

ITEM No ...9.....

REPORT TO: CITY GOVERNANCE COMMITTEE – 19 JANUARY 2026
REPORT ON: COMMITTEE MEETING TIMES CONSULTATION
REPORT BY: CHIEF EXECUTIVE
REPORT NO: 23-2026

1.0 PURPOSE OF REPORT

This report updates elected members on the results of the consultation regarding changes to the timings of committee meetings.

2.0 RECOMMENDATIONS

It is recommended that elected members:

- i) note the full consultation analysis summarised in section 5 and attached as Appendix 1 and the analysis of elected member only responses attached as Appendix 2;
- ii) and provide any further instruction to officers.

3.0 FINANCIAL IMPLICATIONS

There are no direct financial implications arising from the agreement of this report.

4.0 BACKGROUND

- 4.1 Article V of City Governance Committee on 22 September 2025, Report 293-2025, reviewed the Council's Standing Orders and Schemes of Administration for Financial Regulations, Tender Procedures and Delegation of Powers to Officers. An Amendment by the Leader of the Council was agreed instructing the Chief Executive to undertake a consultation with all elected members, external members of the Children, Families and Communities Committee and the wider public regarding the timing of meetings which are currently held at 5.00 pm on Mondays, including consideration of holding meetings on other weekdays during daytime hours. A report to be brought back to a future Committee no later than the end of January 2026.
- 4.2 The proposer, the Leader of the Council, Councillor Mark Flynn, set out that Dundee City Council is one of only a few councils in Scotland that now operate evening meetings and that by considering changes to daytime meetings this would:
 - make meetings more accessible;
 - be more family friendly by avoiding evening meetings;
 - be a positive step to encourage more people to take up a role as a Councillor; and
 - improve the work life balance for elected members.
- 4.3 The purpose of the consultation was to identify general preferences and any impacts of changing the day and/or time of those Committee meetings. While we need understand and explore potential mitigations for any negative impacts, respondents were also encouraged to share further thoughts regarding any positive impacts any change may have.
- 4.4 All interested parties were able to respond to the consultation online via the Council's website. It was important that everyone had a fair and equal opportunity to take part, so free internet access was available in all libraries, with IT support from staff, and at community centres. Anyone needing further assistance completing the form could also do so via telephone through our customer services team. Paper copies were also available as required.
- 4.5 The consultation ran for 3 weeks from 7 to 30 November 2025. The consultation was promoted through a press release, social media, printed information posters, word of mouth, and the Dundee City Council website.

5.0 SUMMARY OF RESULTS

5.1 58 individual respondents with all being via the online survey. One political group also responded with their views via an email. The full results are attached as Appendix 1.

5.2 A short summary is included below:

- 40% of respondents were elected members, 57% were individual citizens and 3% were an external member of the Children, Families and Communities Committee.
- The majority of respondents (95%) stated that they were a resident of Dundee.
- Responses were received from all eight wards in the City, the highest proportion of respondents were from The Ferry (28%) and Coldside (17%). In contrast 6% of respondents were from Lochee and 4% were from North East.
- 53% of respondents were male compared with 40% female.
- The highest % for age range was 35 to 44 - 23%, followed by 25 to 34 and 55 to 64 - 19% each.

5.3 In relation to the time preference questions, respondents were asked to provide responses for each of the three groups of committee meetings that take place on Monday evenings currently. A snapshot of the preference responses are included below:

Group 1 - City Council, Climate Net Zero and Environment, City Growth and Infrastructure and City Governance

When looking at the responses made by those who provided a response with their preferences:

- 28 respondents (49%) selected the option of Monday evening (No Change)
- 18 respondents (32%) selected one or more of the afternoons
- 4 respondents (7%) selected a combination of mornings and afternoons
- 1 respondent (2%) selected a single morning option
- 1 respondent (2%) selected all of the Monday options (morning, afternoon and evening)
- 5 respondents (9%) selected no preference

Group 2 - Children and Families Committee, Neighbourhood, Housing and Communities and City Governance

When looking at the responses made by those who provided a response with their preferences:

- 28 respondents (49%) selected the option Monday evening (No Change)
- 18 respondents (32%) selected one or more of the afternoons
- 4 respondents (7%) selected a combination of mornings and afternoons
- 3 respondents (5%) selected one or more mornings
- 1 respondent (2%) selected all of the Monday options (morning, afternoon and evening)
- 1 respondent (2%) selected Monday evening (No Change) and various afternoons
- 2 respondents (4%) selected no preference

Group 3 - Planning Committee

When looking at the responses made by those who provided a response with their preferences:

- 34 respondents (61%) selected the option of Monday evening (No Change)
- 12 respondents (21%) selected one or more of the afternoons
- 3 respondents (5%) selected a combination of mornings and afternoons
- 1 respondent (2%) selected one of the morning options
- 1 respondent (2%) selected all of the Monday options (morning, afternoon and evening)
- 1 respondent (2%) selected Monday evening (No Change) and Tuesday afternoon
- 4 respondents (7%) selected no preference

5.4 As the survey sample is relatively small it is difficult to draw any specific conclusions on the different protected characteristics, particularly in relation to ethnicity and sexual orientation.

5.5 Appendix 2 provides an analysis of the elected member only responses.

6.0 POLICY IMPLICATIONS

6.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk should a decision be made that committee meetings change from evening to daytime. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of/mitigating factors for them is included as an Appendix to this report.

6.2 Depending on the personal circumstances (including age of children) of existing or future elected members and/or members of the public, a change to daytime meetings may produce both positive and negative implications in relation to childcare, other caring responsibilities and employment.

7.0 CONSULTATIONS

The Council Leadership Team were consulted in the preparation of this report.

8.0 BACKGROUND PAPERS

None.

GREGORY COLGAN
CHIEF EXECUTIVE

DATE: 8 JANUARY 2026

ANDREA CALDER
HEAD OF CHIEF EXECUTIVE'S SERVICES

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Committee Meetings Consultation – Full Results

APPENDIX 1

Following consideration of a report by the City Governance Committee at its meeting on Monday 22 September 2025, officers were remitted to undertake a consultation with all elected members, external members of the Children, Families and Communities committee and the wider public regarding changing the timing of Committee meetings held on Monday evenings to weekdays during daytime hours.

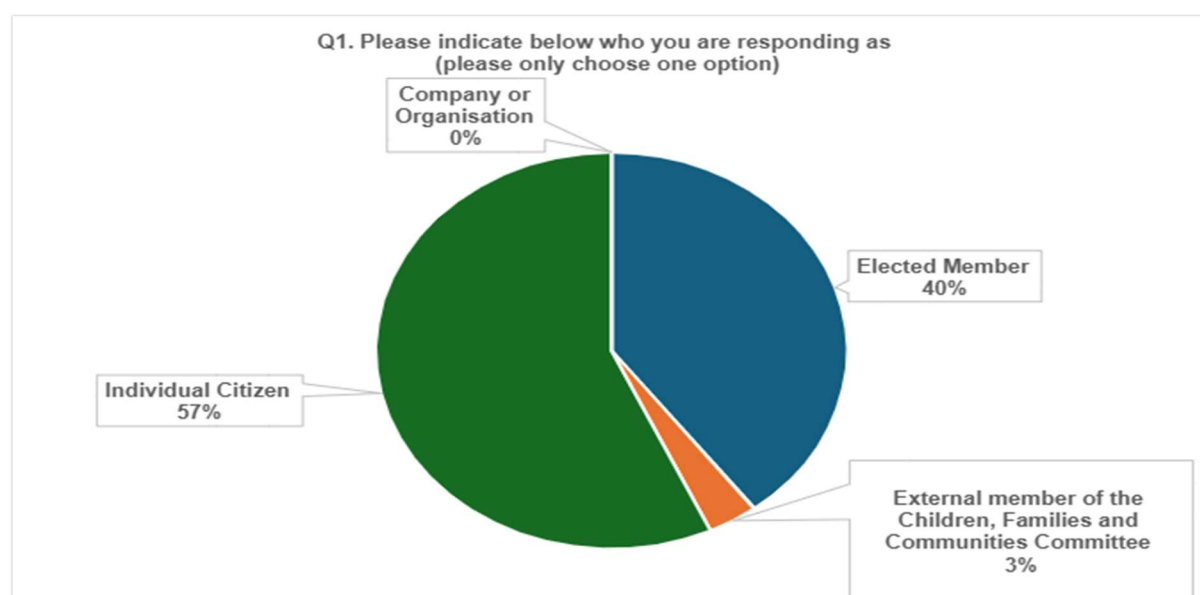
The Consultation was made available online via the Council's website and in paper form at libraries and community centres for a three-week period from 7 to 30 November 2025. 58 individual respondents completed the online survey; there were no paper responses and 1 political group responded.

Note that not all questions were mandatory therefore the base number for each question will fluctuate.

Q1. Please indicate below who you are responding as – please choose one option only.

40% of respondents were elected members, 57% were individual citizens and 3% were an external member of the Children, Families and Communities Committee.

