

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 | Gaelic Language Plan 2022-27 |
| b. | Responsible organisation(s)/Lead Service | Corporate Policy |
| c. | Lead Officer | Andrina Hunter |
| d. | Date of Impact Assessment | 14/12/21 |
| e. | Partners/other Services involved in the development of the policy, function or strategy | All partners involved in the Gaelic Language Plan Development Group |
| 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 introduce a second iteration of our Gaelic Language Plan (GLP) for Inverclyde in order to meet statutory requirements. |
| h. | What are the intended outcomes of the policy, function or strategy? | The aim of the Plan is to increase the number of people in Inverclyde who speak, read or write in Gaelic, in line with the Scottish Government's ambition to create a sustainable future for Gaelic |
| i. | Geographical area (Inverclyde-wide or a specific location) | Inverclyde wide |

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

| | | | |
|----|---|-------------------------------------|---|
| j. | Which parts of the Equality Duty will the policy, function or strategy impact on? | <input type="checkbox"/> | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010 |
| | | <input checked="" type="checkbox"/> | Advance equality of opportunity between people of different groups |
| | | <input checked="" type="checkbox"/> | 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? | Yes | |

| | | |
|---|------------|-----------|
| 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. | | |

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

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

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

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:

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 | | | | It may have a specific positive impact on children and young people in Gaelic medium education. Older people may have a level of gaelic and wish to be supported to develop this |

| | | | | | | |
|--------------------------------------|--|---|---|--|--|--|
| Disability | | | x | | | |
| Gender Reassignment | | | x | | | |
| Marriage and civil partnership | | | x | | | |
| Pregnancy and maternity | | | x | | | |
| Race | | x | | | | Overall, the impact is considered to be positive for those people who wish to see the Gaelic language and culture promoted |
| Religion and belief | | | x | | | |
| Sex | | | x | | | |
| Sexual orientation | | | x | | | |
| Other groups to consider • Carers | | | x | | | |

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

| | |
|-------------------------------------|---|
| <input type="checkbox"/> | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 |
| <input checked="" type="checkbox"/> | Advance equality of opportunity between people from different groups |
| <input checked="" type="checkbox"/> | 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. | |
| <p style="text-align: center;">Positive impacts + <i>(Describe groups affected.)</i></p> <p>Younger people have the opportunity to learn Gaelic and be educated through the GME.</p> <p>The plan aims to reduce differences in status between different groups of people: The plan aims to inspire equal respect for the Gaelic language and embed the Gaelic culture.</p> <p>The plan aims to foster good relations within and between people with protected characteristics: the Gaelic Medium education is attended by people from a range of nationalities and provides a supportive environment.</p> | <p style="text-align: center;">Negative impacts - <i>(Describe groups affected.)</i></p> |

| | |
|--|--|
| | |
|--|--|

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 | x | x |
| <p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>No impact</p> | | |

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. 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 at Section 6.) |
| <input checked="" 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 |

| | |
|--------------------------|--|
| <input type="checkbox"/> | 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.
 The GLP will enable Inverclyde residents and visitors to embrace this language and businesses may benefit through tourism and Gaelic culture/media

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy 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 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 checked="" 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 policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

The corporate aims set out in the plan support the role of the Council as an employer to ensure employees are trained and supported to deliver services.

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) | The 6 week consultation of the GLP was conducted in Oct/Nov 2021. 33 responses received |
| Research | Contact with Bòrd na Gàidhlig has continued throughout the development of the plan. Other local authorities plans have been reviewed |
| Officers' knowledge and experience (including feedback from frontline staff) | The GLP development group included a range of staff across services including GME and also representatives from the local Gaelic groups supported by Community learning and development. An internal capacity audit for Inverclyde Council staff also conducted |
| Equalities monitoring data | The data from the 2011 Census gives the broad context and data from the internal capacity audit provided information on Gaelic speakers etc within the council. Demographic data from the community consultation shows the breakdown between gender and age |
| User feedback (including complaints) | |

| | |
|--|---|
| Stakeholders | Local Gaelic Learners group and parents of children who attend GME locally. |
| Other | |
| Are there information gaps and, if so, what are these? | |

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"/> | |
| 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 Corporate Equalities group is the overarching governance structure for the Gaelic Language Plan. The group meets quarterly. In addition Inverclyde Council requires to submit an annual monitoring template to Bòrd na Gàidhlig.

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

1st April 2022

When will the policy, function or strategy be reviewed?

Mid way through the 5 year plan- year 3- 2024/25

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

The plan will require to be contained within service budgets. No additional funding has been identified

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.

There may be a demand for translation and interpreting services. These are available through the Councils interpreting service and a small bank of external translators now available for use.

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

| | |
|-----------|----------------------------------|
| Name: | Andrina Hunter |
| Position: | Service Manager Corporate Policy |
| Date: | 14/12/21 |

Authorised by:

| | |
|-----------|--------------------|
| Name: | Ruth Binks |
| Position: | Corporate Director |
| Date: | 16/12/21 |

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 at karen.barclay@inverclyde.gov.uk.