

## 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.

<b>1. Policy, function or strategy</b>		
a.	Name/description of the policy, function or strategy <sup>1</sup>	Local Child Poverty Action Report Year 3
b.	Responsible organisation(s)/Lead Service	Culture, Communities & Educational Resources Service
c.	Lead Officer	Louise McVey, Team Leader – Communities, Poverty Initiatives and Health & Wellbeing
d.	Date of Impact Assessment	1 Sept 2021
e.	Partners/other Services involved in the development of the policy, function or strategy	Inverclyde Council, NHS Greater Glasgow and Clyde, Inverclyde HSCP, Local Community Organisations, National Partners
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)?	This Child Poverty Action Report is an annual response to the requirements outlined in the Child Poverty (Scotland) Act 2017. Each local authority in partnership with the associated health board is required to report on progress made towards the national targets outlined in the Act.
h.	What are the intended outcomes of the policy, function or strategy?	To report on the progress made towards achieving and improving outcomes for children living in relative and absolute poverty. To set out actions that will be undertaken by the local authority in partnership with the local health board on priorities that will be achieved within the next year.

<sup>1</sup> Please attach details of the policy, function or strategy to this Template

i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde Wide	
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?	<b>Children and their families will be directly in directly engage via local community organisations, lived experience groups, Communication and Engagement Groups and through local educational establishments including the work undertaken under Cost of the School day.</b>	

<b>2. Does the policy, function of strategy 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	

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

c. Local Outcomes Improvement Plan (LOIP) 2017/22 <sup>3</sup> (see Section 7)	X	
d. Corporate Plan 2018/22 <sup>4</sup> (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](mailto:karen.barclay@inverclyde.gov.uk).**

Signature:	Date:
------------	-------

**3. Impact – Protected Characteristics**

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

	<b>Impact</b>	
--	---------------	--

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

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

Protected Characteristic	Positive		Neutral	Negative		Reasons/Comments
	High	Low		High	Low	
Age	X					This Local Child Poverty Action Report has a specific focus on inequalities, deprivation and poverty of children living in Inverclyde with their families.
Disability	X					Part of the Act recommends a focus on those most likely to be living in poverty such as people with a disability, lone parents, young parents, families where English is a second language. The actions within the LCPAR also target the socio economic groups most likely to live in poverty including lone parent families, families with a disability, families where English is a second language and families with three or more children, a child under 1 year or the mother is under 25 years.
Gender Reassignment			X			
Marriage and civil partnership			X			
Pregnancy and maternity	X					The actions within the LCPAR also target the socio economic groups most likely to live in poverty including lone parent families, families with a disability, families where English is a second language and families with three or more children, a child under 1 year or the mother is under 25 years.
Race	X					Part of the Act recommends a focus on those most likely to be living in poverty such as people with a disability, lone parents, young parents, families where English is a second language. The actions within the LCPAR also target the socio economic groups most likely to live in poverty including lone parent families, families with a disability, families where English is a second language and families with three or more children, a child under 1 year or the mother is under 25 years.
Religion and belief	X					The actions within the LCPAR also target the socio economic groups most likely to live in poverty including lone parent families, families with a disability, families where English is a second language and families with

						three or more children, a child under 1 year or the mother is under 25 years.
Sex			X			
Sexual orientation			X			
Other groups to consider • Carers	X					Part of the Act recommends a focus on those most likely to be living in poverty such as people with a disability, lone parents, young parents, families where English is a second language.

<b>4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?</b>	
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

<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.

**Positive impacts**

+

*(Describe groups affected.)*

This action plan positively affects children and families living in poverty and deprivation and those families facing the greatest inequalities.

**Negative impacts**

-

*(Describe groups affected.)*

## 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		

**Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.**

**The Local Child Poverty Action Report has a specific positive impact on those who face the greatest inequalities as the focus throughout the report is targeting demographics of children and families 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 children and families facing inequalities and more disadvantaged because they are in a low socio economic group. The actions within the LCPAR also target the socio economic groups most likely to live in poverty including lone parent families, families with a disability, families where English is a second language and families with three or more children, a child under 1 year or the mother is under 25 years. The actions are implemented to lift people out of the poverty.**

## 7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy 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 checked="" 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 at 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
<input checked="" type="checkbox"/>	4. <b>The local economy:</b> 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 children and families living in low income, deprivation and poverty will reduce the inequalities gap especially in health, education and employment. This is 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 families to stay or move into the area.

Supporting families living in poverty with the services and actions outlined within the Local Child Poverty Action Report year 3 will provide training, build capacity and confidence, offer volunteering experience and provide more opportunities for employment. This will encourage a diverse economic and increased skill and development for those furthest from the labour market.



**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
<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 policy, function or strategy will impact on the Corporate Plan Priority/Priorities.**

Improving outcomes for children and families living in low income, deprivation and poverty will reduce the inequalities gap especially in health, education and employment. This is have improved impact on the local economy upskilling the people who live in Inverclyde enabling them to earn money in to improve et 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
<p>Consultation/Engagement (including any carried out while developing the policy, function or strategy)</p>	<p>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. Citizen's Panel is also engaged in discussion regarding the actions outlined in the Local Child Poverty Action Plan,</p> <p>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 results of the Community Listening Events were themed and reported to the Anti Poverty Strategy Group. A committee report was taken to Policy and Resources with recommendations on the actions that would mitigate poverty based on the evidence from the listening events. These recommendations were approved and £1 million was allocated to Anti Poverty Initiatives.</p>

Research	There is a plethora of research around the impact of poverty and deprivation on the targeted group facing the greatest inequalities. From Scottish Government, SPIRU and JRF.
Officers' knowledge and experience (including feedback from frontline staff)	The Child Poverty Action Group is a sub group of the Inverclyde Alliance and the actions outlined have been submitted with them.
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.
Stakeholders  Other	The Child Poverty Action Group is a sub group of the Inverclyde Alliance and the actions outlined have been submitted with them. The community listening events and the ongoing Communication and Engagement Groups ensure that the targeted groups provide feedback around child poverty.
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 Child Poverty Local Action Report is a statutory function and reviewing it annually is embedded in the Child Poverty Act 2017.
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)	□	
----	--------------------------------------------------------------------	---	--

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

Through the Child Poverty Action Group which is Chaired by Corporate Direction for Education and Communities.

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

October 2021 was the latest review actions are currently being implemented.

When will the policy, function or strategy be reviewed?

June 2022

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

The dedicated resource of a Team Lead for Poverty. In addition the commitment of the members/partners of the Child Poverty Action Group.

**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.**

--

<b>Details of the Person(s) who completed the Assessment:</b>	
Name:	Louise McVey
Position:	Team Leader – Communities, Poverty Initiatives and Health & Wellbeing
Date:	30 September 2021
<b>Authorised by:</b>	
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](mailto:karen.barclay@inverclyde.gov.uk).

9 September 2021