Respondent Category	Number	%
Elected Member	23	40%
External member of the Children, Families and Communities Committee	2	3%
Individual Citizen	33	57%
Company or Organisation	0	0%

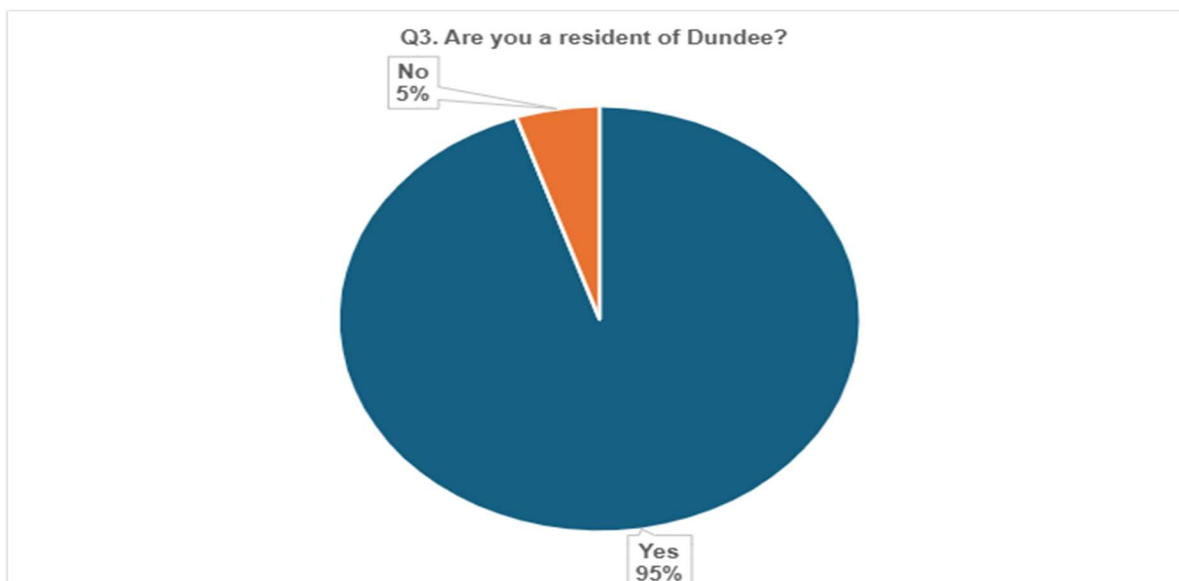


Base: 58 Responses

Q3. Are you a resident of Dundee?

The majority of respondents (95%) stated that they were a resident of Dundee when asked this question.

Q3. Are you a resident of Dundee?	Number	%
Yes	55	95%
No	3	5%



Base: 58 Responses

Q4. Please enter your postcode

Question 4 asked respondents to enter their postcode. The following table provides a summary of the postcode analysis. The table shows that the majority of respondents (81%) entered a valid postcode that was within the Dundee City area.

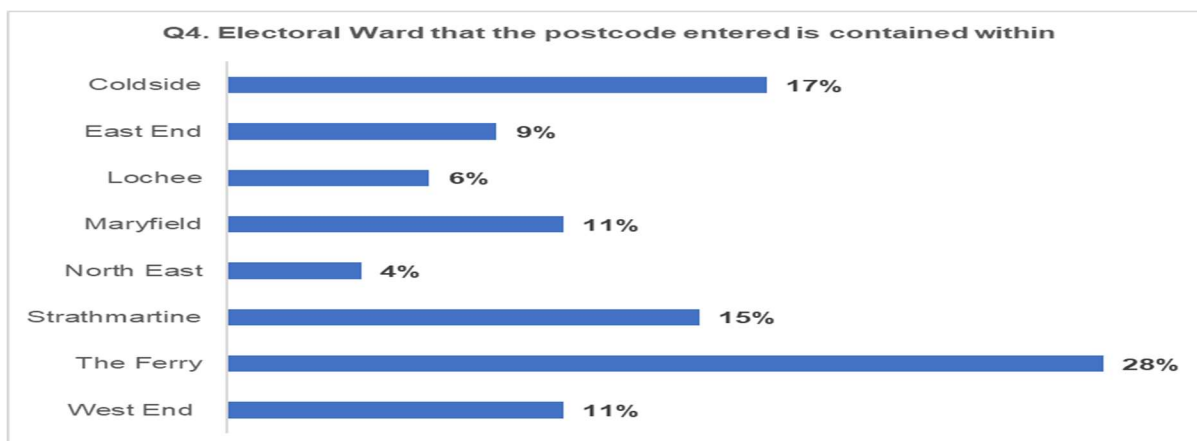
Postcode Check	Number	%
Respondent entered a valid Dundee City Postcode	47	81%
Respondent only provided a postcode district (DD1 to DD5) (As the full postcode has not been entered unable to confirm that these are all within Dundee City)	6	10%
Respondent entered a postcode which is outwith the Dundee City area	3	5%
Respondent entered an invalid postcode which is not contained within the Scottish Postcode Directory files	2	3%

Base: 58 Responses

When looking at the valid Dundee City postcodes in more detail there were responses from all eight wards. The chart and table below shows that the highest proportion of respondents were from The Ferry (28%) and Coldside (17%). In contrast 6% of respondents were from Lochee and 4% were from North East.

Q4. Postcode Analysis – Ward where the postcode is contained

Ward	Number	%
Coldside	8	17%
East End	4	9%
Lochee	3	6%
Maryfield	5	11%
North East	2	4%
Strathmartine	7	15%
The Ferry	13	28%
West End	5	11%



Base: 47 Responses

Question 5 in the survey asked respondents to indicate their preferred day and time for Group 1 - City Council, Climate Net Zero and Environment, City Growth and Infrastructure and City Governance

Respondents were able to select more than one response to this question. When looking at the response breakdown:

- 1 respondent left this question unanswered
- 49 respondents selected one option
- 8 respondents selected multiple options. Of the 8 respondents who selected multiple responses, 7 selected various daytime options (mornings and afternoons) and 1 respondent selected Monday options only including daytime and evening.

When looking at the responses made by those who answered this question:

- 28 respondents (49%) selected the option of Monday evening (No Change)
- 18 respondents (32%) selected one or more of the afternoons
- 4 respondents (7%) selected a combination of mornings and afternoons
- 1 respondent (2%) selected a single morning option
- 1 respondent (2%) selected all of the Monday options (morning, afternoon and evening)
- 5 respondents (9%) selected no preference

The table below shows a breakdown of the individual responses made to each day and time option. When looking at the responses this way, the table shows 35% of respondents stated that they would prefer no change to committee times and for these to remain on a Monday evening, the next highest response was for a Tuesday afternoon at 19% and 6% had no preference.

Day /Time	Number	%
Monday Morning	3	4%
Monday Afternoon	8	10%
Monday Evening (No Change)	29	35%
Tuesday Morning	4	5%
Tuesday Afternoon	16	19%
Wednesday Morning	2	2%
Wednesday Afternoon	8	10%
Thursday Morning	2	2%
Thursday Afternoon	5	6%
Friday Morning	1	1%
Friday Afternoon	0	0%
No Preference	5	6%

Base: 83 Responses (base is higher as respondents could select more than one option)

Question 6 in the survey asked respondents to indicate their preferred day and time for Group 2 - Children and Families Committee, Neighbourhood, Housing and Communities and City Governance

Respondents were given the option to select more than one response to this question. When looking at the response breakdown:

- 1 respondent left this question unanswered
- 46 respondents selected one option
- 11 respondents selected multiple options. Of the 11 respondents who selected multiple responses, 9 selected various daytime options (mornings and afternoons) and 1 respondent selected Monday options only including daytime and evening and 1 respondent selected Monday evening and various afternoons

When looking at the responses made by those who provided a response to this question:

- 28 respondents (49%) selected the option Monday evening (No Change)
- 18 respondents (32%) selected one or more of the afternoons
- 4 respondents (7%) selected a combination of mornings and afternoons
- 3 respondents (5%) selected one or more mornings
- 1 respondent (2%) selected all of the Monday options (morning, afternoon and evening)
- 1 respondent (2%) selected Monday evening (No Change) and various afternoons
- 2 respondents (4%) selected no preference

The table below shows a breakdown of the individual responses made to each day and time option. When looking at the responses this way, the table shows 33% of respondents stated that they would prefer no change to committee times and for these to remain on a Monday evening, the next highest response was for a Tuesday afternoon at 20% and 2% had no preference.

Day/Time	Number	%
Monday Morning	3	3%
Monday Afternoon	9	10%
Monday Evening (No Change)	30	33%
Tuesday Morning	4	4%
Tuesday Afternoon	18	20%
Wednesday Morning	4	4%
Wednesday Afternoon	9	10%
Thursday Morning	3	3%
Thursday Afternoon	6	7%
Friday Morning	2	2%
Friday Afternoon	1	1%
No Preference	2	2%

Base: 91 Responses (base is higher as respondents could select more than one option)

Question 7 in the survey asked respondents to indicate their preferred day and time for Group 3 - Planning Committee.

Respondents were given the option to select more than one response to this question. When looking at the response breakdown:

- 2 respondents left this question unanswered
- 50 respondents selected one option
- 6 respondents selected multiple responses. Of the 6 respondents who selected multiple responses, 4 selected various daytime options (mornings and afternoons) and 1 respondent selected Monday options only including daytime and evening, 1 respondent selected Monday evening and a single afternoon.

When looking at the responses made by those who provided a response to this question:

- 34 respondents (61%) selected the option of Monday evening (No Change)
- 12 respondents (21%) selected one or more of the afternoons
- 3 respondents (5%) selected a combination of mornings and afternoons
- 1 respondent (2%) selected one of the morning options

- 1 respondent (2%) selected all of the Monday options (morning, afternoon and evening)
- 1 respondent (2%) selected Monday evening (No Change) and Tuesday afternoon
- 4 respondents (7%) selected no preference

The table below shows a breakdown of the individual responses made to each day and time option. When looking at the responses this way, 47% of respondents stated that they would prefer no change to committee times and for these to remain on a Monday evening, the next highest response was for a Tuesday afternoon at 14% and 5% had no preference.

