

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>	
Name of Officer(s) completing this Template:	Hugh Scott
Designation(s):	Service Manager, Community Learning and Development, Community Safety and Resilience and Sport
Directorate/Service:	Education Communities and Organisational Development
Date of Impact Assessment:	06/09/2021
Name of Proposed Budget Saving <sup>1</sup> :	Reduce 1.83 Community Outreach Workers (3 staff) 2.46 Adult learning workers (3 staff) 0.61 Youth Workers for under 12s (6 staff)

<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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**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).

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
Pregnancy and maternity			X
Race			X
Religion and belief			X
Sex			X
Sexual orientation			X
Other groups to consider			

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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	
<p>From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.</p>	
<p style="text-align: center;"><b>Positive impacts</b> + <i>(Describe groups affected.)</i></p>	<p style="text-align: center;"><b>Negative impacts</b> - <i>(Describe groups affected.)</i></p> <p>Age: People from all age groups (e.g. elderly people; young people; people attending an inter-generational project) access CLD services. This budget saving proposal could affect the isolation of people in their communities. Reducing the funding for youth work will adversely affect those who are under 12 years of age</p> <p>Disability: People with a disability (including those with dementia and autism) access CLD services, as well as vulnerable learners who attend from other services including Alcohol and Drug Services.</p> <p>Sexual orientation: Individuals and families who are supported by LGBT groups which include young people and adults.</p> <p>Race; Religion and belief: Learners include English Speakers of Other Languages e.g. refugees, asylum seekers.</p> <p>The reduction of Adult Learning provisions would have an impact on vulnerable adults and young people e.g. support with ICT; Universal Credit.</p>

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	<p>The reduction in Adult Literacy provision would have an impact on adults and young people who are trying to gain employment.</p> <p>Supporting individuals and families to have a voice in their community e.g. consultations, Participatory Budgets, Clyde Conversations.</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 -
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.**

Service users who will be affected including learners, young people, vulnerable adults, disabled users, refugees and asylum seekers, especially those who experience socio-economic disadvantage.

### 7. Impact – LOIP 2017/22

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

X	<b>1. 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
X	<b>2. 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)
X	<b>3. 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

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

Priority 1: The opportunity to access CLD Services to support vulnerable young people and adults such as asylum seeker/refugee families may encourage consideration of permanent residency in Inverclyde.

Priority 2: Those community groups most likely to attend CLD services are based in areas of socio-economic disadvantage.

Priority 3: This budget saving proposal would result in reduction in opportunities for lifelong learning to support vulnerable individuals. This would particularly be the case for those most vulnerable in our communities.

**8. Impact – Corporate Plan 2018/22**

Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?

X	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
X	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
<input type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

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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?

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

The CLD service provides lifelong learning opportunities for adults and young people across the community, especially the most vulnerable. This budget saving proposal will have an impact on the delivery of a number of Priorities in the Corporate Plan 2018/22, including those which celebrate the growth of learners.

The cessation of under 12 youth clubs will mean that community centre sessions will not be offered in Auchmountain Hall, Gibshill and Kilmacolm

### 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
Consultation/Engagement	<p>Budget Consultation 2017 and 2018: 50% and 33% respectively of respondents supported a reduction in CLD.</p> <p>Budget Consultation 2019: 36% of respondents supported a CLD budget reduction.</p> <p>The <i>Our Place Our Future</i> survey was carried out in the communities which highlighted the important role of CLD to deliver lifelong learning.</p>

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<p>Research</p>	<p>Annual Reports have been taken to the Education and Communities Committee to show the work of CLD, including the impact of key outcomes on the 3 Year Plan and Service Plan.</p> <p>Most Councils have reduced or redesigned their CLD provision to the key Government Outcomes regarding poverty, community engagement and Participatory Budgeting.</p>
<p>Officer's knowledge and experience (including feedback from frontline staff)</p>	<p>All staff are qualified to degree level in line with the National CLD Standards to deliver services to vulnerable adults and young people who are a part of Lifelong Learning including topics like Upskilling, Literacy and Numeracy, and employability.</p>
<p>Equalities monitoring data</p>	
<p>User feedback (including complaints)</p>	
<p>Stakeholders</p> <p>Other</p>	
<p>Are there information gaps and, if so, what are these?</p>	



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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.**

Mitigating actions that can be taken are as follows:

- Ensure that the CLD service is prioritised to meet the needs of those who need it. This may include a more targeted service.
- Whilst some service delivery may be reduced, many will not be removed all together and officers propose to have a less specialist service and for workers to work across different disciplines.
- There is scope for some services to be delivered differently or in partnership with other organisations.
- The cessation of Under 12 Youth Clubs – alternative provision can be offered through other clubs etc.

Details of the Person(s) who completed the Assessment:	Name: Hugh Scott
	Position: Service Manager, CLD, Community Safety and Resilience and Sport
	Date: 6/9/21
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 23/2/22

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).**