

## 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.

<b>1. Policy, function or strategy</b>		
a.	Name/description of the policy, function or strategy <sup>1</sup>	Historical Links to Slavery – Reparatory Plan
b.	Responsible organisation(s)/Lead Service	Inverclyde Council: Culture, Communities and Educational Resources
c.	Lead Officer	Alana Ward: Libraries, Educational Development and Arts Manager
d.	Date of Impact Assessment	22.02.22
e.	Partners/other Services involved in the development of the policy, function or strategy	Historical Links to Slavery Working Group – membership made up of Council officers and community representatives
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)?	Remit from Policy and Resources Executive Sub-Committee – report should be submitted to Inverclyde council on Inverclyde’s historical connections to slavery and the ways in which these connections can be recognised in today’s society including recommendations as to how community reparations can be made.
h.	What are the intended outcomes of the policy, function or strategy?	The intention behind the action plan is that it acts as a reparatory plan for the wrongs of the transatlantic slave trade,

<sup>1</sup> Please attach details of the policy, function or strategy to this Template

		with which the Inverclyde area was historically involved, in a context that is appropriate and feasible for Inverclyde. One of the action plan objectives is also to remove an image from display which, after consultation, has been found to cause offence. The image is the Gourock Burgh coat of arms which displays an image of a black man holding a knife; the man may be enslaved. The family crest from which the image is derived belongs to a family irrevocably linked to the slave trade in the West Indies.
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde wide, although one aspect (Gourock burgh coat of arms) focuses on the Gourock area.
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	<input type="checkbox"/> 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 – significant public consultation was carried out prior to the development of the reparatory plan.

<b>2. Does the policy, function of strategy impact on:</b>	<b>Yes</b>	<b>No</b>
a. Protected Characteristics under The Equality Act 2010:	X	

Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation ( <b>see Section 3</b> )		
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	
<b>3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.</b>		
<b>4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.</b>		
Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy Officer: <a href="mailto:karen.barclay@inverclyde.gov.uk">karen.barclay@inverclyde.gov.uk</a> .		
Signature:	Date:	

<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)

### 3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact					Reasons/Comments
	Positive High	Positive Low	Neutral	Negative High	Negative Low	
Age		X				Part of the plan includes work on inclusive curriculum and will lead to better information available in local schools.
Disability			X			
Gender Reassignment			X			
Marriage and civil partnership			X			
Pregnancy and maternity			X			
Race		X				<p>With the aim of sensitively educating residents and visitors alike about Inverclyde’s historical links to slavery, the plan includes:</p> <ul style="list-style-type: none"> <li>• Education and learning (both formal and informal) about the abuses involved in the transatlantic slave trade.</li> <li>• A celebration of black history and culture as part of Black History Month</li> <li>• Removal of an image which has been found to be racially offensive during public consultation.</li> </ul> <p>All of these elements will have a positive impact on people of colour.</p>

Religion and belief			X			
Sex			X			
Sexual orientation			X			
Other groups to consider • Carers			X			

<b>4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?</b>	
<input type="checkbox"/>	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.

<p align="center"><b>Positive impacts</b> + <i>(Describe groups affected.)</i></p>	<p align="center"><b>Negative impacts</b> - <i>(Describe groups affected.)</i></p>
<p><u>Age</u>: the reparatory plan includes work on an inclusive curriculum which will lead to better information being available for young people in local schools.</p> <p><u>Race</u>: The plan includes improvement actions which will have a positive impact on people of colour.</p>	

**6. Impact – Fairer Scotland Duty**

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

<p align="center"><b>Positive impact</b> +</p>	<p align="center"><b>Neutral impact</b> =</p>	<p align="center"><b>Negative impact</b> -</p>
	<p align="center">X</p>	
<p><b>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome</b></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. <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 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 at 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 policy, function or strategy will impact on the LOIP Priority/Priorities.**

Several of the objectives proposed in the reparatory plan will protect and enhance Inverclyde's culture and heritage, namely a heritage trail highlighting key aspects linked to the slave trade; a proposed new plaque celebrating abolitionists who spoke out against slavery in Greenock; further research to be carried out and made available online; new interpretation around James Watt to be included in the Watt Institution. Furthermore, the removal of an image deemed to be offensive from Council buildings will arguably create a better place for all Inverclyde residents and a more attractive place in which to live, work and visit.

## 8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

<input checked="" type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
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<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 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
<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 policy, function or strategy will impact on the Corporate Plan Priority/Priorities.**

See Section 7 above.

## 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
<p>Consultation/Engagement (including any carried out while developing the policy, function or strategy)</p>	<p>Significant public consultation was carried out as part of the development of the reparatory plan. The public were consulted in 4 different ways – a general public consultation; inclusion of questions on the subject in the Autumn 2021 Citizens’ Panel survey; online listening events to discuss the issue with interested individuals (recruited from the public consultation and the Citizens’ Panel) and a Gourock-specific consultation on the Gourock Burgh coat of arms which was shared with Ward members, Gourock Community Council, Gourock communications and Engagement Group; Gourock Regeneration Forum, other community groups, and local secondary schools. A majority of respondents to all aspects of the public consultation believed that it is important to tell the story of Inverclyde’s historical relationship to the transatlantic slave trade and that learning and interpretation are the best ways to do this. There was a more mixed response to the question of what, if anything, should be done about the Gourock Burgh coat of arms although, on balance, the majority of respondents believed it should be removed.</p>
<p>Research</p>	<p>An audit of features in the Inverclyde area that may have historical links with slavery was undertaken by Watt Institution staff with expertise in local and national history. Research was bolstered by the addition of a PhD candidate from the Scottish graduate School of Arts and Humanities specializing in the links between Scotland and the Caribbean, and further assistance was provided by local history and heritage organisations and networks, local historians, and the public consultation that was carried out. One of the objectives in the reparatory plan is to carry out further research on these links and make better information available online.</p>
<p>Officers’ knowledge and experience (including feedback from frontline staff)</p>	<p>See above.</p>
<p>Equalities monitoring data</p>	<p>Equalities monitoring data was collected and monitored as part of the public consultation and the respondents to the Citizens’ Panel survey.</p>

Evidence	Details
User feedback (including complaints)	Feedback to Elected Members including a complaint was considered as part of the consultation.
Stakeholders  Other	More consultation, specifically around the removal of the Gourock Burgh coat of arms, will take place in the next phase of the project.
Are there information gaps and, if so, what are these?	n/a

## 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	X	
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?

The Historical Links to Slavery Working Group is changing to become more of an Advisory Group and officers and community representatives involved will continue to monitor the implementation of the reparatory plan.

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

In 2022-23.

When will the policy, function or strategy be reviewed?


Annually.

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

£40K to be funded from Repopulation Earmarked Reserves.

**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.**

The plan includes a mitigation relative to the Gourock Burgh coat of arms – that further information be provided on the coat of arms in any location where removal may prove to be impracticable.

<b>Details of the Person(s) who completed the Assessment:</b>	
Name:	Alana Ward
Position:	Libraries, Educational Development and Arts Manager
Date:	02.03.2022
<b>Authorised by:</b>	
Name:	Ruth Binks
Position:	Corporate Director Education, Communities and Organisational Development
Date:	28.03.22

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 at [karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk).