

SUMMARY SHEET SUMMARY OF IMPACT ASSESSMENT (IA)

Policy Council Workforce Plan 2023-2028

Date of process 14 February 2024

Lead service People and Transformation

Contact person for process

James McDowall, Organisational Development Manager

Names of those involved in process

James McDowall, Organisational Development Manager, Anna Tuite, Workforce Engagement Manager, Lynne Patterson, Organisational Development Business Partner, Ashley McLeod, Workforce Development Officer

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>Feedback on the plan was invited from Senior Leadership Team, Corporate Management Team, Joint Trades Union, Organisational Development, Business Intelligence and Human Resources & Health and Social Care Partnership.</p> <p>Best practice and guidance set out in Audit Scotland's Best Value thematic work 2023/24 - Workforce Innovation - how councils are responding to workforce challenges and Scotland's Public Sector Workforce Good Practice Guide were used to inform the plan as well as information published by the Office of National Statistics and our Council's Workforce Annual Workforce Report.</p>
<p>Impact Assessment (section 4) From the summary table at number 25 list the impacts.</p>	<p>Positive Impact(s) – 3 (Age, Health & Wellbeing & Health Inequalities and Economic & Social Sustainability)</p> <p>No Impact(s) – 10 (Disability, Sex, Gender reassignment and Transgender, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sexual orientation, Human Rights 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>The Council Workforce Plan 2023-2028 will be regularly monitored by Organisational Development with annual updates provided to Economy & Resources Committee to provide Elected Members oversight and scrutiny of the Plan.</p>

Summary of actions arising from the Impact Assessment

Transfer details from table at number 26

Actions	Responsibility	Timescale
N/A		