

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Martin McNab
Designation(s): Head of Public Protection & Covid Recovery
Directorate/Service: Environment, Regeneration & Resources/Public Protection & Covid Recovery
Date of Impact Assessment: 13 November 2020
Name of Proposed Budget Saving ¹ : Public Protection Service Reduction

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)

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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			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			
Sexual orientation			
Other groups to consider			

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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 + <i>(Describe groups affected.)</i></p>	<p>Negative impacts - <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>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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 -
	=	

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. 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 |
| <input type="checkbox"/> | 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.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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
<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.	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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	<p>Inverclyde Council's services in this area have suffered relatively fewer cuts than comparable services in other Councils. As a result, the performance of the services in terms of the relevant Local Government Benchmarking Framework indicators has worsened; however, these are purely a measure of service cost rather than effectiveness. Relatively speaking, the performance of the services has improved in terms of the Association for Public Service Excellence benchmarking. Some of this will inevitably be due to declining levels of service in a number of other authorities.</p>
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	<p>It is expected that there will be a very limited reduction in service potentially involving an increase in response times</p>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	for certain service requests, including regulatory areas.
Stakeholders	
Other	
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.

The intention is to reduce the overall workload and broaden the remit to an extent across the remaining workforce, following a re-design of the overall enforcement service.

Details of the Person(s) who completed the Assessment:	Name: Martin McNab
	Position: Head of Service
	Date: 30 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.