

SUMMARY SHEET SUMMARY OF IMPACT ASSESSMENT (IA)

Policy Reshaping Review of Chief Officer StructureDate of process 13 September 2023Lead service Chief ExecutiveContact person for process Stewart Clanachan, HR Manager

Names of those involved in process

Stewart Clanachan - HR Manager, Kirsty Shennan - People and Transformation HR Business Partner, Lindsey McCall - People and Transformation HR Business Partner, Islay Herrick - People and Transformation Pensions Team Leader, Lynne Patterson - People and Transformation OD Business Partner and Louise Little - People and Transformation HR Assistant

Summary of IA

The Council is required to publish the findings and results of all IAs conducted. The publication should include a summary of the following:

<p>Research and data (section 3) What was used to assess the impact of the policy and a summary of the findings? Who was involved and consulted during the assessment stage? What were the findings from the consultation and how was this information used to develop the policy?</p>	<p>Chief Executive, Senior Leadership Team, Council Management Team, JTU's, Group Leaders and Political Groups, Human Resources and Job Evaluation Analyst.</p> <p>Information has been collated from structures employed from across all other Local Authorities in Scotland.</p> <p>Elected Members and staff have provided detailed feedback on the aims, objectives, and vision of the reshape proposals.</p>
<p>Impact Assessment (section 4) From the summary table at number 25 list the impacts.</p>	<p>Positive Impact(s) – 1 (Economic & Social Sustainability)</p> <p>No Impact(s) – 12 (Age, Disability, Sex, Gender reassignment and Transgender, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sexual orientation, Human Rights, Health & Wellbeing & Health Inequalities and Environmental Sustainability, Climate Change and Energy Management)</p> <p>Negative Impact(s) – 0</p>
<p>Monitoring and review (section 5) How is the policy to be monitored - how often and by whom?</p>	<p>It is proposed to delegate to the Chief Executive the development of an evaluation framework to report back on the effectiveness of the revised structure arrangements in two years' time.</p>

Summary of actions arising from the Impact Assessment

Transfer details from table at number 26

Actions	Responsibility	Timescale
N/A		