

Equality Impact Assessment

This document should be completed at the start of policy development or at the early stages of a review. This will ensure equality considerations are taken into account before a decision is made and policies can be altered if required.

SECTION 1 - Policy Profile

1 Name/description of the policy, plan, strategy or programme	Inverclyde Alliance Outcomes Improvement Plan 2017/22
2 Responsible organisations/Lead Service	Inverclyde Alliance Board
3 Lead Officer	Councillor Stephen McCabe, Chair of the Inverclyde Alliance Board
4 Partners/other services involved in the development of this policy	<p>The role of the Inverclyde Alliance Board is to lead the development and delivery of the strategic outcomes highlighted in the Outcomes Improvement Plan and to embed these into partners' planning and business processes. The Alliance Board also has a scrutiny role in the performance management of the Local Outcomes Improvement Plan, with quarterly reports submitted to Board meetings.</p> <p>The Alliance Board comprises the following members: Community Councils Forum; NHS Greater Glasgow and Clyde; Inverclyde Chamber of Commerce; Greenock and District Trades Council; Inverclyde Council; Job Centre Plus/Department for Work and Pensions); Scottish Enterprise; Skills Development Scotland; Scottish Fire and Rescue Service; Strathclyde Partnership for Transport; Police Scotland; CVS Inverclyde; West College Scotland; and the Scottish Government.</p> <p>The Outcome Improvement Plan Programme Board oversees the development and delivery of the outcomes and ensures effective co-ordination of programmes/projects. Membership comprises the lead officers of the Partnership Action Groups, as well as representation from other organisations not represented by the lead officers. Representation is co-opted from organisations as the need arises.</p>

<p>5 Is this policy:</p>	<p>New <input checked="" type="checkbox"/> X Reviewed/Revised <input type="checkbox"/></p>
<p>6 What is the purpose of the policy (include any new legislation which prompted the policy or changes to the policy)?</p>	<p>Inverclyde's Outcomes Improvement Plan sets out the outcomes that the community planning partners in Inverclyde will seek to improve, which should in turn improve the wellbeing and quality of life of residents, with a particular focus on reducing inequality and poverty.</p> <p>As part of the community planning element of the Community Empowerment (Scotland) Act 2015, the Inverclyde Alliance has a responsibility to produce a Local Outcome Improvement Plan.</p>
<p>7 What are the intended outcomes of the policy?</p>	<p>The Plan has three strategic priorities:</p> <ol style="list-style-type: none"> 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. 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. 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. <p>These priorities are linked to the strategic objectives that make up the Scottish Government's National Performance Framework.</p>
<p>8 Geographical area (Inverclyde wide or a specific location)</p>	<p>The Plan covers Inverclyde in its entirety. Additionally, we recognise that there are three communities in the local area - Port Glasgow, Greenock East and Central and Greenock South and South West - that require targeted attention. These areas have been identified as being subject to multiple deprivation and experience the greatest</p>

	<p>inequalities. Locality Plans have therefore been developed to set out priorities to improve outcomes in those areas.</p>
<p>9 Is the policy likely to have an impact on any of the elements of the Council equality duty (if yes, please tick as appropriate)?</p>	<p><input type="checkbox"/> Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010</p> <p>X Advance equality of opportunity between people from different groups</p> <p>X Foster good relations between people from different groups</p>
<p>10 Will those who may be directly or indirectly affected by this policy be involved in its development?</p>	<p>Yes, feedback from local communities has informed our strategic priorities and the key issues that the Inverclyde Alliance will focus on tackling. Extensive engagement has been carried out across Inverclyde to inform the development of the Plan, the results of which provided a clear, evidence-based and robust understanding of local needs, circumstances and the aspirations of local communities.</p>

SECTION 2 – Impact on Protected Characteristics

Which of the protected characteristics will the policy have an impact upon? (see guidance for examples of key considerations under each characteristic)						
Protected Characteristic	Impact					Reason/Comments
	Positive High	Positive Low	Neutral	Negative High	Negative Low	
Age	X					<p>We recognise that a declining population has implications for future services in Inverclyde, in particular the projected decline in the number of young people and of the working age population, coupled with the substantial increase in the number of people aged over 60 years. There is therefore a need to ensure we retain the young people currently living in the local area.</p> <p>Child poverty in Inverclyde is growing, with more than one in four children estimated to be living in poverty. The root causes of child poverty therefore need to be tackled by the Community Planning Partners.</p> <p>The ongoing improvement in attainment of young people living in the 20% most deprived areas of Inverclyde is encouraging. Closing the attainment gap and raising the skills of Inverclyde’s young people will ensure that they are not disadvantaged from an early age.</p> <p>Children in Inverclyde are at a slightly higher risk of weight problems compared to the national average, something which has serious implications for their health in later life. There is therefore a need to promote a healthy, active lifestyle from an early age.</p> <p>It is recognised that, as the local population ages, an increasing number of people will be at risk of developing dementia. The Community Planning Partnership needs to consider how it can effectively meet the needs of people with dementia to ensure they have the best possible quality of life, while also</p>