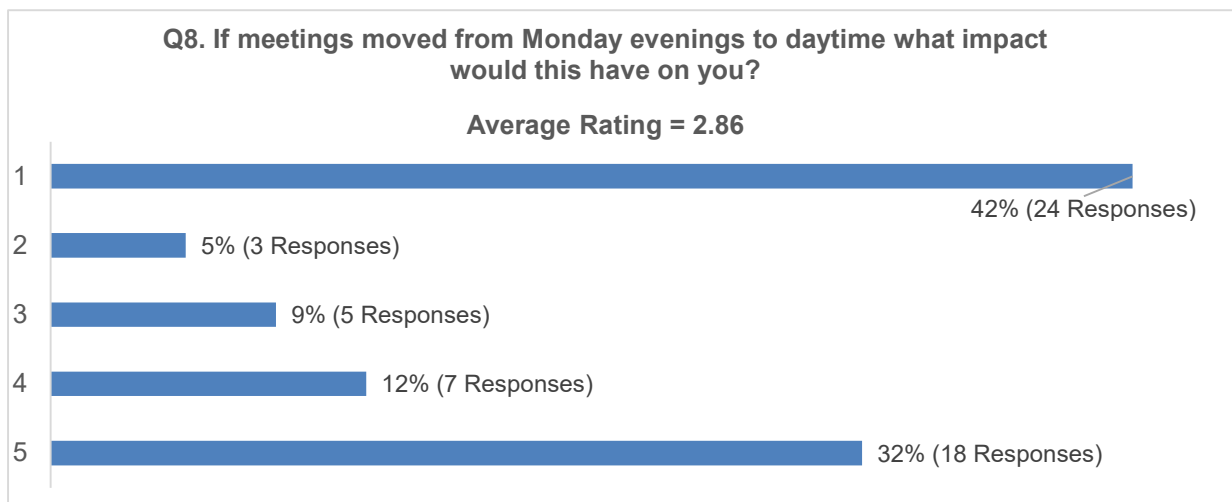
Day/Time	Number	%
Monday Morning	2	3%
Monday Afternoon	5	7%
Monday Evening (No Change)	36	47%
Tuesday Morning	2	3%
Tuesday Afternoon	11	14%
Wednesday Morning	3	4%
Wednesday Afternoon	5	7%
Thursday Morning	2	3%
Thursday Afternoon	3	4%
Friday Morning	1	1%
Friday Afternoon	2	3%
No Preference	4	5%

Base: 76 Responses (base is higher as respondents could select more than one option)

Q8. If meetings moved from Monday evenings to daytime what impact would this have on you - (1 being not at all and 5 being severely impacted)

42% of respondents stated that moving meetings from a Monday evening would have no impact on them whilst 32% stated that this would severely impact on them.

Impact	Number	%
1	24	42%
2	3	5%
3	5	9%
4	7	12%
5	18	32%



Base: 57 Responses

Q9 Please tell us more about what this impact would be

Opposition to Daytime Meetings

The majority of respondents expressed concern that daytime meetings would conflict with standard working hours (9:00 am–5:00 pm), making attendance difficult for those in employment. Employers are not legally obliged to grant leave, creating additional pressure and risk of exclusion from meetings. Reduced pool of candidates for council roles, potentially limiting diversity. Increased burden on councillors balancing employment and council duties.

Impact on Representation and Diversity

Respondents stated that they felt holding daytime meetings would disproportionately disadvantage working individuals, young professionals, and students, possibly reducing diversity and limiting opportunities for participation in the committee process. Several noted that this could deter future candidates and force current members to resign.

Positive Impacts Identified

A small number of respondents highlighted benefits to moving of meetings to daytime such as improved access to childcare, reduced fatigue compared to evening meetings, and easier travel arrangements.

Neutral and Alternative Views

Some respondents indicated no significant impact or suggested mitigations, including hybrid meeting schedules, weekend options, and enhanced digital access through live streaming and virtual participation.

Q10 Please provide any other comments or suggestions you may have

Suggestions made within responses are detailed below:

- Maintain evening meetings or introduce a hybrid model combining daytime and evening sessions.
- Enable remote participation and ensure meetings are streamed and recorded for public access.
- Ensure no impact on particular demographic groups.

Written Submission

A written submission was also received from the Liberal Democrat Group in which they stated that they unanimously supported the status quo and echoed the comments above whereby daytime meetings would exclude citizens with a 9-to-5 job. The group stated that this change would be discriminatory towards working people. As a result, this could mean that most working people would not be able to consider standing for election to the City Council. The group also stated that if they are in a position to influence the council after the 2027 election, they will insist that evening meetings remain to avoid any discrimination against working people.

Demographics

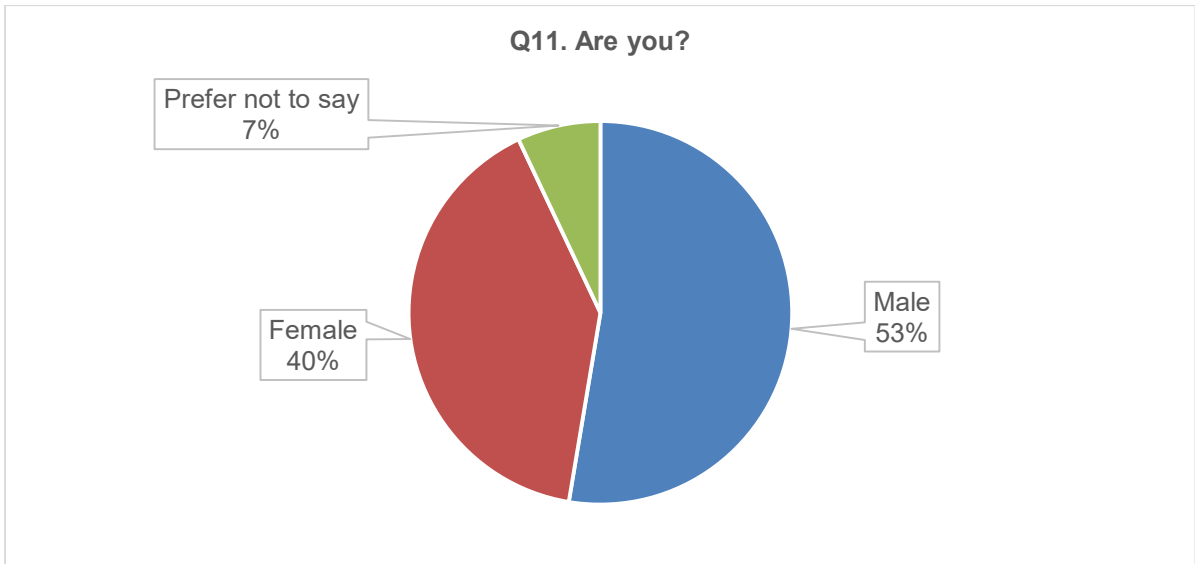
As the survey sample is relatively small it is difficult to draw any specific conclusions on the different protected characteristics, particularly in relation to ethnicity and sexual orientation. Some examples in relation to Question 8 i.e. the average impact scores are detailed below:

Sex - there is very little difference between females and male, with the average score for females being 2.5 and the male being 2.8.

Age - for those aged 16-64 the average is 2.6 in contrast the average score for those aged 65+ being 3.1 (however the latter only based on 7 respondents).

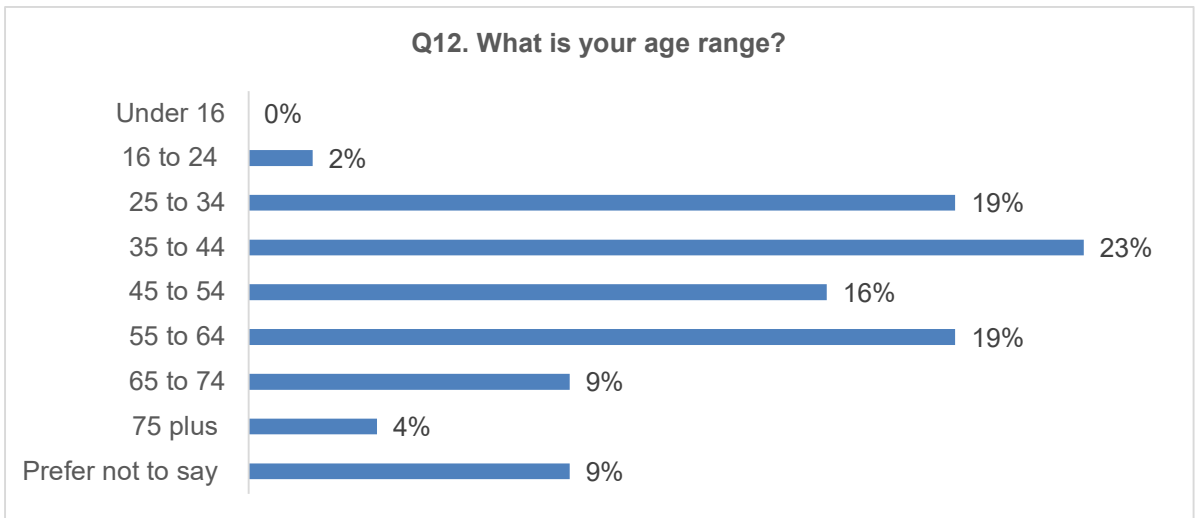
Disability – the average score was very similar for those who stated that they had a disability 2.8 (again based on a small sample of 9 people) compared to 2.7 who stated that they did not have a disability.

