

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	Corporate Equality Outcomes Improvement Plan 2021/25
b.	Responsible organisation(s)/Lead Service	Human Resources, Organisational Development and Communications Service
c.	Lead Officer	Steven McNab, Head of Human Resources, Organisational Development and Communications
d.	Date of Impact Assessment	4 August 2021
e.	Partners/other Services involved in the development of the policy, function or strategy	Inverclyde Health and Social Care Partnership; Improvement Service
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input 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 deliver the Council's Corporate Equality Outcomes 2021/25
h.	What are the intended outcomes of the policy, function or strategy?	Outcome 1: Increase the participation of seldom-heard/under-represented voices in local decision-making processes; Outcome 2: Improve support for older people in the community; Outcome 3: Take action to prevent violence against women and girls in Inverclyde; Outcome 4: Increase the diversity of the Council workforce; and Outcome 5: Improve the economic

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

		prospects of people who are furthest from the Labour Market including young people, older people and disabled people	
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde-wide	
j.	Which parts of the Equality Duty will the policy, function or strategy 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 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	

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

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

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.		
4. If 'No' is selected for <u>every part</u> 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?				
	Impact			
Protected Characteristic	Positive	Neutral	Negative	Reasons/Comments
	High Low		High Low	

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

Age		X				The aim of Outcome 2 is to improve support for older people in the community, while the aim of Outcome 5 is to improve the economic prospects of people who are furthest from the Labour Market, including young people and older people.
Disability		X				Older people who may have a long-term condition or disability will benefit from the delivery of Outcome 2 which aims to enable them to have the same opportunities as others who do not have a long-term condition or disability. Outcome 5 aims to improve the economic prospects of people who are furthest from the Labour Market including disabled people.
Gender Reassignment		X				People whose participation may be seldom-heard or whose voices might be under-represented in local decision-making processes, including members of the LGBTQI community, will benefit from the delivery of Outcome 1.
Marriage and civil partnership			X			
Pregnancy and maternity			X			
Race		X				The aim of Outcome 4 is an improvement in the diversity of the Council's workforce from a baseline year of 2019/20.
Religion and belief			X			
Sex		X				The aim of Outcome 3 is the prevention of violence against women and girls in Inverclyde. Employment support for young, unemployed males will be delivered under Outcome 5.

Sexual orientation		X				The aim of Outcome 1 is to increase the participation of seldom-heard/under-represented voices in local decision-making processes, including members of the LGBTQI community.
Other groups to consider						The delivery of Outcomes 2, 3 and 5 may impact on people who have caring responsibilities for older people or disabled people.
<ul style="list-style-type: none"> Carers 						

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
X	Advance equality of opportunity between people from different groups
X	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.	
Positive impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i>

Age: Young people will benefit from the National Entitlement Cards for people aged 11-25 years.

A decrease in social isolation experienced by older people, as well as a reduction in the number of older people in the community who are at risk of falling.

An improvement in housing outcomes for children affected by domestic abuse.

An improvement in the economic prospects of people who are furthest from the Labour Market including young people and older people.

Disability: An improvement in the economic prospects of people who are furthest from the Labour Market including disabled people.

Improved outcomes for women and girls with learning disabilities who have been affected by domestic abuse.

Employment support for young, unemployed males with alcohol or drugs dependencies, and possibly with mental health issues.

Gender reassignment: An increase the participation of seldom-heard/under-represented voices in local decision-making processes, including members of the LGBTQI community.

Race: Further development of the learning opportunities around adult literacy and numeracy for the New Scots who have settled in Inverclyde with the aim of increasing their confidence when accessing goods and services.

An increase the diversity of the Council workforce by, for example, supporting the recruitment of Inverclyde Council employees from minority ethnic communities.

Sex: Prevention of violence against women and girls in Inverclyde.

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 -
+		
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>Young local residents will benefit from the provision of National Entitlement Cards for people aged 11-25 years and from free travel from 31 January 2022.</p> <p>The delivery of Corporate Equality Outcome 5 aims to improve the economic prospects of people who are furthest from the Labour Market including young people, older people and disabled people.</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
X	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 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
X	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 aim of Outcome 2 is to improve support for older people in the community.

Outcome 4 supports the delivery of LOIP 2017/22 Priority 4 via an increase in the diversity of the workforce of the Council which is the largest employer in the local area.

The aim of Outcome 5 is to improve the economic prospects of people who are furthest from the Labour Market including young people, older people and disabled people; this will support the delivery of LOIP 2017/22 Priorities 3 and 4.

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
X	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
X	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
X	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
<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
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
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Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

Priority 2: The aim of Outcome 1 is to increase the participation of seldom-heard/under-represented voices in local decision-making processes.

Priorities 3 and 4: The aim of Outcome 5 is to improve the economic prospects of people who are furthest from the Labour Market including young people, older people and disabled people.

