

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information	
Name of Officer(s) completing this Template:	Gail Macfarlane
Designation(s):	Head of Service – Roads and Transportation
Directorate/Service:	Environment and Economic Recovery/Roads and Transportation
Date of Impact Assessment:	24 September 2021
Name of Proposed Budget Saving ¹ :	Structural Patching, reduction in roads revenue budget

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			x
Disability			
Gender Reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Race			
Religion and belief			
Sex			x
Sexual orientation			
Other groups to consider			

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• Carers			
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4. Which parts of the Equality Duty will the proposed budget saving impact on?	
<input 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 style="text-align: center;">Positive impacts + <i>(Describe groups affected.)</i></p>	<p style="text-align: center;">Negative impacts - <i>(Describe groups affected.)</i></p> <p>The age demographic and gender split of workforce within Environmental Services is within table below</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th>March 21</th> <th>March 20</th> <th>March 19</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>166</td> <td>19</td> <td>18</td> </tr> <tr> <td>Male</td> <td>399</td> <td>229</td> <td>209</td> </tr> </tbody> </table> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th>March 21</th> <th>March 20</th> <th>March 19</th> </tr> </thead> <tbody> <tr> <td>16-25</td> <td>25</td> <td>13</td> <td>≤ 5</td> </tr> <tr> <td>26-35</td> <td>62</td> <td>29</td> <td>17</td> </tr> <tr> <td>36-45</td> <td>100</td> <td>28</td> <td>27</td> </tr> <tr> <td>46-55</td> <td>201</td> <td>87</td> <td>92</td> </tr> <tr> <td>56-65</td> <td>170</td> <td>88</td> <td>83</td> </tr> <tr> <td>66-75</td> <td>6</td> <td>≤ 5</td> <td>≤ 5</td> </tr> <tr> <td>75 +</td> <td>≤ 5</td> <td>≤ 5</td> <td>≤ 5</td> </tr> </tbody> </table>		March 21	March 20	March 19	Female	166	19	18	Male	399	229	209		March 21	March 20	March 19	16-25	25	13	≤ 5	26-35	62	29	17	36-45	100	28	27	46-55	201	87	92	56-65	170	88	83	66-75	6	≤ 5	≤ 5	75 +	≤ 5	≤ 5	≤ 5
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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 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

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7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal impact on?

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

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 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 checked="" 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 |

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

<p>9. Evidence</p> <p>What evidence do you have to help identify any potential impacts of the proposed budget saving?</p> <p>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.</p>	
Evidence	Details
Consultation/Engagement	
Research	
Officer's knowledge and experience (including feedback from frontline staff)	The actions outlined at Section 10 are in accordance with the Well Maintained Highways code of practice which looks to maintain the lifespan of the fabric of the road structure through earlier intervention rather than pothole

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	patching until the requirement to resurface.
Equalities monitoring data	
User feedback (including complaints)	Defects will be addressed by planning repairs depending on category of defect and timescales set out in Well Maintained Highways code of practice. Communications will be put in place to support residents, road users and others
Stakeholders Other	
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.

To mitigate the impact of the reduction in pothole and small patching repairs, the allocation within the Roads Asset Management Plan budget for structural patching will be increased to continue the delivery of defect management. Additionally, there is a separate proposal within the Capital Programme to allocate a further £100,000 to Capital and this will partially compensate for the loss of income/workload.

The reduction in resources will have an impact on roads establishment and may impact Winter gritting should the operatives' posts be HGV drivers. Additionally, it is proposed to carry out driver training to upskill other operatives to mitigate the lack of the required number of drivers and resilience.

Details of the Person(s) who completed the Assessment:	Name: Gail Macfarlane
	Position: Head of Service – Roads and Transportation
	Date: 24 September 2021
Authorised by:	Name: Stuart Jamieson
	Position: Interim Service Director - Environment and Economic Recovery
	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.