					supporting families who are caring for people with dementia. Additionally, an ageing population will result in an increase in hospital admissions, as well as an increased demand on home care services. Ensuring the needs of the population are met will present the Partnership with serious challenges.
Disability	X				Partners need to ensure that appropriate support is available to meet the changing needs of our older residents.
Gender reassignment			X		
Marriage and civil partnership			X		
Pregnancy and maternity	X				<p>While there were low numbers of still born babies between 2005 and 2014, the rate of still births in Inverclyde is higher than in Scotland in five of those ten years.</p> <p>In Inverclyde, breastfeeding has fallen slightly from the 20015/16 levels but has been rising in the past few years from low levels in 2012/13.</p> <p>Smoking in pregnancy is related to other health issues, particularly the low birth weight of babies. Approximately one in five local women smoked during pregnancy, however, this figure rises significant for women living in deprived areas.</p>
Race			X		<p>Inverclyde is participating in two refugee settlement schemes; since 2014, 18 Afghan families and 11 Syrian families have resettled here. As at November 2017, 19 families are living in Inverclyde and they have had a positive experience with resettlement and actively participate in the local community and with many community activities.</p> <p>When the results of the Scotland's Census 2021 are published, we expect them to reflect the fact that Syrian and Afghan refugees have settled in Inverclyde.</p>
Religion or belief			X		
Sex (male or female)			X		

Sexual orientation			X			
Other groups to consider (please give details)						

SECTION 3 – Evidence

What evidence do you have to help identify any potential impacts of the policy? (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
<p>Consultation/Engagement (including any carried out while developing the policy)</p>	<p>During the development of the Plan, consultation/engagement was carried out in a number of ways, including:</p> <ol style="list-style-type: none"> 1. The opinions of local residents were sought via a survey and a series of community events, named <i>Our Place Our Future</i>. 2. In Inverclyde Council Citizens’ Panel Spring 2016 Survey, we included a number of questions to establish respondents’ views on the important issues they thought should be addressed in the Plan. 3. The results of the Health and Wellbeing Survey (2013) were used to inform the development of the Plan. 4. The Town Centre Regeneration Forums in Port Glasgow, Greenock and Gourock – which are designed to increase the involvement of local residents in the regeneration process – were asked to submit their views on the Plan. 5. Two workshops were held with the Alliance Board, membership of which includes a number of Inverclyde Council Elected Members.
<p>Research</p>	<p>A comprehensive Strategic Needs Analysis (SNA) was developed to inform the development of the Local Outcome Improvement Plan. The SNA contains a range of data on population, economy, deprivation, health and the environment that informed the identification of the key priorities in the Plan.</p> <p>Additional information on the needs of Inverclyde and our population was also extracted from the Health and Social Care Partnership SNA, the Inverclyde Alliance Joint Children’s Services SNA and the Inverclyde Community Safety SNA.</p>

	<p>Research was also undertaken to establish other Scottish local authorities' approach to developing a similar document.</p>
<p>Officer's knowledge and experience (including feedback from frontline staff).</p>	<p>Officers involved in developing the Plan have many years' experience of working within a policy background and in particular community planning.</p>
<p>Equalities monitoring data.</p>	<p>Examples of data included in the Plan and the associated SNA are:</p> <ul style="list-style-type: none"> • Inverclyde's population and the split between females and males; • the proportion of Inverclyde's children and young people and older people, including comparisons with the national average; • the ethnicity make up of the local population; and • details of Inverclyde residents who have a physical disability.
<p>User feedback (including complaints)</p>	<p>No complaints have been received which would impact on the development of the Plan.</p>
<p>Stakeholders</p> <p>Other</p>	<p>Stakeholders were invited to provide feedback on the draft Plan, prior to a closing date of 31 October 2017.</p>
<p>What information gaps are there?</p>	

SECTION 4 – CONSEQUENCES OF ANALYSIS

<p>What steps will you take in response to the findings of your analysis? Please select at least one of the following and give a brief explanation.</p>		
1. Continue development with no changes		
2. Continue development with minor alterations		
3. Continue development with major changes		
4. Discontinue development and consider alternatives (where relevant)		
<p>How will the actual effect of the policy be monitored following implementation?</p>		
<p>The role of the Alliance Board is to lead the development and delivery of the strategic outcomes highlighted in the Plan and to embed these into Partners' planning and business processes. The Board also has a scrutiny role in the performance management of the Plan, with progress reports submitted to the Board on a quarterly basis.</p>		
<p>When is the policy due to be implemented?</p>		
<p>From December 2017 to 2022.</p>		
<p>When will the policy be reviewed?</p>		
<p>The Plan will run on a five year rolling basis, with reviews taking place annually. Community engagement will be integral to the development of the Plan and continue to shape it as it moves forward; Annual Reports on the Plan will include details of how the engagement has been carried out.</p> <p>Additionally, to ensure the Community Planning Partnership strives to improve its ways of working, the Alliance Board participates in an ongoing programme of self-evaluation and has developed an Improvement Plan which underpins the strategic direction of the Partnership.</p>		

What resources are available for the implementation of this policy? Have these resources changed?

All partners of the Inverclyde Alliance will contribute to delivery of the Plan; this may include human resources, knowledge and expertise, time and any other assets, as appropriate.

Name of Individual(s) who completed the Assessment

Name(s): Lynsey Logsdon and Karen Barclay

Position: Corporate Policy Officers

Date: 21 November 2017

Authorised by

Name: Wilma Bain

Position: Corporate Director - Education, Communities and Organisational Development

Date: 21 December 2017