

Equality Impact Assessment Template – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	Inverclyde Council Anti Poverty Initiatives
b.	Responsible organisation(s)/Lead Service	Culture, Communities & Educational Resources Service
c.	Lead Officer	Tony McEwan, Head of Culture, Communities and Educational Resources
d.	Date of Impact Assessment	25 May 2021
e.	Partners/other Services involved in the development of the policy, function or strategy	Inverclyde Council and Inverclyde HSCP
f.	Is the policy, function or strategy?	<input type="checkbox"/> New
		<input checked="" type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	To fund a series of targeted interventions to address poverty and deprivation in the areas with the greatest inequalities. The interventions would be funded with an allocated £1million from the Council and the Integration Joint Board to focus on initiatives to address unemployment and employability; support for people experiencing difficulties with alcohol and drugs; mental health or to support those experiencing food insecurities.
h.	What are the intended outcomes of the policy, function or strategy?	To provide services and opportunities to lift people out of poverty and deprivation based on the SIMD 2020 report and in response to the Community Listening Events in 2021.

¹ Please attach details of the policy, function or strategy to this Template

i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde Wide but focusing on datazones and localities with the greatest inequalities and supporting services to people who are most marginalised, face discrimination and living in the lowest socio economic groups in our community.	
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	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
		x	Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	People who have been long term unemployed due to issues such as addictions and mental health, families who have mental health issues that prevent them from engaging in employment, learning or training and families facing the greatest financial hardship due to unemployment and low incomes. Recovery services and local research such as Hard Edges consulted with people directly affected by long term unemployment, alcohol and drug to explore the support and services that would increase their opportunities to engage in employment, learning or training.	

2. Does the policy, function of strategy 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	

3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.

4. If 'No' is selected for every part of Section 2, please state the reasons for this.

Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.

Signature:

Date:

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

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

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

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact					Reasons/Comments
	Positive High	Low	Neutral	Negative High	Low	
Age	X					The Anti-Poverty Initiatives focus on people facing the greatest inequalities, deprivation and poverty especially those who have been affected by long term unemployment, high risk or poor physical and mental health, low educational attainment and disengaged in learning or working but in receipt of low income. The initiative to support people into employment is specifically targeting people age 20-30 years living in the datazone with the most deprivation in Scotland.
Disability	X					Part of the Act recommends a focus on those most likely to be living in poverty such as people with a disability including mental health and additions.
Gender Reassignment			X			
Marriage and civil partnership			X			
Pregnancy and maternity	X					Part of the initiative includes providing peer support to parents with children under the age of five to engage them in their child's development. Initiatives such as Home Start will include people who are pregnant with children under 5 years. Social Work in Schools programme will support parents with children in early years and primary school, however, pregnant parents may also be included in this support.
Race	X					The initiatives includes supporting people who face discrimination including people with a disability, lone parents, young parents, families where English is a second language.

Religion and belief			X			
Sex	X					One of the initiatives specifically focuses on males living in the Greenock Town Centre area. This is based on the SIMD data for the area, which highlights that this is the most deprived data zone in Scotland. Further analysis advises that the majority of the population living in this area are males age 20-30 years with additions or mental health issues.
Sexual orientation			X			
Other groups to consider <ul style="list-style-type: none"> Carers 			X			Carers will receive support if they have caring responsibility for children in early years or primary school and not currently known to social work, also the Homestart peer support project will also specifically support carers with children under 5 years.

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
x	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
x	Advance equality of opportunity between people from different groups
x	Foster good relations between people 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.

Positive impacts

+

(Describe groups affected.)

This action plan positively affects a range of people who face the greatest inequalities or are living in the lowest socio economic groups. It targets both the individual or the locality that people are residing to improve outcomes for the community.

Negative impacts

-

(Describe groups affected.)

Single women living in the Greenock Town Centre area may be disadvantaged as they are not included in the data for one of the initiatives.

6. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
X		
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>The Inverclyde Anti Poverty Initiatives has a specific positive impact on those who face the greatest inequalities as the focus throughout the report is targeting demographics of people living in poverty and deprivation or facing socio economic disadvantage. Each of the actions outlined within the report will have a positive impact on people specifically people facing inequalities and more disadvantaged because of they are in a low socio economic group.</p>		

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

<p>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</p>

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 at 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
X	4. The local economy: Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential

Briefly describe how the policy, function or strategy will impact on the LOIP Priority/Priorities.

