

AssessmentNo	345	Owner	amcfadden	
Resource	Transformation		Service/Establishment	People and Technology
	First Name	Surname	Job title	
Head Officer	Anne	McFadden	Digital Leadership, Skills and Culture Manager	
	(include job titles/organisation)			
Members	Anne McFadden (Digital Leadership, Skills and Culture Manager) Alison McBride (Strategic People & Change Manager)			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	Digital Team Growth Bid			
	The aim, objective, purpose and intended out come of policy			
	The Digital Team are employed on temporary contracts and those contracts are nearing completion. The option being proposed to CS committee is: 1) Digital Team resources become part of the permanent establishment and 2) that a graduate Service Designer be appointed for a period of 2 years.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	3 members of the core team: Digital Leadership, Skills and Culture Manager Digital Foundations Officer Service Designer Service Designer Graduate (once appointed)			
	Does the proposals involve the procurement of any goods or services?			
				No
	If yes please confirm that you have contacted our procurement services to discuss your requirements.			
				No
	SCREENING			
	<i>You must indicate if there is any relevance to the four areas</i>			
	Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes
	Relevance to Human Rights (HR)			No
	Relevance to Health Impacts (H)			No
	Relevance to Social Economic Impacts (SE)			No
	Who will be affected by this policy?			
	Members of the digital team (currently on a temporary contract) will be directly affected: - Digital Leadership, Skills and Culture Manager - Digital Foundations Officer - Service Designer. If recommendation is approved, a new employee will also be appointed into a Service Design Graduate post for a period of 2 years. Indirectly, digital related work will reduce if not stop completely.			
	Who will be/has been involved in the consultation process?			
	No consultations are planned.			
	Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			
	Needs	Evidence	Impact	
Age	No barriers. A graduate service	Demand for the Service Design	Positive impact: a temporary post will	

	designer (to support the Service Designer in post) with the increased demand for user research and design/redesign of services.	services we offer is growing. Within WDC, Fit for Future service reviews need resourced, training needs delivered and support needs to be provided. There is further demand for other Local Authorities (including Stirling) to deliver training to them.	be created for an individual at the start of their working career (or new career).
Cross Cutting			No impact
Disability	No barriers. A graduate service designer (to support the Service Designer in post) with the increased demand for user research and design/redesign of services.	The second principle of the Scottish Approach to Service Design is "We design service journeys around people and not around how the public sector is organized". The third principle of the Scottish Approach to Service Design is "we seek citizen participation in our projects from day one".	Positive impact: a temporary post will be created with a focus on people. 'Seldom heard voices' will be involved in the user research process and in the development of new or redesigned services.
Social & Economic Impact			No impact
Sex			No impact as WDC recruitment process will be adhered to.
Gender Reassign	No barriers. A graduate service designer (to support the Service Designer in post) with the increased demand for user research and design/redesign of services.	The fourth principle of the Scottish Approach to Service Design is "We use inclusive and accessible research and design methods so citizens can participate fully and meaningfully"	Positive impact: seldom heard voices will be involved in the user research process and in the development of new or redesigned services.
Health			No impact
Human Rights			No impact
Marriage & Civil Partnership			No impact as WDC recruitment process will be adhered to.
Pregnancy & Maternity			No impact as WDC recruitment process

			will be adhered to.
Race	No barriers. A graduate service designer (to support the Service Designer in post) with the increased demand for user research and design/redesign of services.	The fourth principle of the Scottish Approach to Service Design is "We use inclusive and accessible research and design methods so citizens can participate fully and meaningfully"	Positive impact: seldom heard voices will be involved in the user research process and in the development of new or redesigned services.
Religion and Belief	No barriers. A graduate service designer (to support the Service Designer in post) with the increased demand for user research and design/redesign of services.	The fourth principle of the Scottish Approach to Service Design is "We use inclusive and accessible research and design methods so citizens can participate fully and meaningfully"	Positive impact: seldom heard voices will be involved in the user research process and in the development of new or redesigned services.
Sexual Orientation			No impact as WDC recruitment process will be adhered to.

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

No negative impact.

Will the impact of the policy be monitored and reported on an ongoing basis?

The Digital team report progress of Digital work and developments to the Digital Transformation Board. Fit for Future Reviews currently run on a 10 week cycle and findings/recommendations for these are reported to the relevant Chief Officer.

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

There are positive impacts overall, and some particular positive impacts for some groups as detailed in the EIA section 2. Excellent progress has been made on the digital agenda in a relatively short period of time. This progress and any new developments will be negatively affected (or cease) if the digital team is disbanded at the end of their existing temporary contracts. This impact could happen sooner as the employees have desirable skills which are required by the majority of local authorities and other public sector organisations.

