

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template: <b>Linda Wilkie</b>
Designation(s): <b>Early Years Manager</b>
Directorate/Service: <b>Education Services</b>
Date of Impact Assessment: <b>23.09.21</b>
Name of Proposed Budget Saving <sup>1</sup> : <b>Closure of Glenbrae Out of School Care</b>

<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> )	✓	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> ( <b>see Section 6</b> )	✓	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 <sup>3</sup> ( <b>see Section 7</b> )	✓	
d. Corporate Plan 2018/22 <sup>4</sup> ( <b>see Section 8</b> )	✓	
<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)

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT 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

## 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.)

<b>Equality Target Group</b>	<b>Positive impact +</b>	<b>Neutral impact =</b>	<b>Negative impact -</b>
Age			✓
Disability		✓	
Gender Reassignment		✓	
Marriage and civil partnership		✓	
Pregnancy and maternity		✓	
Race		✓	
Religion and belief		✓	
Sex			✓
Sexual orientation		✓	
Other groups to consider			

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

<ul style="list-style-type: none"> <li>• Carers</li> </ul>	<p>Primary schools that offer after school clubs.</p> <p>Sports/leisure services that offer 'holiday' provision.</p> <p>Local childminders.</p>	<p>✓</p>	<p>Parents and carers.</p>
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<p><b>4. Which parts of the Equality Duty will the proposed budget saving impact on?</b></p>	
<p>✓</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010</p>
<p>✓</p>	<p>Advance equality of opportunity between people of different groups</p>
<p><input type="checkbox"/></p>	<p>Foster good relations between from different groups</p>

<p><b>5. Impact - groups</b></p> <p>From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.</p>	
<p style="text-align: center;"><b>Positive impacts</b> +</p> <p style="text-align: center;"><i>(Describe groups affected.)</i></p> <p>A potential increase in business for the after school clubs offered by primary schools; the sports/leisure services that offer 'holiday' provision; and local childminders.</p>	<p style="text-align: center;"><b>Negative impacts</b> -</p> <p style="text-align: center;"><i>(Describe groups affected.)</i></p> <p>Age: Children aged 5–12 years will be negatively impacted by the saving. As this group of children previously had access to this service, the impact on them will be greater than the general population.</p> <p>Sex: This group will be negatively impacted by the saving – women as the primary caregiver of young children. The impact on this group will be greater than the general population.</p>

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	Parents and carers in employment, education or training may find it difficult to source alternative childcare.
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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 -
		✓

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

The saving proposal will remove a service that provides childcare for parents in employment, education and training however uptake of the service has been extremely low over a number of years.

Parents and carers in employment, education or training may find it difficult to source alternative childcare which could impact on their ability to sustain employment, education and training.

Some parents and carers may experience socio-economic disadvantage as alternative services may be more expensive; however there are also other services that are cheaper.

This budget saving proposal may impact on the poorest members of our communities as the service is located in an area with a high level of SIMD 1/2.

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### 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 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 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
<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 budget saving proposal will impact on the LOIP Priority/Priorities.**

Closure of the service may impact on the ability of parents and carers to take up or sustain employment, education or training as they may find it difficult to source alternative childcare.

Some of the parents and carers may experience socio-economic disadvantage as alternative services may be more expensive; however there are also other services that are cheaper.

This budget saving proposal may impact on the poorest members of our communities as the service is located in an area with a high level of SIMD 1/2.

### 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
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### INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

<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 checked="" 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 checked="" 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 checked="" 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

Lack of childcare can be a barrier to accessing employment and therefore impact on poverty. Additionally, any impact on parents' and carers' ability to sustain employment could increase the prevalence of poverty.

This budget saving proposal will reduce a service that is based within a community and responsive to its need.

#### 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
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**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

Consultation/Engagement	Budget Consultation 2019: 34% of respondents supported the closure of early years Glenbrae Out of School care.
Research	Data evidences a decline in requests for provision over a 4 year period.
Officer's knowledge and experience (including feedback from frontline staff)	Officers and frontline staff are aware of the decline in the service.  There is a local and national decline in families using childcare services especially in SIMD 1/2 areas.
Equalities monitoring data	This service provides 24 places for children at the end of the school day and on a full-time basis during school holidays. It is not currently operating.
User feedback (including complaints)	
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.**

There are other options for childcare including after school clubs which can be cheaper than regulated childcare.

While there is no other out of school provider in the area, the impact of this budget saving proposal may be reduced because many after school clubs are offered by

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

primary schools; a number of sports/leisure services offer 'holiday' provision; and childminders can provide this service.

Details of the Person(s) who completed the Assessment:	Name: Linda Wilkie
	Position: Early Years Manager
	Date: 23.09.21
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 24.11.21

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).