Improving outcomes for people and families living in low income, deprivation and poverty will reduce the inequalities gap especially in health, education and employment. This will have improved impact on the local economy upskilling the people who live in Inverclyde enabling them to earn money to improve the economic development of the area, and encouraging people to stay or move into the area.

Initiatives such as the employability programme will increase employment opportunities for males living in the most deprived data zone affected by alcohol, drugs and mental health.

Local entrepreneurs will have an increased opportunity to have successful start-up business with the introduction of a start-up development officer.

All the initiatives funded by the Anti Poverty Fund will provide targeted service support to people who are facing the greatest inequalities, and most likely to be living in poverty as outlined by the Child Poverty Act (Scotland) 2017 and The Equality Act (2010) and the Fairer Scotland Duty.

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8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

x	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
x	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
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
X	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 policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

Improving outcomes for people living in low income, deprivation and poverty will reduce the inequalities gap especially in health, education and employment. This will have an improved impact on the local economy upskilling the people who live in Inverclyde enabling them to earn money to improve the economic development of the area, and encouraging families to stay or move into the area.

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	Consultation has taken place within across the Inverclyde Alliance partnership and the CLD partnership to ensure that the actions are relevant to those facing the greatest inequalities. Consultation with the Citizen's Panel is ongoing to seek views and opinions of a selected group of local residents. Poverty and Inequalities were the focus of discussion at the Community Listening Events that were facilitated in February 2021, with people across the 6 localities, many of who experience poverty themselves. The outcome of the feedback from the Community Listening Events were

	reported as specific themes to the Anti Poverty Strategy Group and then recommendations were taken to Inverclyde Council Policy and Resources Committee for approval.
Research	There is a plethora of research around the impact of poverty and deprivation on the targeted group facing the greatest inequalities, include SIMD 2020
Officers' knowledge and experience (including feedback from frontline staff)	An Anti-Poverty Steering Group, comprising the two Corporate Directors and the two Interim Service Directors, Head of OD, Policy & Communication was established to provide strategic governance, leadership, and monitoring of the budget. An officer implementation group has also been established to take forward the workstreams
Equalities monitoring data	
User feedback (including complaints)	The community listening events and the ongoing Communication and Engagement Groups ensure that the targeted groups provide feedback around child poverty. This will link directly with the Locality Planning Groups.
Stakeholders Other	Poverty and Inequalities were the focus of discussion at the Community Listening Events that were facilitated in February 2021, with people across the 6 localities, many of who experience poverty themselves
Are there information gaps and, if so, what are these?	Children and Young People consultation on poverty and deprivation in their area. Plans in place to establish a forum through the Cost of the School Day/Health and Wellbeing group to seek feedback from young people.

10. Consequences of analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	The Anti Poverty Initiatives implementation and strategic group will continue to analyse data both qualitative and quantitative to provide governance and monitoring of impact of the programmes.
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

The Anti Poverty Initiatives implementation and strategic group will continue to analyse data both qualitative and quantitative to provide governance and monitoring of impact of the programmes. The changes and progress is reported to every second Policy and Resources Committee. The Anti Poverty Strategic Group is chaired by Corporate Director for Education, Communities and OD and, comprises the two Corporate Directors and the two Interim Service Directors, Head of OD, Policy & Communication was established to provide strategic governance, leadership, and monitoring of the budget.

When is the policy, function or strategy due to be implemented?

May 2021

When will the policy, function or strategy be reviewed?

May 2022

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

An allocated £1million from the Council and the Integration Joint Board to focus on initiatives to address unemployment and employability; support for people experiencing difficulties with alcohol and drugs; mental health or to support those experiencing food insecurities.

11. 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 the policy, function or strategy.

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Details of the Person(s) who completed the Assessment:

Name:	Louise McVey
Position:	Team Leader – Communities, Poverty Initiatives and Health and Wellbeing
Date:	1 November 2021

Authorised by:

Name:	Ruth Binks
Position:	Corporate Director - Education, Communities and Organisational Development
Date:	

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 at karen.barclay@inverclyde.gov.uk.

9 September 2021