Q11. Are you	Number	%
Male	30	53%
Female	23	40%
Prefer not to say	4	7%



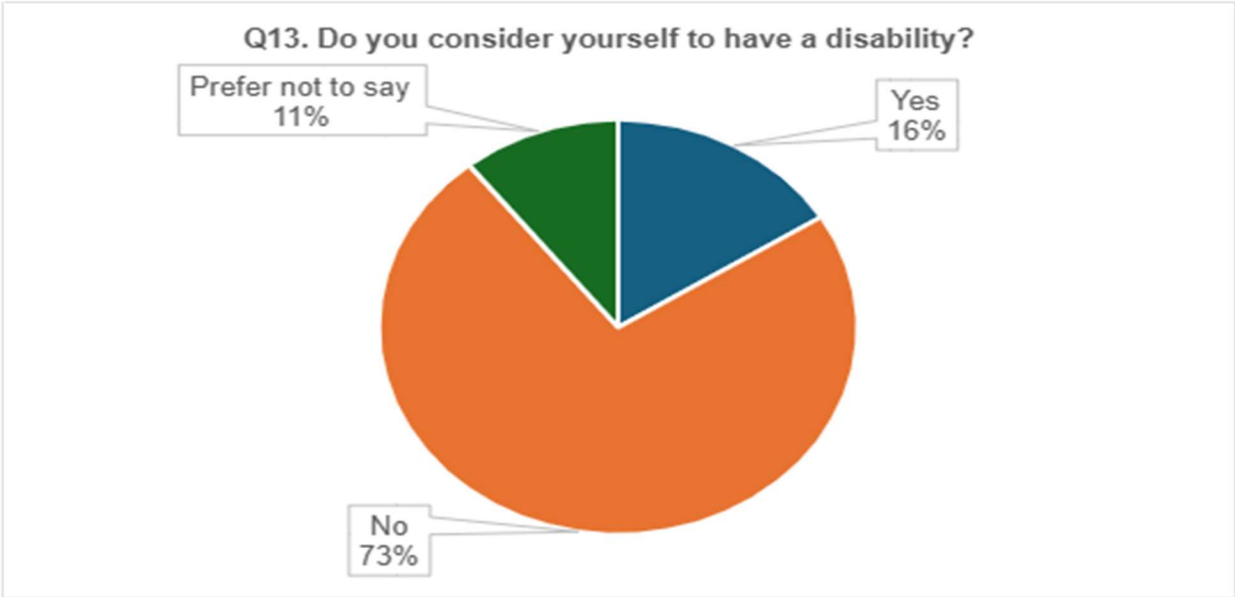
Base: 57 Responses

Q12. What is your age range?	Number	%
Under 16	0	0%
16 to 24	1	2%
25 to 34	11	19%
35 to 44	13	23%
45 to 54	9	16%
55 to 64	11	19%
65 to 74	5	9%
75 plus	2	4%
Prefer not to say	5	9%



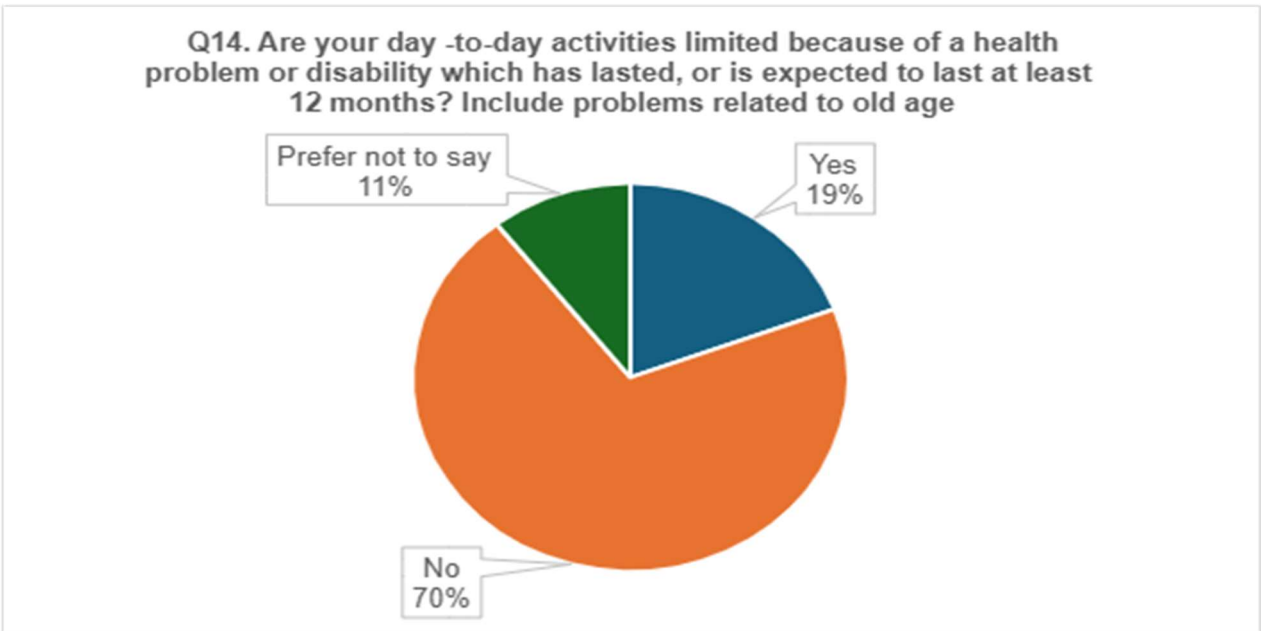
Base: 57 Responses

Q13. Do you consider yourself to have a disability?	Number	%
Yes	9	16%
No	41	73%
Prefer not to say	6	11%



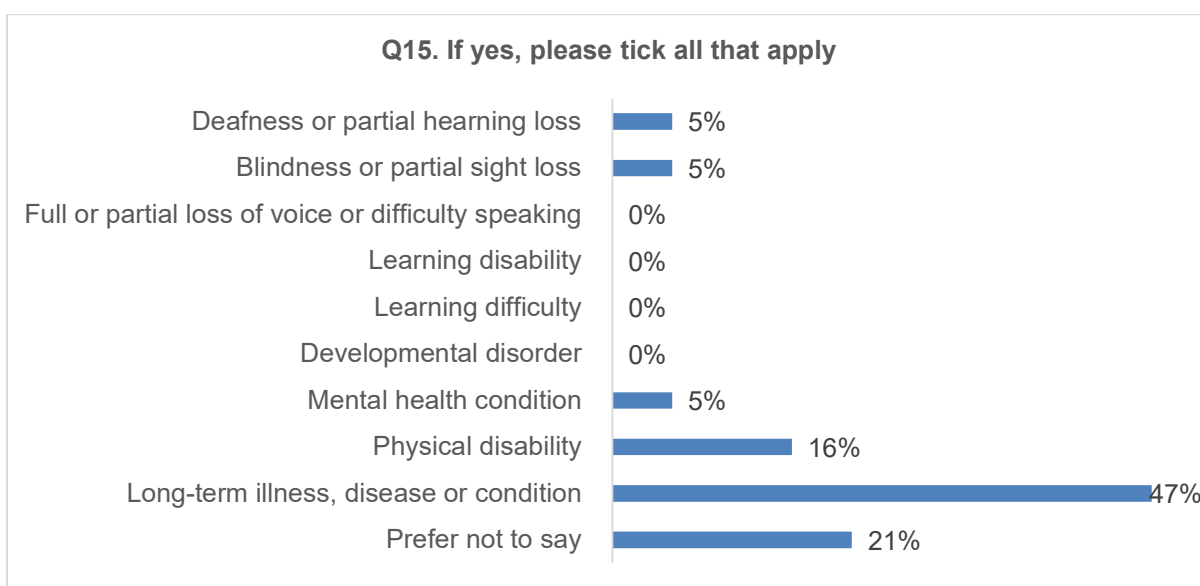
Base: 56 Responses

Q14. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last at least 12 months? Include problems related to old age	Number	%
Yes	11	19%
No	40	70%
Prefer not to say	6	11%



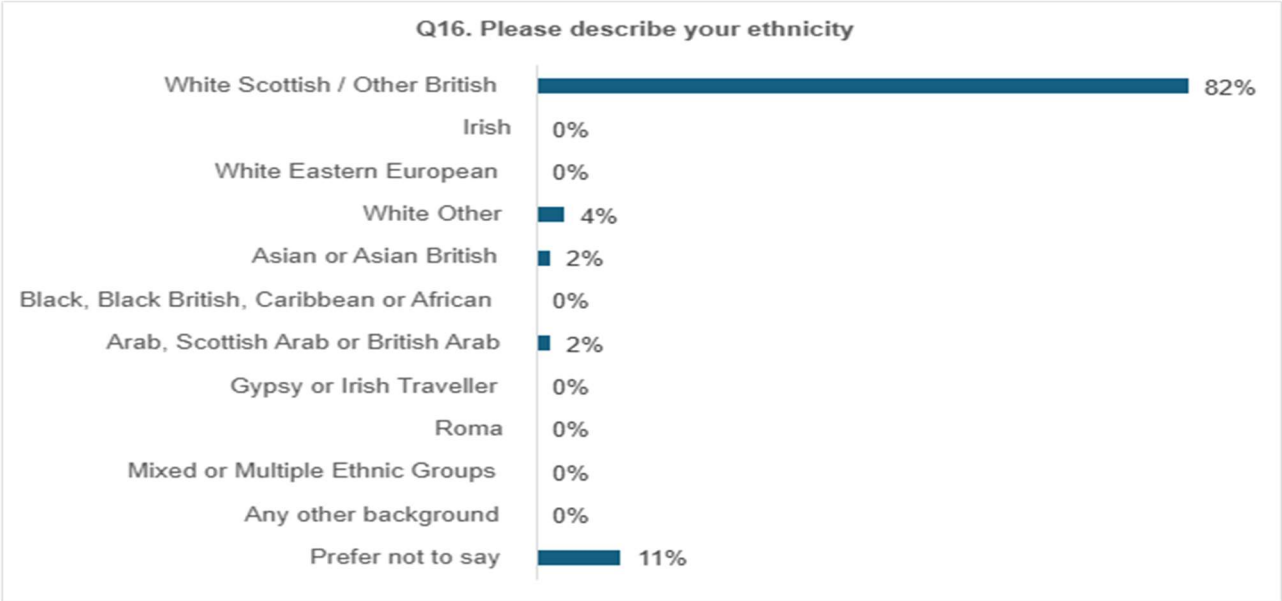
Base: 57 Responses

Q15. If yes, please tick all that apply	Number	%
Deafness or partial hearing loss	1	5%
Blindness or partial sight loss	1	5%
Full or partial loss of voice or difficulty speaking	0	0%
Learning disability	0	0%
Learning difficulty	0	0%
Developmental disorder	0	0%
Mental health condition	1	5%
Physical disability	3	16%
Long-term illness, disease or condition	9	47%
Prefer not to say	4	21%



