

Integrated Impact Assessment Screening

About proposal

What does this proposal relate to? Budget savings proposal

Proposal name: INV/1: Creating the Future Operating Model of the Council

High level summary of the proposal: Delivering on the My Future Highland Programme. We promised to actively redesign services to create a resilitation and sustainable council. This can include innovative ways to work with communities to design and create more integrated local services.

Who may be affected by the proposal? This is part of an ongoing piece of work to devolve council functions and create integrated local teams, with greater connection to each other and much more coordination in providing a community offering.

Start date of proposal: 01/04/2025

End date of proposal: 31/03/2028

Does this proposal result in a change or impact to one or more Council service? Yes

Which Council services will be impacted by this proposal? Corporate, People, Place

Does this relate to an existing proposal? No

Equalities, poverty, and human rights

Protected characteristics

Select what impact the proposal will have on the following protected characteristics:

Sex: Positive

Age: Positive

Disability: Positive

Religion or belief: Positive

Race: Positive

Sexual orientation: Positive

Gender reassignment: Positive

Pregnancy and maternity: Positive

Marriage and civil partnership: Positive

Protected characteristics impact details: This proposal is part of an ongoing piece of work to devolve council functions and create integrated local teams, with greater connection to each other and much more coordinated in providing a community offering. We will identify sites in a number of areas and begin the work to develop the offering for council staff, partners and the public.

The new staff will ensure that our facilities provide a more coordinated and community focused offering, providing a 'boots on the ground' in identified facilities so we can gather more local intelligence and design improvements to service delivery that can be more responsive to local business needs.

Poverty and socio-economic

What impact is the proposal likely to have on the following?

Prospects and opportunities: Positive

Places: Positive

Financial: Positive

Poverty and socio-economic impact details: This proposal is part of an ongoing piece of work to devolve council functions and create integrated local teams, with greater connection to each other and much more coordinated in providing a community offering. We will identify sites in a number of areas and begin the work to develop the offering for council staff, partners and the public.

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offering, providing a 'boots on the ground' in identified facilities so we can gather more local intelligence and design improvements to service delivery that can be more responsive to local business needs.

Human rights

Which of the below human rights will be affected by this proposal? No human rights will be affected

What impact do you consider this proposal to have on the human rights of people? No impact

Human rights impact details: There are no impact on human rights as a part of this proposal.

Equalities, poverty and human rights screening assessment

What impact do you think there will be to equalities, poverty and human rights? Positive impact

Is a Full Impact Assessment required? No

Children's rights and wellbeing

What likely impact will the proposal have on children and young people? There could be an indirect positive impact for children and young people as a result of this proposal.

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Which of the below children's rights will be affected by the proposal? You are working in the best interests of the child (Article 3)

Explain how the children's rights selected above will be affected:

Children's rights and wellbeing screening assessment

What impact do you think there will be to children's rights and wellbeing? Positive impact

Is a Full Impact Assessment required? No

Data protection

Will your proposal involve processing personal data? Yes

Is any of this data already processed by the Highland Council? Yes

What is the purpose of the personal data being processed? As part of this proposal 10 jobs will be created across business support and community development, which will require recruitment and selection processes.

Is there an up-to-date privacy notice available on the Highland Council website? Yes

Data protection screening assessment

What change will there be to the way personal data is processed? No significant change to current processing

Is a Full Impact Assessment required? No

Island and mainland rural communities

Does your proposal impact island and mainland rural communities? Yes

Could people in island and mainland rural communities be affected differently? Yes

How could the impact differ? This proposal is part of an ongoing piece of work to devolve council functions and create integrated local teams, with greater connection to each other and much more coordinated in providing a community offering. We will identify sites in a number of areas and begin the work to develop the offering for council staff, partners and the public.

The new staff will ensure that our facilities provide a more coordinated and community focused offering, providing a 'boots on the ground' in identified facilities so we can gather more local intelligence and design improvements to service delivery that can be more responsive to local business needs.

Have any negative impacts been identified? No

Island and mainland rural communities screening assessment

What impact do you think there will be to island and mainland rural communities?
Significant differences

Is a Full Impact Assessment required? Yes

Climate change

Does the proposal involve activities that could impact on greenhouse gas emissions (CO2e)? Yes

Does the proposal have the potential to affect the environment, wildlife or biodiversity? Yes

Does the proposal have the potential to influence resilience to extreme weather or changing

climate? No

Provide information regarding your selection above: This proposal is part of an ongoing piece of work to devolve council functions and create integrated local teams, with greater connection to each other and much more coordinated in providing a community offering. We will identify sites in a number of areas and begin the work to develop the offering for council staff, partners and the public.

The new staff will ensure that our facilities provide a more coordinated and community focused offering, providing a 'boots on the ground' in identified facilities so we can gather more local intelligence and design improvements to service delivery that can be more responsive to local business needs.

Climate change screening assessment

Have you identified potential impact for any of the areas above or marked any as not known? Yes

Is a Full Impact Assessment required? No

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Does this proposal result in a change or impact to one or more Council service? Yes

Which Council services are impacted by this proposal? Corporate, People, Place

Does this relate to an existing proposal? No

Evidence and consultation

What sources have you used to gather information relating to this proposal? National or local data

Are there any gaps or missing information in the available sources selected above? No

Have any stakeholders been involved in the development of the proposal?No

Provide justification for stakeholders not being engaged: This is a budget proposal. Engagement will be undertaken, should the proposal be agreed by Council.

In addition to involving stakeholders, have there been any other formal consultations?No

Will there need to be any further formal consultation undertaken prior to proposal implementation? Yes

How will you carry out these additional formal consultations and in what timescales? Engagement with in-scope employees and trade unions will be undertaken in advance of implementation.

Island and mainland rural communities

What are the impacts on island and mainland rural communities? Ten new posts would be created should this proposal be agreed. These posts will further support the devolution of autonomy to local communities, create more integrated local services and set conditions for the Highland Investment Plan, thus providing potential positive impacts. We will establish a team of local staff whose job will be to pilot the future operating model for Community Points of Delivery, so that when the Highland Investment Plan is operational, we have a mature delivery model. The new staff will ensure that our facilities provide a more coordinated and community focused offering, providing 'boots on the ground' in identified facilities, so we can gather more local intelligence and design improvements to service delivery that can be more responsive to local business needs.

Will the delivery of the proposal vary between impacted communities? Yes

Provide details of what the different delivery methods will be: The delivery of the proposal will be tailored to the needs of communities, and may result in variations.
