

Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.1 - Reduction in partner providers and structu

Policy Lead Officer *

Linda McAulay-Griffiths

Date Relevance Assessment conducted

10/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

There are no changes, and no negative impacts to overall service delivery or removal of any posts.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.2 - Reduce some elements of additionality in

Policy Lead Officer *

Linda McAulay-Griffiths

Date Relevance Assessment conducted

10/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

No posts being removed - aligning budget to current promoted post models and equalising flexibility across schools. There will therefore be no on pupils.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.3 - Revised administration support to schools

Policy Lead Officer *

Mauree

Date Relevance Assessment conducted

09/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

There are no redundancies, as a review of vacant posts will be in line with changes in school rolls to ensure posts are required. Saving noted is attributed from natural turnover as posts become vacant. We are not reducing the entitlement to clerical hours, but as rolls reduce the allocation of hours will also reduce to align to service demands.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.4 - First phase of redesign of central educatio

Policy Lead Officer *

Linda McAulay-Griffiths

Date Relevance Assessment conducted

10/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

No redundancies. Current post-holder will retire in March 2026 and this post will not be replaced. Key remits will be redistributed amongst the team to mitigate any impact on children and young people.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.5 - Removal of 9 FTE temporary, additional cl

Policy Lead Officer *

Linda McAulay-Griffiths

Date Relevance Assessment conducted

10/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

This will impact on additional, temporary, targeted supports in some schools and will not impact across the whole of education. Risks will be mitigated via careful deployment of resource within schools and through improvements to universal supports as presented through the ASN Review. We have established processes for assessing the required supports for children and young people via Inclusion Review Group and Strategic Inclusion Group which will ensure that those children who most need supports will still have this.

Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.6 - Realignment of Budgets

Policy Lead Officer *

Ian Burgoyne

Date Relevance Assessment conducted

19/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

Removal of a core central budget for costs associated with SL centres as these costs can be met via employability funding. No change to current delivery arrangements, or impact on service users, is expected.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.7 - Remove 5 FTE temporary additional teachi

Policy Lead Officer *

Linda McAulay-Griffiths

Date Relevance Assessment conducted

10/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

No change to formulae for allocating core staffing. Temporary additional posts were allocated to a small number of schools. The restructuring of East Ayrshire Support Team (EAST), which is East Ayrshire's central support team for education with a focus on additional support needs, to a more school-based roles will ensure these schools still have support.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.8 - Removal Temporary Posts

Policy Lead Officer *

Linda McAulay-Griffiths

Date Relevance Assessment conducted

10/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

Minimal impact as these will be posts no longer required due to reduction in school rolls. We would continue to staff schools in line with current formulae and adhere to Scottish Negotiating Committee for Teacher`s Handbook class size maximums.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.9 - Workforce Planning

Policy Lead Officer *

Linda McAulay-Griffiths

Date Relevance Assessment conducted

19/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

No change to formulae for allocating core staffing but turnover applied recognising vacancy levels within the service.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.10 - Option 2026/27 - ICT Infrastructure Cont

Policy Lead Officer *

Paul Toland, Assistant Director of ICT and Digital

Date Relevance Assessment conducted

05/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

The option is as a result of savings made via contract negotiation and there will be very little, if any, impact on service delivery.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.11 - Option 2026/27 - In advance of Best Valu

Policy Lead Officer *

Colin Hastings, Assistant Director of Finance

Date Relevance Assessment conducted

05/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

No job losses - posts are vacant and the customer contact team is able to deal effectively with current demand. All teams/ posts will be reviewed as part of the service review taking place in 2026.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.12 - Governance

Policy Lead Officer *

Pamela Clifford

Date Relevance Assessment conducted

06/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

This saving will have minimal impact. A member of staff is retiring, and as a result their duties will be reallocated within the team. This will therefore have minimal impact on service delivery and staff.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.13 - Governance

Policy Lead Officer *

David Mitchell

Date Relevance Assessment conducted

06/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

This saving will have no impact on staff, there has been reallocation of budget due to service demands.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.14 - Planning Fees

Policy Lead Officer *

Pamela Clifford

Date Relevance Assessment conducted

19/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

This saving aims to increase fees for pre-planning advice on major or national developments in the area. The provision of advice to householders for domestic proposals and proposals required for accessible works to benefit householders would remain free in addition to proposals from community councils, charities and not for profit organisations with this category extended to specifically include food banks/hubs and allotments given the community, social and health benefits from such uses. This will have no major impacts on people with protected characteristics.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.15 People and Culture Reduction in staffing c

Policy Lead Officer *

Amanda Lowe, Head of People and Culture

Date Relevance Assessment conducted

04/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

As the vacant post with the Health and Safety team [G11] was difficult to recruit to, the Service have therefore identified alternative solutions as part of their succession planning, whereby an existing member of the team will be given the opportunity to carry out additional duties. The balance of the vacant post is given up as a budget saving.

Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.16 - People and Culture Reduction in staffing

Policy Lead Officer *

Amanda Lowe, Head of People and Culture

Date Relevance Assessment conducted

04/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

As the vacant post within the Workforce & Future Skills team [G10] was difficult to recruit to, the Service have therefore identified alternative solutions as part of their succession planning whereby an existing member of the team will be given the opportunity to carry out additional duties. The balance of the vacant post is given up as a budget saving.

Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.17 People and Culture Income and Commerci

Policy Lead Officer *

Amanda Lowe, Head of People and Culture

Date Relevance Assessment conducted

04/12/2025

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

Maximise income opportunities from Payroll Commission which has no impact on staff or services.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.18 - Corporate Support

Policy Lead Officer *

Iain Tough

Date Relevance Assessment conducted

06/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

The service is going to utilise internal ICT systems which will allow similar functionality to the Pentana system that is currently used. This will therefore not require a full impact assessment.



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.19 - Facilities and Property Management

Policy Lead Officer *

Mark Hunter

Date Relevance Assessment conducted

12/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

Recent assessments in line with Road Safety UK has identified a number of crossing points that are out with the current benchmarked threshold. The aims and objectives will be to maximise the efficiency of the service through service redesign without impacting significantly on services delivered to customers and the community. The service has a high



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.20 - Facilities and Property Management

Policy Lead Officer *

Mark Hunter

Date Relevance Assessment conducted

12/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

Overall review of hours allocated to each location in line with National benchmark performance measure and by not filling current vacancies held as part of current year budget controls. The aims and objectives will be to maximise the efficiency of the service through service redesign without impacting significantly on services delivered to customers

Form A: Assessing for Relevance

Integrated Impact Assessment

Policy Details

Policy Title *

Budget Savings No.21 - Facilities and Property Management

Policy Lead Officer *

Mark Hunter

Date Relevance Assessment conducted

12/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

Overall review of hours allocated to each location in line with National benchmark performance measure and by not filling current vacancies held as part of current year budget controls. The aims and objectives will be to maximise the efficiency of the service through service redesign without impacting significantly on services delivered to customers

Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.22 - Facilities and Property Management

Policy Lead Officer *

Mark Hunter

Date Relevance Assessment conducted

06/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

The food and facilities service have reviewed costs, menu choices and overall spend. It has been decided that some efficiencies should be made, while maintaining nutritional standards and ensuring approaches continue to align with Food for Life accreditations and the broader Good Food Nation Scottish Government plan. These efficiencies will have

Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.23 - Facilities and Property Management

Policy Lead Officer *

Angela Graham

Date Relevance Assessment conducted

12/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

Central repair account / St Sophias funding total income of £225, with £100k allocation to FPM and £125k centrally for saving. £29k added to last years £96k. The overall LEIP funding is an allocation based on criteria on construction, IT, energy use and condition. To maintain condition is the main cost on an ongoing basis therefore proposed to allocate

Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.24 - Facilities and Property Management

Policy Lead Officer *

Angela Graham

Date Relevance Assessment conducted

12/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

Surplus property costs creating an over spend that is being offset by other cost reductions with Kirkstyle and Greenmill. Agreement is being progressed to dispose of kirkstyle to the cadets in 2026 and the demolition of greenmill has now had planning approval so will also progress. The saving aims to reduce property costs of buildings that are no longer

Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.25 - Facilities and Property Management

Policy Lead Officer *

Andrew Kennedy

Date Relevance Assessment conducted

12/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

Review of management and professional services across property support and asset investment to meet the needs of future reduction in capital investment and alternative delivery approaches. Review and reduction of existing inhouse professional and technical property staff with a realignment of capital charges. The aims and objectives will



Form A: Assessing for Relevance

Policy Details

Policy Title *

Budget Savings No.26 - Housing and Communities

Policy Lead Officer *

Blair Millar

Date Relevance Assessment conducted

06/02/2026

Assessment

Which groups of people do you think will be, or potentially could be, impacted (positively or negatively) upon by the implementation of this policy? (tick as appropriate)

- People with disabilities
- People from black and minority ethnic communities and different racial and ethnic backgrounds
- Women and men (boys and girls)
- Older people
- Lesbian, gay, bisexual and transgender people

- People from different religions or beliefs and people with no belief
 - Women who are pregnant or on maternity leave
 - People who are married or in a civil partnership
 - Children and young people
-

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Children's Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially impact on Human Rights? *

Yes No

Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties and Fairer Scotland Duty

**Level of impact
(high, medium or
low)**

Eliminate discrimination faced by particular groups

low

Impact upon the promotion of equality of opportunity between particular groups

low

Impact upon good relations between particular groups

low

Does it have overall relevance to equality?

low

Impact on communities, including communities of interest

low

Reduce inequalities of outcome caused by socio-economic disadvantage

low

Equality impact assessment required? (All high and medium results MUST be impact assessed)

Yes No

Rationale for decision

This saving has been made in coordination with our Waste Management Service Review which was conducted in 2024 and was fully impact assessed at that time. The review provided information on how we will mitigate all foreseen impacts, ensuring that impacts to the service and its users will be minimal. Due to this, the saving has been fully