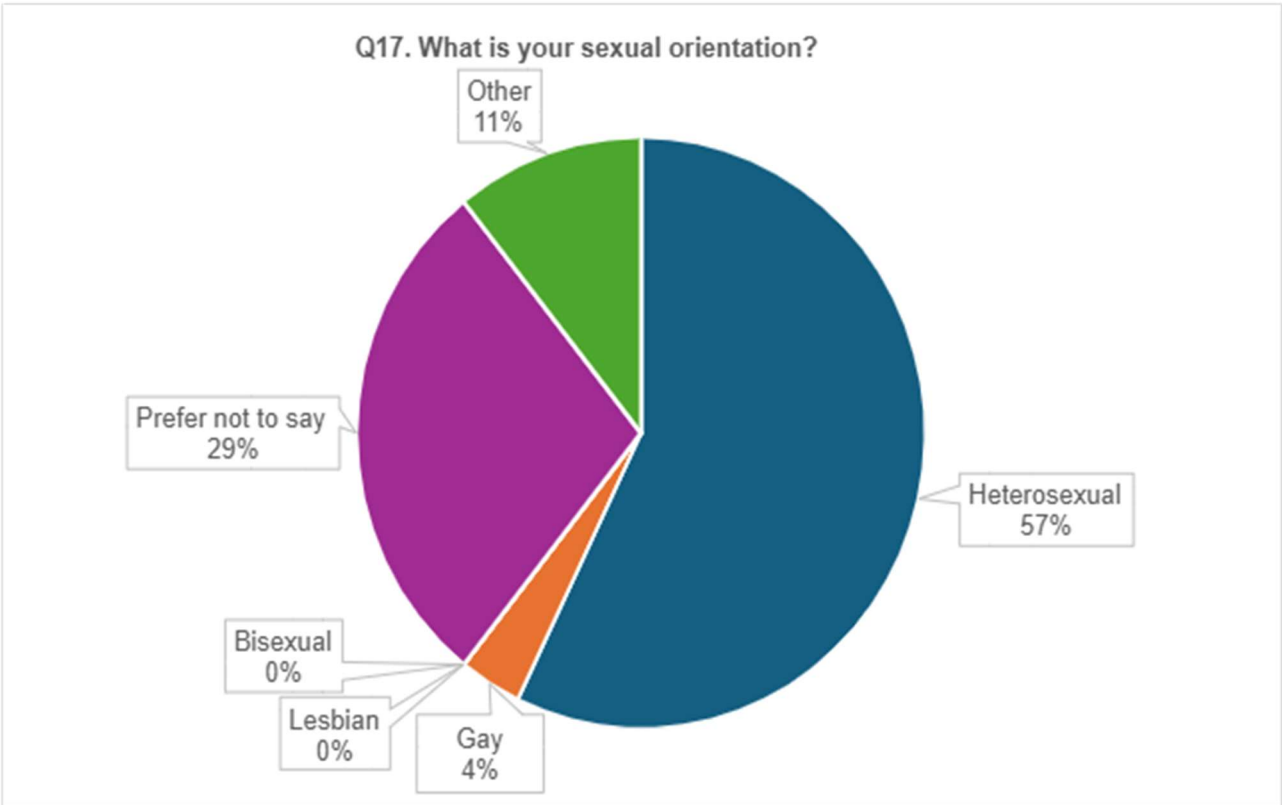
Base: 19 Responses (base is higher as respondents could select more than one option)

Q16. Please describe your ethnicity	Number	%
White Scottish / Other British	46	82%
Irish	0	0%
White Eastern European	0	0%
White Other	2	4%
Asian or Asian British	1	2%
Black, Black British, Caribbean or African	0	0%
Arab, Scottish Arab or British Arab	1	2%
Gypsy or Irish Traveller	0	0%
Roma	0	0%
Mixed or Multiple Ethnic Groups	0	0%
Any other background	0	0%
Prefer not to say	6	11%



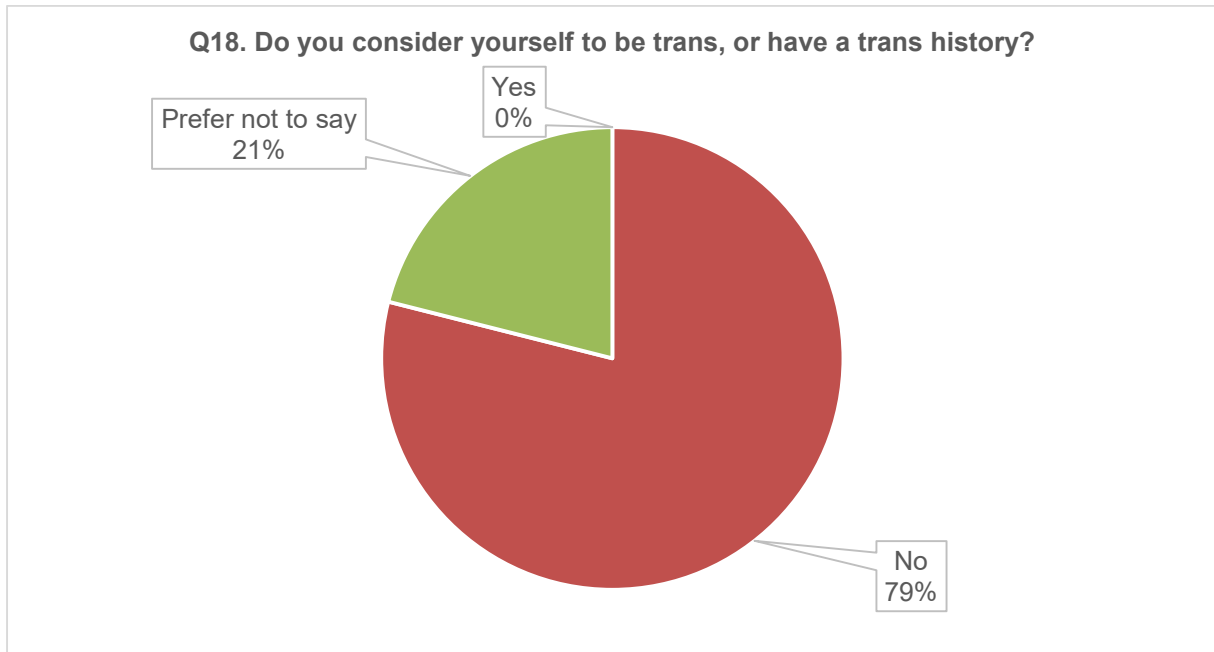
Base: 56 Responses

Q17. What is your sexual orientation?	Number	%
Heterosexual	32	57%
Gay	2	4%
Lesbian	0	0%
Bisexual	0	0%
Prefer not to say	16	29%
Other	6	11%



Base: 56 Responses

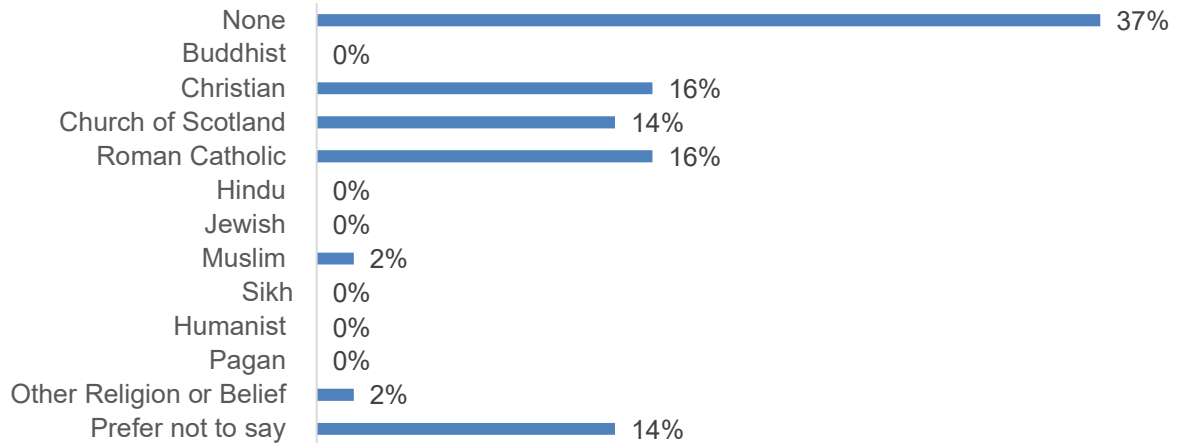
Q18. Do you consider yourself to be trans, or have a trans history?	Number	%
Yes	0	0%
No	45	79%
Prefer not to say	12	21%



Base: 57 Responses

Q19. What religion, religious denomination or body do you belong to?	Number	%
None	21	37%
Buddhist	0	0%
Christian	9	16%
Church of Scotland	8	14%
Roman Catholic	9	16%
Hindu	0	0%
Jewish	0	0%
Muslim	1	2%
Sikh	0	0%
Humanist	0	0%
Pagan	0	0%
Other Religion or Belief	1	2%
Prefer not to say	8	14%

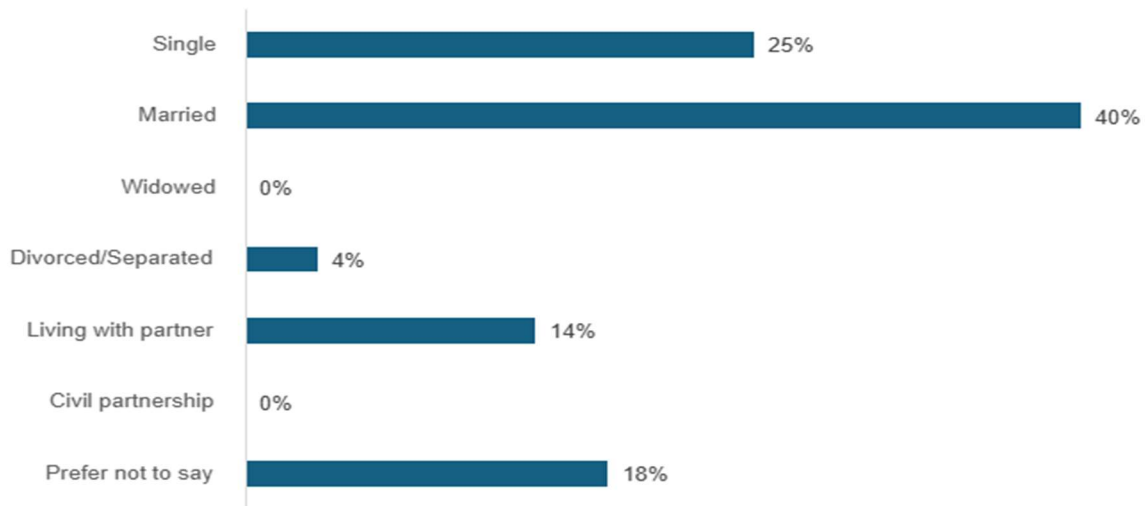
Q19. What religion, religious denomination or body do you belong to?



