

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information	
Name of Officer(s) completing this Template:	Linda Wilkie
Designation(s):	Early Years Manager
Directorate/Service:	Education, Communities and Organisational Development/Education
Date of Impact Assessment:	06.09.21
Name of Proposed Budget Saving ¹ :	Kilmacolm Nursery Class Restructure

1. Does the proposed budget saving 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)	✓	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	✓	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	✓	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	✓	
2. If “yes” is selected for any part of Section 1, please populate the other relevant Sections of this Template.		

¹ Please attach the Budget Saving Proposal to 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)

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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.

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.)

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			✓
Disability		✓	
Gender Reassignment		✓	
Marriage and Civil Partnership		✓	
Pregnancy and maternity		✓	
Race		✓	
Religion and belief		✓	
Sex			✓
Sexual orientation		✓	
Other groups to consider • Carers		✓	

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4. Which parts of the Equality Duty will the proposed budget saving impact on?	
<input checked="" type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input type="checkbox"/>	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	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.	
<p>Positive impacts + (Describe groups affected.)</p>	<p>Negative impacts - (Describe groups affected.)</p> <p>Age This budget saving proposal will affect pre-school age children.</p> <p>Age This change will impact on adults who have children attending Early Learning and Childcare settings.</p> <p>There are ≤ 5 female and ≤ 5 male staff known to be affected by this change.</p> <p>Sex This change will impact predominantly on females who tend to have responsibility for childcare responsibilities.</p>

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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.

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal 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 during 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
<input checked="" 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 budget saving proposal will impact on the LOIP Priority/Priorities.

Local Economy

The removal of extended day and year nursery placements could impact on the availability of local childcare to support parents in employment, education and

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training. Alternative provision is available in Port Glasgow and the neighbouring local authority.

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 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 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 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

Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.

The availability of flexible childcare is key to residents accessing job opportunities.

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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.

Evidence	Details
<p>Consultation/Engagement</p>	<p><u>Staff</u> Employees have all been consulted on the Kilmacolm Nursery Class saving option for the financial period 2022/2023. Individual meetings have been held with all staff including the Headteacher.</p> <p>All staff understand why the saving is being considered. Staff highlighted many issues of delivering an extended day / year service for such a small number of children and the impact of staff on annual leave / shifts while the service is running at full capacity during term-time.</p> <p>Almost all staff have already intimated that they will be happy to move to a term-time contract. A few are still considering their options knowing that they can be redeployed to a comparable post in another ELC setting.</p> <p><u>Parents</u> The Head Teacher of Kilmacolm Nursery Class has consulted with the small number of parents affected by this change. These are parents of children who currently attend on an extended year model and who are returning to nursery for their pre-school year in August 2023.</p> <p>The consultation feedback from all parents was positive. The needs of all families can be accommodated within the new delivery model.</p>

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Research	<p>Monitoring of attendance figures identified very low usage of extended day / year placements.</p> <p>Population projections indicate that the roll of the nursery class will decrease in future years.</p>
Officer's knowledge and experience (including feedback from frontline staff)	<p>Concern has been expressed by frontline staff about the sustainability of the service over holiday periods due to the low number of children attending.</p>
Equalities monitoring data	<p>Some of the children who currently attend Kilmacolm Nursery Class will move onto Primary School in August 2022. The remaining children are in their ante pre-school year and would require a change of attendance model in August 2022.</p> <p>Over the Summer holiday period 2021, a small number of children attended daily.</p>
User feedback (including complaints)	
Stakeholders Other	<p>Monitoring of usage of places indicates that extended day / year places are not in demand.</p>
Are there information gaps and, if so, what are these?	

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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.

Extended day/year models will continue to be available in Port Glasgow and via cross boundary applications in Renfrewshire.

The proposed new model would still allow delivery of the full entitlement of 1140 hours of funded Early Learning and Childcare.

Details of the Person(s) who completed the Assessment:	Name: Linda Wilkie
	Position: Early Years Manager
	Date: 06.09.21
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: karen.barclay@inverclyde.gov.uk.