

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template: Martin McNab
Designation(s): Head of Service
Directorate/Service: Environment, Regeneration and Resources - Public Protection & Covid Recovery
Date of Impact Assessment: 13 November 2020
Name of Proposed Budget Saving <sup>1</sup> : CCTV – Reduce Dual Manning Hours

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

<sup>1</sup> Please attach the Budget Saving Proposal to this Template

<sup>2</sup> [Fairer Scotland Duty: interim guidance for public bodies](#)

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

<sup>4</sup> [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](mailto: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.)

<b>Equality Target Group</b>	<b>Positive impact +</b>	<b>Neutral impact =</b>	<b>Negative impact -</b>
Age			The profile information has been excluded from this Template to protect the identity of the relevant staff.
Disability			
Gender Reassignment			
Pregnancy and maternity			
Race			
Religion and belief			
Sex			The profile information has been excluded from this Template to protect the identity of the relevant staff.
Sexual orientation			
Other groups to consider			

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<b>4. Which parts of the Equality Duty will the proposed budget saving impact on?</b>	
<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

<b>5. Impact - groups</b>	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
<p><b>Positive impacts</b> + <i>(Describe groups affected.)</i></p>	<p><b>Negative impacts</b> - <i>(Describe groups affected.)</i></p> <p>The profile information has been excluded from this Template to protect the identity of the relevant staff.</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	

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

### 7. Impact – LOIP 2017/22

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

- |                          |   |
|--------------------------|---|
| <input type="checkbox"/> | 1. <b>Population:</b> 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                      |
| <input type="checkbox"/> | 2. <b>Inequalities:</b> 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. <b>Environment, culture and heritage:</b> 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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### 8. Impact – Corporate Plan 2018/22

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

<input checked="" 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
<input type="checkbox"/>	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
<input type="checkbox"/>	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.**

There will be minimal impact on the service provided.

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### 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	In the public consultation carried out ahead of the 2018 budget 47% stated the service should remain the same, 36% were in favour of reducing the service, 13% were in favour of stopping the service and 4% did not have a view on this issue.
Research	The Police Scotland Grant is based on a per capita distribution to authorities having public space CCTV systems and would not be affected.
Officer's knowledge and experience (including feedback from frontline staff)	During the initial lockdown owing to Covid-19 and its immediate aftermath, the service defaulted to single manning at all times as a result of an inability to safely socially distance in the CCTV suite. The overall experience was that single manning had a very limited impact on the service provided.
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders  Other - Police Scotland	Support given to partners during an incident, in this instance, Police Scotland, could reduce; however, the

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	likelihood of this occurring is considered unlikely based both on our experience of quieter periods and our experience when only single manning was possible.
Are there information gaps and, if so, what are these?	

**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.**

Where there are planned events or prior intelligence, the CCTV suite will be manned appropriately. Residual risks are also managed by ensuring that Police bar staff are provided with training in the operation of the system. This is already done to ensure that they can direct cameras should an incident occur in the hours when the CCTV system is not manned. The system has never been monitored 24/7 since its inception although it obviously continues to record.

Details of the Person(s) who completed the Assessment:	Name: Martin McNab
	Position: Head of Service
	Date: 13 November 2020
Authorised by:	Name: Scott Allan
	Position: Corporate Director - Environment, Regeneration and Resources
	Date: 3 December 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](mailto:karen.barclay@inverclyde.gov.uk).**