

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>	
Name of Officer(s) completing this Template:	Hugh Scott
Designation(s):	Community Learning and Development, Community Safety and Resilience and Sport
Directorate/Service:	Education, Communities and Organisational Development: Culture, Communities and Education Resources
Date of Impact Assessment:	22 September 2021
Name of Proposed Budget Saving <sup>1</sup> :	Community Safety Assistant (Mediation)

<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	

<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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**1. Does the proposed budget saving impact on:**

**2. If “yes” is selected for any part of Section 1, please populate the other relevant Sections of this 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).

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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.)

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

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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.)

			X
			X
			X

#### 4. Which parts of the Equality Duty will the proposed budget saving 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 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.

<b>Positive impacts</b> + <i>(Describe groups affected.)</i>	<b>Negative impacts</b> - <i>(Describe groups affected.)</i>
	Age; Disability; Marriage and civil partnership; Race; Religion and belief; Sex; and Sexual orientation: Removal of the Community Mediation Officer would mean the removal of the service which will affect the groups with these Protected Characteristics by removing an opportunity for those affected by differing lifestyles to foster good relations, understanding and de-escalate community based tensions.

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**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.

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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.**

The majority of referrals to the Community Mediation Service relate to issues arising from communal living. The Community Mediation Officer also co-ordinates our Deliberate Fire Reduction Task Force, which also has a high focus on communal living. The highest density of communal living is within our most deprived communities.

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### 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 checked="" 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 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.**

LOIP 2: The opportunity to access a community mediation service to support householders in Inverclyde will facilitate a greater level of understanding and tolerance in communal living arrangements. This early-intervention approach is beneficial in tenancy sustainment, which in turn is beneficial to community satisfaction and community growth.

LOIP 3: The majority of referrals to the Community Mediation Service relate to issues arising from communal living.

### 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 checked="" 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

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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"/>	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
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
X	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 budget saving proposal will impact on the Corporate Plan Priority/Priorities.**

The impact of this budget saving proposal on the delivery of the Corporate Plan 2018/22 will be minimal as the Council is not statutorily required to provide a community mediation service.

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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.**

<b>Evidence</b>	<b>Details</b>
Consultation/Engagement	
Research	<p>Noise complaints account for almost 50% of mediation referrals and without an accredited mediation service there is a risk that these cases will require to be investigated and addressed by intensive intervention by the Environmental Health &amp; Public Protection Service and possibly Police Scotland who provide a reactive service to noise complaints.</p> <p>It is of note that 45% of all mediation referrals come from the Environmental Health and Public Protection Service and Police Scotland combined, with Housing providers accounting for a further 30% and the remaining numbers mostly being self-referrals from the community.</p>
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	Client feedback is available from the quality assessment questionnaires and



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	the responses evidence the positive impact of the mediation service.
Stakeholders  Other	
Are there information gaps and, if so, what are these?	The impact of not delivering the community mediation service is difficult to evidence as there are preventative and early intervention services which prevent escalation.

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**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 preventative and early intervention services in place which prevent escalation of issues that may be referred to the mediation service.**

Details of the Person(s) who completed the Assessment:	Name: Hugh Scott
	Position: Community Learning and Development, Community Safety and Resilience and Sport
	Date: 18 September 2021
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 7.1.22

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).**