

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Arlene Mailey
Designation(s): Service Manager
Directorate/Service: Quality and Development
Date of Impact Assessment: 6 September 2019
Name of Proposed Budget Saving ¹ : Swift Replacement Programme

1. Does the proposed budget saving impact on:		
	Yes	No
a. Protected characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	

¹ Please attach the Budget Saving Proposal to this Template

² [Fairer Scotland Duty: interim guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

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2. If “yes” is selected for **any part** of Section 1, **please populate the other relevant Sections of this Template.**

If “no” is selected for **every part** of Section 1, **please sign below and email** a copy of this Template to Karen Barclay, Corporate Policy Officer:

karen.barclay@inverclyde.gov.uk.

Signature

Date

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3. Impact – Protected characteristics

Which of the protected characteristics will the proposed budget saving have an impact upon? (See guidance for examples of key considerations under each characteristic – this is on ICON.)

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			x
Disability			
Gender Reassignment			
Pregnancy and maternity			
Race			
Religion and belief			
Sex			x
Sexual orientation			
Other groups to consider			

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4. Which parts of the Equality Duty will the proposed budget saving impact on?	
<input checked="" type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input type="checkbox"/>	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between from different groups

5. Impact - groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
<p>Positive impacts +</p> <p><i>(Describe groups affected.)</i></p>	<p>Negative impacts -</p> <p><i>(Describe groups affected.)</i></p> <p>There are 9 employees potentially affected by this budget saving proposal, 66.7% of whom are female. This proposal will therefore affect predominantly female workers.</p> <p>The age profile of the 9 employees is:</p> <p style="margin-left: 40px;">Age 20-29 = 11.11% Age 30-39 = 22.22% Age 40-49 = 33.33% Age 50-59 = 33.33% Age 60+ = 0%.</p> <p>This profile is showing 66.7% of employees are aged between 40 and 59.</p>

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6. Impact – Fairer Scotland Duty

What impact will this budget saving proposal have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive Impact +	Neutral Impact =	Negative Impact -
	X	X

Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.

Should the employee(s) express an interest in voluntary redundancy, there will be no impact on the duties enforced on the Local Authority under the Fairer Scotland Duty, Equalities Act 2010.

Management have tried to plan early for savings and protect front line Services as much as possible through efficiencies, rather than reducing Service levels. Where budget reductions have an unavoidable adverse impact on employees', management has and will try to mitigate this impact as much as possible with pay protection and redeployment options.

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal impact on?

<input type="checkbox"/>	1. Population: Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
X	2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted during section 6)
<input type="checkbox"/>	3. Environment, culture and heritage: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit

Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.

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All employees within this team are residents of Inverclyde and have worked for Inverclyde Council for a varied but considerable length of time.

Although this particular savings proposal was not part of the 2019 public consultations, Inverclyde Council is committed to openness, transparency and community engagement in sharing the challenges we face as a Local Authority to deliver a balanced budget.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?

<input type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
X	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
<input type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
<input type="checkbox"/>	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
<input type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
X	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.

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A reduction in the number of permanent positions available to staff and permanent employment available to residents of Inverclyde will have a detrimental impact on the delivery of Priorities 3 and 10 of the Corporate Plan 2018/22.

9. Evidence

What evidence do you have to help identify any potential impacts of the proposed budget saving?

Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.

Evidence	Details
Consultation/Engagement	
Research	
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	

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Are there information gaps and, if so, what are these?	
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10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of this Budget Saving Proposal.

The proposal is to remove the post from April 2020 and use an earmarked reserve to fund the post until the implementation of the new system which is anticipated to be in 2022.

Details of the Person(s) who completed the Assessment:	Name: Arlene Mailey
	Position: Service Manager – Quality and Improvement
	Date: 6 September 2019
Authorised by:	Name: Louise Long
	Position: Corporate Director (Chief Officer), Inverclyde Health and Social Care Partnership
	Date: 7 February 2020

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.

21 November 2018