Office & Building Management (OBM) - Reduction in additional hours spend due to cessation of weddings, meetings and other events at Marischal College and Town House during COVID-19 response (NOTE: In-year 2020/21 saving only)											
OPOP009	Suspend Trainee EHO post for 1 year (20/21)											
OPOP010	Review provision of dedicated "Out of Hours" Duty Officer, effective from 01/09/2020											
OPOP011	Reduction in Equipment budget for 1 yea (20/21)	r										
OPOP012	Cease parking permits for Senior Officers in Protective Services effective from 01/09/2020.	S										
OPOP013	Review overtime within Protective Services											
OPOP018	Roads depot removal (Peterculter) However the Culter Man shed could be transferred to a community asset											
OPOP019	Reduce Lining Works - This is an in year (2020 / 21) reduction only If maintenance was reduced long term then the risk would exponentially increase on Public Liability claims and reduced income from the inability to carry out enforcement											
OPOP020	Increase Capital Drainage works - This is an in year (2020 / 21) reduction only. This would be the redirection of staff from the reduced revenue works onto the drainage capital scheme											
OPOP021	Reduce Street Lighting Level by 50% during the hours of 12am to 5am on assets with the technology to do so (expected 50% by September). Note - This is an in year (2020 / 21) reduction only - This will not comply with standards and as such There is a risk to the increase of PL claims and compliance isssues with our Staturtory requirements under the Road Scotland Act. This links to Clean and Green and will contribute to a reduction in our Carbon Footprint.	s elderly and children, both in terms of road safety and personal security.	When considering disabled pedestrians, there could be concern this proposal would have a negative effect on the elderly and children, both in terms of road safety and personal security.						There could be concerns this proposal would have a disproportionate negative effect on the female gender; this being in terms of personal security and the possibility of being subject to crime during the hours of darkness.		While the street lighting levels would be reduced at times where footfall and traffic has lessened, i would still be maintained at a leve that retains an adequate margin a safety, both in terms of road safe and personal security	t relevant to other of groups who

Interview To The American Company of the Company of	OPOP022	Increase Fees & Charges (Roadworks Co-					l i
In 1960 the official work in spopular and in 1960 the official work in	OPOP022						
Please as it is received by a fund of St. fillion APPRINGS APPRI		ordination) These were increased by 3%					
190-0000 Section of Frequency and Control of Section of							
CREPAID Reduce Standards Fraction & Consolid Reference Standards Standards Fraction & Consolid Reference Standards F							
Professional in movement bright com Marketonic by 1976, 1976, 1974 200 201 1974 ONLY Movement of the professional in the prof		1/8/2020					
Profession in movement bright can Marketenesch (1976) (by 1982 and 200 day) ANY Movement of the most to depended to Marketenesch (1976) (by 1982 and 200 day) ANY Movement of the most to depended to Marketenesch (1976) (by 1982 and 200 day) ANY Movement of the most of th	OPOP023	Reduce Structures / Flooding & Coastal					
Resign Integrations on Pittings International by 19th, (bit growth and beautiful of the pitting and the section of the pit							
Matterword 207 (20 feet page 202 01) OPCREA O							
ORCHOS ORCHOPA							
The state of the property and year and							
OPCOPAGE OPCOPA							
Silver and spraying First graying year was all the stock port of year of the stock port of the stock p							
International potential and the price of the		works.					
International potential and the property of th	OPOP024	Street weed spraying. First spray of year					
DPCPCQC Develop gain story of collections and in personal							
COPCYCLIS CONTROL (the year 2002057 early). COPCYCLIS							
in 7200 (top year 2002/15 only). OPOPIEGO Support (ones protect year 2002/15 only). Alternate prote count (APCS) are to coun	ODODOSE						
OPOPICES Supplied 2 days (any expect work in case) OPOPICES Character (any expect any expect work in case) OPOPICES Character (any expect any expect	OFOF025						
parts for 2001 (let year 200211 only) OPGP0333 OPGP0333 Sanctine for year 200212 OPGP0334 Sanctine for year 200212 Sanctine for year 200212 Sanctine for year 200212 Sanctine for year 200212 only) Removed - was 21% - double count on year 200212 Sanctine for year 200212 only) Removed - was 21% - double count on year 200212 OPGP0334 Sanctine for year 200212 only) Removed - was 21% - double count on year 200212 only) Removed - was 21% - double count on year 200212 only) OPGP0334 Sanctine for year 200212 only) Removed - was 21% - double count with OPGP0335 OPGP0334 Sanctine for year 200212 only) Removed - was 21% - double count with OPGP0334 Sanctine for year 200212 only) Removed - was 21% - double count with OPGP0334 OPGP0335 OPGP0336 Sanctine for year 200212 only) Removed - was 21% - double count with OPGP0336 OPGP0336 OPGP0337 OPGP0337 OPGP0338 OPGP0338 OPGP0339 OPGP0							
OPCP0202 Service enabasis of attreet sweeping services. The control of year 20011 Service enabasis of attreet sweeping services. The control of year 20011 Service enabasis of attreet sweeping services. The control of year 20011 Services on the enable (based on the state of year 20011 Services on the enable (based on the state of year 20011 Services on the enable of year 20011 Se	OPOP026						
CPCP030 Service recledant of storest excepting CPCP030 Service recledant of storest excepting CPCP031 Service recledant of storest excepting CPCP032 Service recledant of the storest excepting CPCP032 Service recledant of the storest exception CPCP033 Service recledant exception CPCP033 Service recledant exception CPCP034 Service recledant exception CPCP035 Service recledant exception CPCP036 Service recledant exception CPCP037 Service recledant exception CPCP038 Service recledant exception CPCP039 Service recledant exce							
CPCPGS3 Service redesign of street everying lawer on their and the costs are to service redesign of street everying lawer on their and the costs are to service redesign of street everying lawer on their and the costs are to service redesign of street everying lawer on the service redesign lawer on the ser	OPOP027						
GPCP001 Soving metasger of street sweeping have and the goods Are to 19 Soving on the central phased on first 3 months for year 2002/1 only). Removed—wax 784- double count with 39 Soving on the central phased on first 3 months for year 2002/1 only). Removed—wax 784- double count with 39 Soving mail finance of the central phased on first 3 months for year 2002/1 only). Soving mail finance count due to enview not operating (based on the 13 Soving mail finance count with CPS							
Nonling on their and fuel costs due to services not operating (based on first 3 services for expert 2001 only). Removed - was 7x - double count with 2 services not operating (based on first 3 services for expert 2001 only) as campage namelated. GPOP033 Soring in Removal was 7x - double count with 2 services not operating (based on first 3 services for expert 2001 only) as campage namelated. GPOP044 Soring in Removal was 7x - double count with 2 services not operating (based on first 3 services 1 servic		only).					
SPORD33 Saving on fleet and fuel costs due to service and operating based on first 3 services and operating based on first 3 services and operating based on first 3 services and operating based on first 3 services and operating based on f	OPOP030	Service redesign of street sweeping					
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act Assessment : Considerations under the Fairer Scotland I