Base: 57 Responses

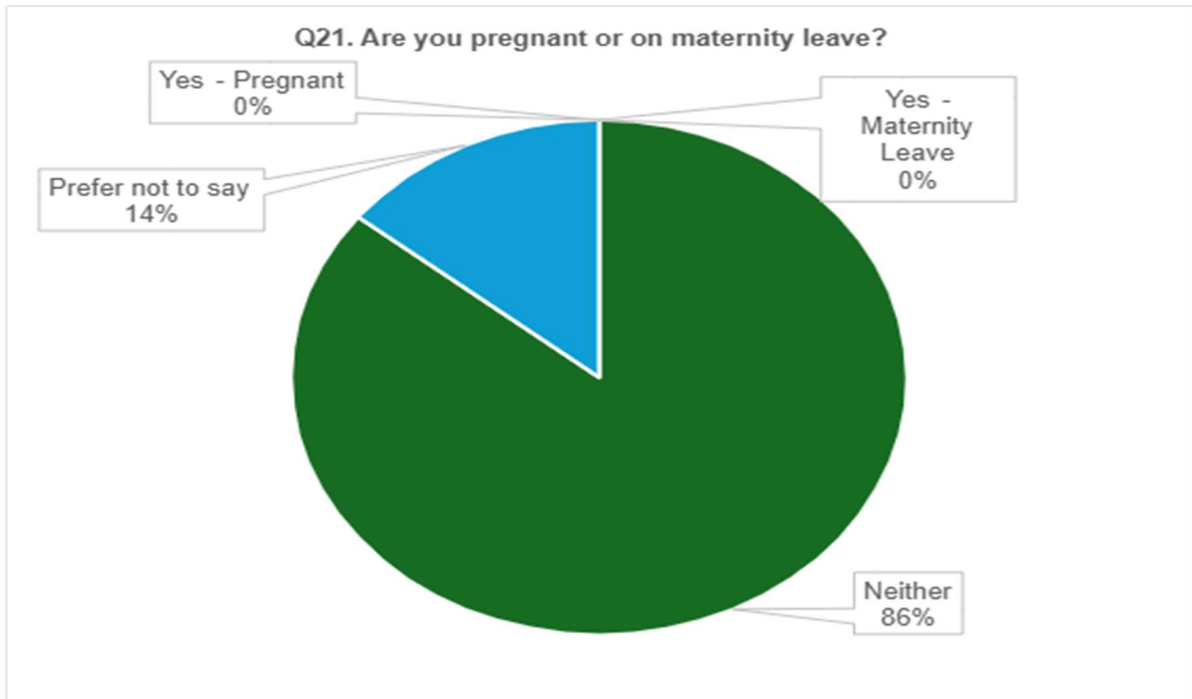
Q20. What is your legal marital status?	Number	%
Single	14	25%
Married	23	40%
Widowed	0	0%
Divorced/Separated	2	4%
Living with partner	8	14%
Civil partnership	0	0%
Prefer not to say	10	18%

Q20. What is your legal marital status?



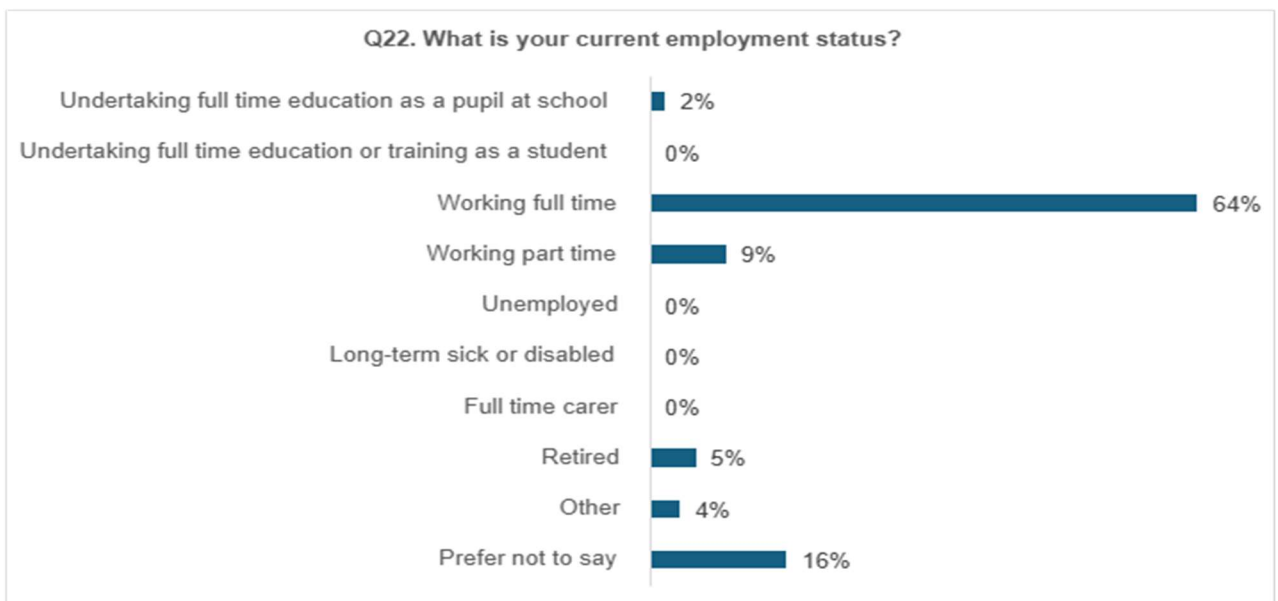
Base: 57 Responses

Q21. Are you pregnant or on maternity leave?	Number	%
Yes - Pregnant	0	0%
Yes - Maternity Leave	0	0%
Neither	48	86%
Prefer not to say	8	14%



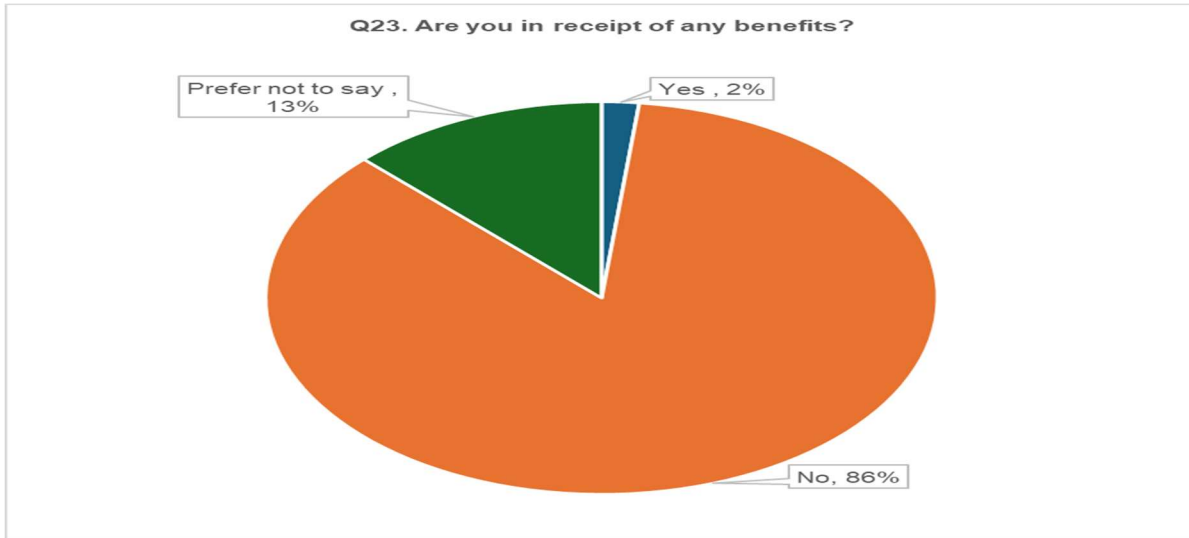
Base: 56 Responses

Q22. What is your current employment status?	Number	%
Undertaking full time education as a pupil at school	1	2%
Undertaking full time education or training as a student	0	0%
Working full time	36	64%
Working part time	5	9%
Unemployed	0	0%
Long-term sick or disabled	0	0%
Full time carer	0	0%
Retired	3	5%
Other	2	4%
Prefer not to say	9	16%



