

# 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>	Public space, activity & women’s safety survey action plan
b.	Responsible organisation(s)/Lead Service	Culture, Communities & Educational Resources Service
c.	Lead Officer	Ross Scullion, Team Leader - Community Safety and Resilience
d.	Date of Impact Assessment	1 August 2022
e.	Partners/other Services involved in the development of the policy, function or strategy	Inverclyde Violence Against Women Multi-agency Partnership; Community Safety Partnership, Corporate Communications, CLD and Sports
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)?	The action plan seeks to deliver outcomes on issues raised within the 2021 public space, activity & women’s safety survey.
h.	What are the intended outcomes of the policy, function or strategy?	<ul style="list-style-type: none"> <li>•Raising awareness of national and local campaigns which focus on Violence Against Women and Girls</li> <li>•Embedding a culture of women’s safety within Inverclyde’s local activity-based clubs to encourage more inclusive membership and participation</li> <li>•Reduce the fear and anxiety associated with women's safety within our local communities</li> </ul>

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

<b>1. Policy, function or strategy</b>		
		•Raising awareness of applications which support women's safety and communication channels for reporting safety concerns
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?	✓ Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		✓ Advance equality of opportunity between people of different groups
		✓ 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?	The survey responses were analysed to identify common issues from respondents and an action plan has been drafted to deliver outcomes on issues raised by those people surveyed who are considered a representative population of Inverclyde.

<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: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation <b>(see Section 3)</b>	✓	

<b>2. Does the policy, function of strategy impact on:</b>		
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> (see Section 6)		✓
c. Local Outcomes Improvement Plan (LOIP) 2017/22 <sup>3</sup> (see Section 7)	✓	
d. Corporate Plan 2018/22 <sup>4</sup> (see Section 8)	✓	
<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>		
<p>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>.</p>		
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			✓			
Disability			✓			
Gender Reassignment		✓				The actions within the plan are designed to promote outcomes which improve women's safety by awareness raising, encouraging cultural change and consideration of issues within higher level strategies and plans.
Marriage and civil partnership						
Pregnancy and maternity			✓			
Race			✓			
Religion and belief			✓			

3. Impact – Protected Characteristics						
Sex	✓					The actions within the plan are designed to promote outcomes which improve women’s safety by awareness raising, encouraging cultural change and consideration of issues within higher level strategies and plans.
Sexual orientation			✓			
Other groups to consider • Carers			✓			

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

## 5. Impact – groups

### **Sex / Gender reassignment**

The action plan seeks to raise awareness of women's safety issues within our local communities and to promote cultural change in attitudes towards women. The desired outcome is to reduce fear and anxiety associated with undertaking activities in public spaces and encourage higher levels of participation for those who are deterred due to safety concerns.

## 6. Impact – Fairer Scotland Duty

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

<b>Positive impact</b> +	<b>Neutral impact</b> =	<b>Negative impact</b> -
	✓	

**Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.**

**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.**

Priority 3: It is the intention of the action plan to have the effect of improving both physical health and mental wellbeing by reducing anxiety over undertaking activities in public spaces due to safety concerns, and thereby encouraging increased levels of participation in activity-based recreation.

## 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
<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 checked="" 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 policy, function or strategy will impact on the Corporate Plan Priority/Priorities.**

Priority 6: It is the intention of the action plan to have the effect of improving both physical health and mental wellbeing by reducing anxiety over undertaking activities in public spaces due to safety concerns, and thereby encouraging increased levels of participation in activity-based recreation.



## 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.

<b>Evidence</b>	<b>Details</b>
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	<p>In April 2021 Inverclyde Council tasked Officers with carrying out a consultation to determine if women and girls perceive any safety impediment in undertaking activities in public spaces and, if so, how any identified issues may be addressed. The Corporate Director of Education, Communities and Organisational Development convened a short-life working group to identify the most appropriate method for consultation. The working group developed a questionnaire to allow Women's perceptions, views and experiences to be understood. The original survey was followed up with a supplementary survey to ensure that the views of all age groupings were considered.</p> <p>The total number of participants from the original and supplementary survey was 1308 responses. However, further analysis of the data received concluded only 527 responses were pertinent to the majority of survey questions. Of these viable responses, the age breakdown is as follows:</p> <ul style="list-style-type: none"><li>• 17 or younger: 123 responses (23.3%)</li><li>• 18-20: 11 responses (2.1%)</li><li>• 21-29: 45 responses (8.5%)</li><li>• 30-39: 67 responses (12.7%)</li><li>• 40-49: 135 responses (25.6%)</li><li>• 50-59: 94 responses (17.8%)</li><li>• 60+: 52 responses (9.9%)</li></ul>

Evidence	Details
Research	Equally Safe is the national strategy to prevent and eradicate violence against women and girls, in any form. Strategic priority 2 'Women and girls thrive as equal citizens: socially, culturally, economically and politically' highlights that fear for personal security in public places can place a constraint on the mobility of women and their participation in public life as they factor personal safety into routine decisions and activities.
Officers' knowledge and experience (including feedback from frontline staff)	The Violence Against Women co-ordinator has over 10 years' experience in delivering on this agenda.
Equalities monitoring data	The total number of participants from the original and supplementary survey was 1308 responses. However, further analysis of the data received concluded only 527 responses were pertinent to the majority of survey questions. Of these viable responses, the majority (93%) identified as female and the most common age groupings were 40-49 and 17 or younger.
User feedback (including complaints)	
Stakeholders  Other	Local residents Local activity-based clubs Corporate communications CLD and sports Violence Against Women Multi-Agency Partnership Community Safety Partnership
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"/>	The analysis forms the basis for the action plan and has already been considered as part of its development
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 actions within the plan will have associated milestones which will lead to the action completion. Some actions will also have associated quantitative measures.

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

From August 2022

When will the policy, function or strategy be reviewed?

The action plan will not be reviewed as it is in relation to a one-off survey. Progress against the action plan will be reviewed quarterly.

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

Support from staff across different Council services and partners to help deliver on the actions.

**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.**

As part of the action plan the results of the survey will be fed back to relevant services and partners for their own consideration of issues raised. This may lead to those services or organisations taking forward their own actions in relation to perceptions of safety, inclusivity, and other barriers such as time/cost.

**Details of the Person(s) who completed the Assessment:**

Name:	Ross Scullion
Position:	Team Leader - Community Safety & Resilience
Date:	8 August 2022

**Authorised by:**

Name:	Ruth Binks
Position:	Corporate Director: Education, Communities and Organisational Development

Date:	9 August 2022
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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).**