		Low income / income poverty – those who cannot afford regular bills, food, clothing payments	wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the future.	Material deprivation – those who cannot access basic goods and services, unable to repair / replace broken electrical goods, heat their homes or have access to leisure or hobbies	Area deprivation – consider where people live (rural areas) and where they work (accessibility for transport)	Socio-economic background – social class, parents' education, employment, income.	You might not be discriminating, but could your proposal offer a better advantage to those in need?	Action proposed to reduce impact	Other impacts/ Comments
Ref	Name of proposal		Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact	Give details of impact
OPOP006	Janitorial - Cease provision of Priority 2 and 3 School Crossing Patrol (reatin Priority 1 and fee paying crossings)	ппрасс	Impact	Impact	Impact	Impact	Impact	ппраст	impact
OPOP007	Janitorial - Reduction in additional hours spend due to cessation of letting activity during COVID-19 response (NOTE: Invear 2020/21 saving only)								
OPOP008	Office & Building Management (OBM) - Reduction in additional hours spend due to cessation of weddings, meetings and other events at Marischal College and Town House during COVID-19 response (NOTE: In-year 2020/21 saving only)								
OPOP009 OPOP010	Suspend Trainee EHO post for 1 year (20/21) Review provision of dedicated "Out of Hours" Duty Officer, effective from								
OPOP011	01/09/2020 Reduction in Equipment budget for 1 yea	r							
OPOP012	(20/21) Cease parking permits for Senior Officers								
	in Protective Services effective from 01/09/2020.								
OPOP013	Review overtime within Protective Services								
OPOP018	Roads depot removal (Peterculter) However the Culter Man shed could be transferred to a community asset								
OPOP019	Reduce Lining Works - This is an in year (2020 / 21) reduction only If maintenance was reduced long term then the risk would exponentially increase on Public Liability claims and reduced income from the inability to carry out enforcement	3							
OPOP020	Increase Capital Drainage works - This is an in year (2020 / 21) reduction only This would be the redirection of staff from the reduced revenue works onto the drainage capital scheme								
OPOP021	Reduce Street Lighting Level by 50% during the hours of 12am to 5am on assets with the technology to do so (expected 50% by September). Note - This is an in year (2020 / 21) reduction only - This will not comply with standards and as such There is a risk to the increase of PL claims and compliance isssues with our Staturtory requirements under the Road Scotland Act. This links to Clean and Green and will contribute to a reduction in our Carbon Footprint.								
OPOP022	Increase Fees & Charges (Roadworks Co ordination) These were increased by 3% on 1/4/20 but officers would propose that these are increased by a further 2% from 1/8/2020								
OPOP023	Reduce Structures / Flooding & Coastal Protection team's revenue budget on Bridge Inspections and Bridge Maintenance by 20% (for year 2020 /21) ONLY. However this must be dependent on the staff being redirected onto capital works.								

Street weed spraying. First spray of year								
will not take place in 2020. (for year								
2020/21 only).								
Automatic public toilets (APCs) are								
closed. (for first 3 months of year 20/21								
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