Base: 56 Responses

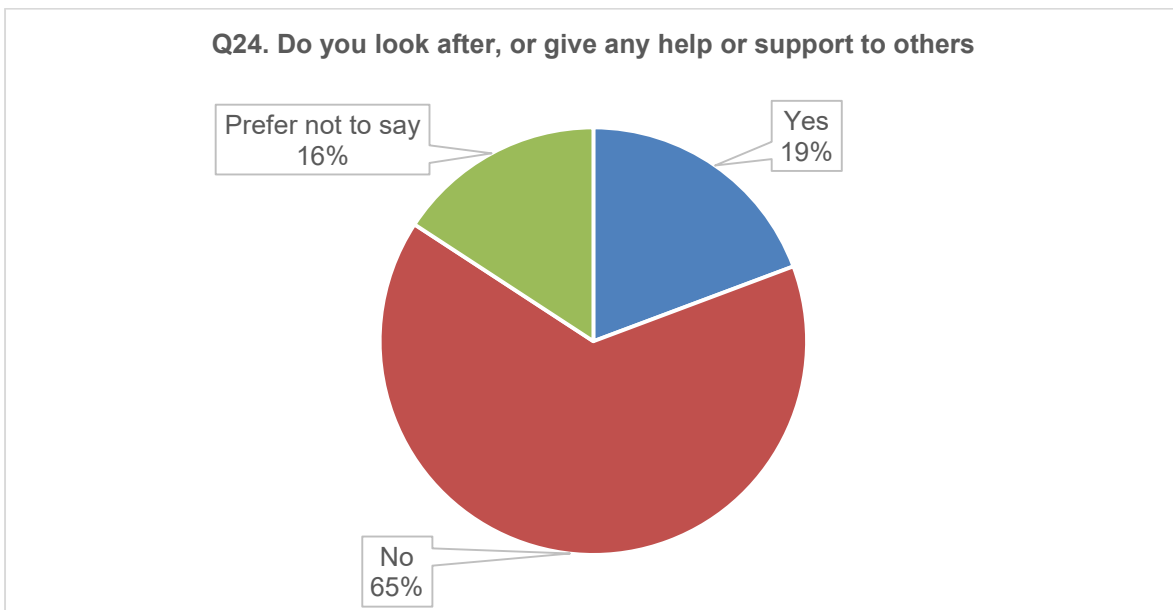
Q23. Are you in receipt of any benefits? (By benefits we mean any of the following: Universal Credit, Income-based Job Seekers Allowance, Income-related Employment and Support Allowance, Income Support, Working Tax Credit, Child Tax Credit, Housing Benefit.)	Number	%
Yes	1	2%
No	48	86%
Prefer not to say	7	13%



Base: 56 Responses

Q24. Do you look after, or give any help or support to family members, friends, neighbours or others because of either long-term physical/mental ill-health/disability or problems related to age? Do not count anything you do as part of your paid employment

	Number	%
Yes	11	19%
No	37	65%
Prefer not to say	9	16%



Base: 57 Response

Analysis of Elected Member Only Responses

There were 23 responses from elected members.

Demographics

- Gender: 14 Male, 8 Female, 1 Prefer not to say.
- Age: largest group 55–64 (7 people).
- Disability: 5 Yes, 15 No.
- Ethnicity: mostly White Scottish/Other British.
- Employment: majority full-time.

Of the seventeen respondents who gave further information on the impact, twelve stated that daytime meetings would create challenges, particularly for those with 9–5 jobs, caring responsibilities, or established routines built around evening meetings. Some highlighted that daytime scheduling could limit their ability to serve as councillors and may discourage people in fulltime work from standing for election. A concern was expressed that employers might not support time off for council duties, potentially forcing them to reconsider their role.

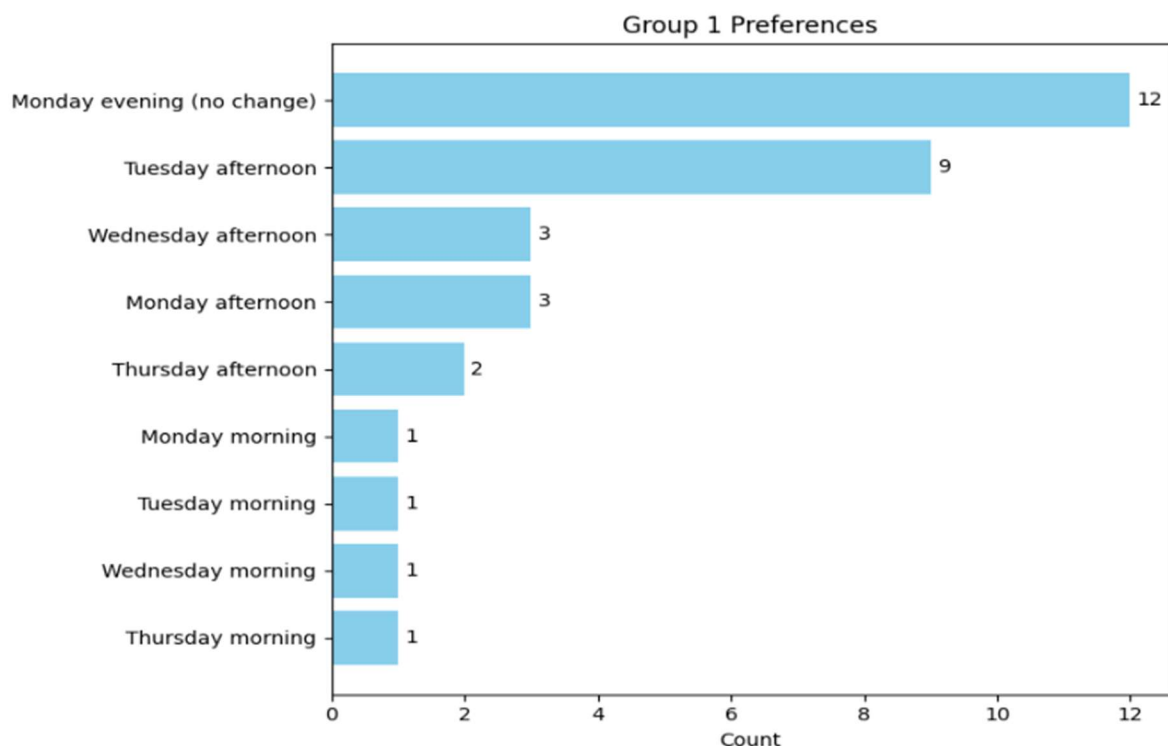
Five respondents felt that daytime meetings could have a positive impact, citing better access to childcare, easier travel, and reduced fatigue. Some were open to any option or felt able to manage the impact by adjusting their work schedules.

Two respondents mentioned that no change should take place until after 2027 elections.

In summary:

More respondents indicated that moving meetings to daytime would negatively affect their participation due to work and caring commitments, while a smaller number felt the change could be beneficial or manageable.

Group 1 - City Council, Climate Net Zero and Environment, City Growth and Infrastructure and City Governance



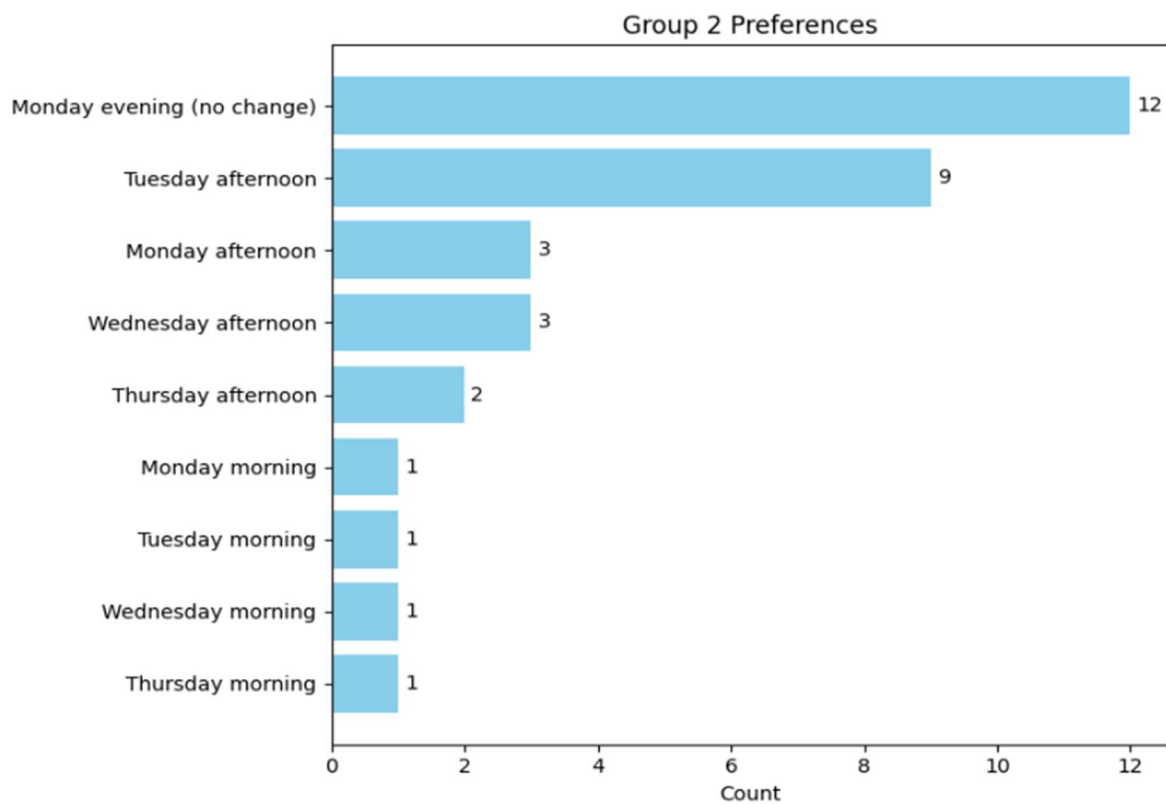
Single-choice respondents (21 people):

Monday evening (no change) (12 times)
Tuesday afternoon (7 times)
Monday afternoon (1 time)
Wednesday afternoon (1 time)

Multiple-choice respondents (2 people):

Respondent 1: Tuesday afternoon, Wednesday afternoon, Thursday afternoon, Monday afternoon
Respondent 2: All slots were selected - Monday morning, Monday afternoon, Tuesday morning, Tuesday afternoon, Wednesday morning, Wednesday afternoon, Thursday morning, Thursday afternoon

Group 2 - Children and Families Committee, Neighbourhood Housing and Communities, City Governance



