

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template: Hugh Scott
Designation(s): Corporate Director - Education, Communities and Organisational Development
Directorate/Service: Education, Communities and Organisational Development
Date of Impact Assessment: 13 November 2020
Name of Proposed Budget Saving <sup>1</sup> : Restrict free swimming to the school holidays

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

<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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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.)

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

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<b>4. Which parts of the Equality Duty will the proposed budget saving impact on?</b>	
X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
X	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> +</p> <p><i>(Describe groups affected.)</i></p>	<p><b>Negative impacts</b> -</p> <p><i>(Describe groups affected.)</i></p> <p>Age and Disability: children and young people, including those with disabilities, would be impacted by this budget saving proposal because they may not be able to access free swimming all year round or only during the school holiday periods.</p> <p>Families and carers: there may be a disproportionate impact on families and carers on low incomes as they may find it difficult to pay for swimming if a charge is introduced.</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.**

There may be a disproportionate impact on families on low incomes. It is expected that the partial removal of free swimming will have the greatest impact on the most deprived children and their families/carers.

### 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
X	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.**

There may be a disproportionate impact on families on low incomes. It is expected that the partial removal of free swimming will have the greatest impact on the most deprived children and their families/carers.

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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 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
X	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
X	5. To safeguard, support and meet the needs of our most vulnerable families and residents
X	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 may be a disproportionate impact on families on low incomes. It is expected that the partial removal of free swimming will have the greatest impact on the most deprived children and their families/carers.

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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	<p>Budget Consultation 2019: 64% of respondents supported the budget saving proposal regarding free swimming only being available during the school holidays.</p> <p>Budget Consultation 2017: 49% of respondents supported the introduction of a charge for swimming for under 16 year olds.</p>
Research	<p>Inverclyde Leisure is of the view that swim numbers may experience a minor initial downturn but that this will be temporary. Inverclyde Leisure also considers that usage will eventually recover if free swimming is removed.</p> <p>This budget saving proposal brings Inverclyde into line with other local authorities, for example, Renfrewshire Council.</p>
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	There is some reputational risk to the Council. Because there is a health benefit of any exercise, including

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	swimming, it is likely that any media coverage will focus on this aspect.
Stakeholders	
Other	
Are there information gaps and, if so, what are these?	While it is recognised that any physical activity has a positive impact on health, it is not clear how much direct impact free swimming has on the proportion of Inverclyde children who are confident swimmers, or on the general health and well-being of under 16s.

**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.**

Steps will be taken to ensure that all under 16s have access to swimming.

Inverclyde Leisure will provide more options to provide discounted prices, packages and promotions to encourage use of the pools.

A new model of delivery has been proposed to deliver free swimming across the local authority.

It should be noted that school swimming lessons are subsidised for pupils.

Details of the Person(s) who completed the Assessment:	Name: Hugh Scott
	Position: Service Manager - Community Learning and Development, Community Safety and Resilience and Sport
	Date: 13 November 2020
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 3 December 2020

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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).