Priority 5: The aim of Outcomes 2 and 3 is to improve support for older people in the community and take action to prevent violence against women and girls in Inverclyde.

Priority 6: The aim of Outcome 2 is to improve support for older people in the community.

Priority 9: The actions included in the Equality Outcomes Improvement Plan 2021/25 either introduce new services or have a focus on improving or enhancing current levels of service.

Priority 10: The aim of Outcome 4 is to increase the diversity of the Council workforce which supports the delivery of Corporate Plan 2018/22
Priority 10.

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)	A consultation on the draft Corporate Equality Outcomes 2021/25 took place 2-14 February 2021. A number of stakeholder groups were invited to participate in the process including Inverclyde residents, Council employees, the teacher trade union, Garvel Deaf Centre, the Council's

	<p>Citizens' Panel, as well as groups supported by the Community Learning and Development Team. In light of the restrictions imposed by the Covid-19 pandemic, the main method by which people were invited to make their views heard was via an online survey. A digital focus group was also arranged to look at particular topics or other issues raised in response to the consultation. A total of 104 people provided their views. Respondents were asked to indicate the extent to which they agreed that the proposed topics/themes are the right things the Council should be looking at in 2021/25 and the results were:</p>																		
	<table border="1"> <thead> <tr> <th data-bbox="1072 432 1279 507"></th> <th data-bbox="1279 432 1928 507"></th> <th data-bbox="1928 432 2145 507">Agree %</th> </tr> </thead> <tbody> <tr> <td data-bbox="1072 507 1279 619">Outcome 1:</td> <td data-bbox="1279 507 1928 619">Increase the participation of seldom-heard/under-represented voices in local decision-making processes</td> <td data-bbox="1928 507 2145 619">86</td> </tr> <tr> <td data-bbox="1072 619 1279 694">Outcome 2:</td> <td data-bbox="1279 619 1928 694">Improve support for older people in the community</td> <td data-bbox="1928 619 2145 694">94</td> </tr> <tr> <td data-bbox="1072 694 1279 769">Outcome 3:</td> <td data-bbox="1279 694 1928 769">Take action to prevent violence against women and girls in Inverclyde</td> <td data-bbox="1928 694 2145 769">93</td> </tr> <tr> <td data-bbox="1072 769 1279 844">Outcome 4:</td> <td data-bbox="1279 769 1928 844">Increase the diversity of the Council workforce</td> <td data-bbox="1928 769 2145 844">62</td> </tr> <tr> <td data-bbox="1072 844 1279 1034">Outcome 5:</td> <td data-bbox="1279 844 1928 1034">Improve the economic prospects of people who are furthest from the Labour Market including young people, older people and disabled people</td> <td data-bbox="1928 844 2145 1034">94.</td> </tr> </tbody> </table>			Agree %	Outcome 1:	Increase the participation of seldom-heard/under-represented voices in local decision-making processes	86	Outcome 2:	Improve support for older people in the community	94	Outcome 3:	Take action to prevent violence against women and girls in Inverclyde	93	Outcome 4:	Increase the diversity of the Council workforce	62	Outcome 5:	Improve the economic prospects of people who are furthest from the Labour Market including young people, older people and disabled people	94.
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Research	The Council was represented at a workshop delivered by the Equality and Human Rights Commission regarding the setting of Equality Outcomes 2021/25.																		
Officers' knowledge and experience (including feedback from frontline staff)	The Lead Officers for each of the Outcomes have a number of years' experience in their respective fields.																		
Equalities monitoring data	Equalities monitoring data was requested from the people who responded to the consultation on the Corporate Equality Outcomes 2021/25.																		

User feedback (including complaints)	
Stakeholders	
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"/>	Following approval by the Council's Corporate Equalities Group at its meeting on 25 August 2021, work to devise the Corporate Equality Outcomes Improvement Plan 2021/25 began.
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?

Corporate oversight of the Plan will be provided in the first instance by the Council's Corporate Equalities Group which reports initially to the Education, Communities and Organisational Development Directorate Management Team and thereafter to the Policy and Resources Committee on an annual basis.

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

2021/25.

When will the policy, function or strategy be reviewed?

2022.

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

The delivery of the Corporate Equality Outcomes 2021/25 will be supported by existing Council resources.

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.

Details of the Person(s) who completed the Assessment:		
Name:	Karen Barclay	
	Karen McCready	
	Andrina Hunter	
Position:	Corporate Policy Officer	
	Corporate Policy Officer	
	Service Manager - Corporate Policy, Performance and Partnership	
Date:	8 October 2021	
Authorised by:		
Name:	Ruth Binks	
Position:	Corporate Director - Education, Communities and Organisational Development	
Date:	17 February 2022	

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.