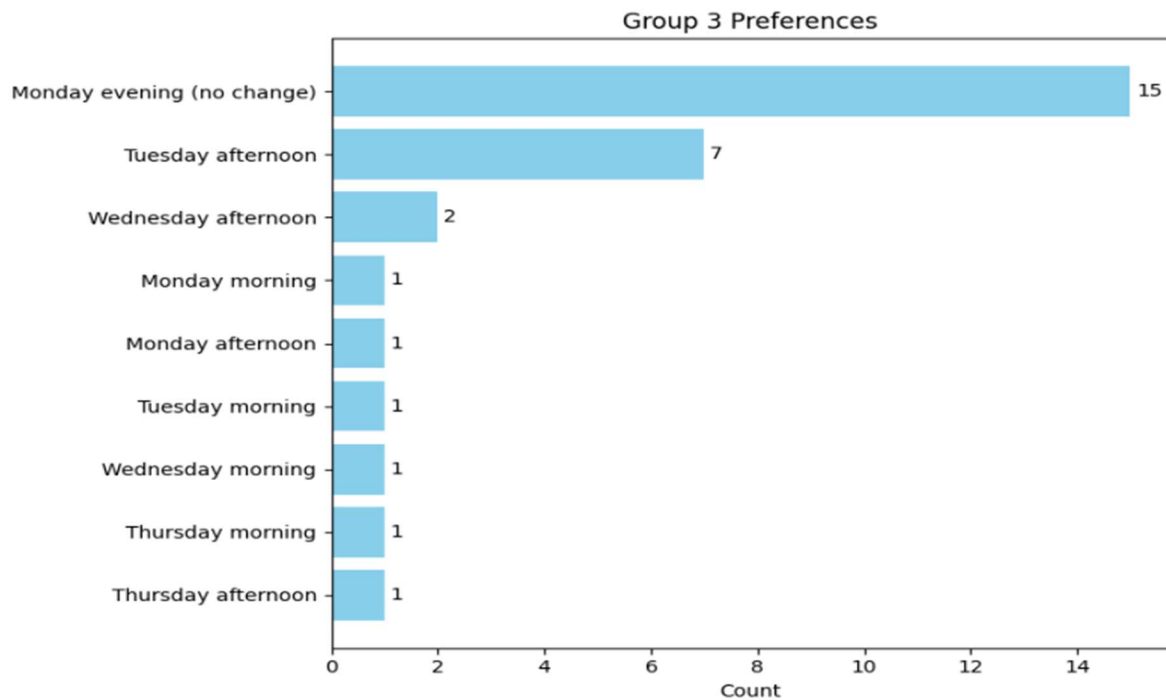
Single-choice respondents (21 people):

Monday evening (no change) (12 times)
Tuesday afternoon (7 times)
Monday afternoon (1 time)
Wednesday afternoon (1 time)

Multiple-choice respondents (2 people):

Respondent 1: Monday afternoon, Tuesday afternoon, Wednesday afternoon, Thursday afternoon
Respondent 2: - **all slots were selected**. Monday morning, Monday afternoon, Tuesday morning, Tuesday afternoon, Wednesday morning, Wednesday afternoon, Thursday morning, Thursday afternoon

Group 3 - Planning

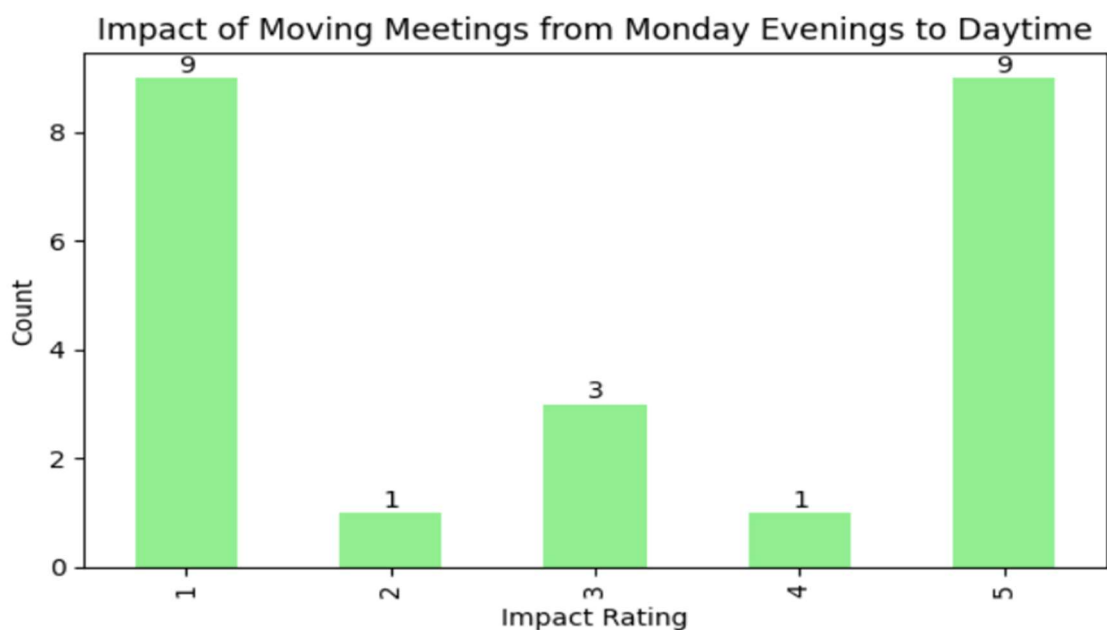


Single-choice respondents (20 people):

Monday evening (no change) (14 times)
 Tuesday afternoon (5 times)
 Wednesday afternoon (1 time)

Multiple-choice respondents (2 people):

Respondent 1: Tuesday afternoon, Monday evening (no change)
 Respondent 2: - **all slots were selected** - Monday morning, Monday afternoon, Tuesday morning, Tuesday afternoon, Wednesday morning, Wednesday afternoon, Thursday morning, Thursday afternoon



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Integrated Impact Assessment

Committee Report Number: 23-2026

Document Title: Committee Meetings Times Consultation

Document Type: Other

Description:

The report provides information on the responses to a consultation that set out to identify the general preferences and identify any potential impacts of changing the day/time of Dundee City Council committee meetings.

Intended Outcome:

To update Elected Members on the results of a recent consultation regarding changes to the timings of committee meetings.

Period Covered: 03/11/2025 to 19/01/2026

Monitoring:

The report makes no officer recommendations, and monitoring will be shaped based on the agreed actions of committee.

Lead Author:

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Equality, Diversity and Human Rights

Impacts & Implications

Age: Negative

Daytime move:

A change to daytime meetings might be positive to some older people as they might be traveling to meetings in daylight, which could reduce potential safety concerns after dark. A shift to daytime meetings for other age groups could result in potential conflicts between education or work; and may deter engagement/candidacy.

The consultation explicitly flags disadvantage to "working individuals, young professionals and students" and a reduced candidate pool.

Disability: Negative

Daytime Move:

Moving to daytime meetings could increase the likelihood of increased negative impact for this group as it could result in clashes with daytime medical or therapy appointments and employment protections for disabled councillors or members who are in employment. Travel could be easier for this group as public transport is more frequent and accessible during the day.

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregancy & Maternity: Positive

Daytime Move:

Potentially beneficial as could avoid late evening travel during pregnancy. (Although consultation shows no respondents were pregnant)

Race / Ethnicity: No Impact

Religion or Belief: Negative

Daytime Move:

A move towards daytime meetings could clash with potential midday or afternoon religious observance occurs, depending on scheduling; or where daytime faith-related duties/volunteering occur.

Sex: Negative

Daytime Move:

Overall, a move towards daytime meetings could be problematic; particularly for women, who statistically undertake more unpaid care and school time coordination. It might also clash with work hours for both sexes.

Sexual Orientation: No Impact

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	No Impact
Lochee:	No Impact
Coldside:	No Impact
Maryfield:	No Impact
North East:	No Impact
East End:	No Impact

The Ferry:

No Impact

West End:

No Impact

Household Group Impacts and Implications

Looked After Children & Care Leavers: No Impact

Carers: Negative

Although, daytime meetings could help produce a better work-life balance for some of those with caring responsibilities, for most others these meetings might clash with daytime care tasks.

Lone Parent Families: Negative

Although, daytime meetings could help produce a better work-life balance for some, for most others there could be a difficulty around childcare issues.

Single Female Households with Children: Negative

Although, daytime meetings could help produce a better work-life balance for some, for most others there could be a difficulty around childcare issues.

Greater number of children and/or young children: Negative

Although, daytime meetings could help produce a better work-life balance for some, for most others there could be a difficulty around childcare issues.

Pensioners - single / couple: No Impact

Unskilled workers or unemployed: No Impact

Serious & enduring mental health problems: No Impact

Homeless: No Impact

Drug and/or alcohol problems: No Impact

Offenders & Ex-offenders: No Impact

Socio Economic Disadvantage Impacts & Implications

Employment Status: Negative

Daytime meetings could conflict with working hours and limit the pool of potential councillor candidates. Potential for resignations of some current councillors was also noted.

Education & Skills: No Impact

Income: Negative

Daytime meetings could conflict with working hours, resulting in a reduction in income and limit the pool of potential councillor candidates.

Caring Responsibilities (including Childcare): Positive

Daytime meetings could lead to easier access to childcare for those can afford and require it.

Affordability and accessibility of services: Not Known

Daytime meetings may be more or less accessible, depending on the individuals concerned. This will largely be influenced by the other factors noted in this IIA.

Socio Economic Disadvantage Impacts & Implications

Fuel Poverty: No Impact

Cost of Living / Poverty Premium: No Impact

Connectivity / Internet Access: Not Known

Connectivity/Internet Access could be an issue of concern whether the meetings are day/evening.

Income / Benefit Advice / Income Maximisation No Impact

Employment Opportunities: Negative

Daytime meetings could conflict with working hours and limit the pool of potential councillor candidates.

Education: No Impact

Health: No Impact

Life Expectancy: No Impact

Mental Health: No Impact

Overweight / Obesity: No Impact

Child Health: No Impact

Neighbourhood Satisfaction: No Impact

Transport: Positive

Daytime meetings could make travel easier for some. However, the option of hybrid meetings could mitigate against all potential transport issues.

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: No Impact

Transport Impacts

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: No Impact

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: No Impact

Economic/Financial Sustainability / Security & Equipment: No Impact

Social Impact / Safety of Staff & Clients: No Impact

Technological / Business or Service Interruption: No Impact

Environmental: No Impact

Legal / Statutory Obligations: No Impact

Organisational / Staffing & Competence: No Impact

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.