

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: M Roach
Designation(s): Head of Education
Directorate/Service: Education
Date of Impact Assessment: 30/9/22
Name of Proposed Budget Saving ¹ : Access to a teacher – early years

1. Does the proposed budget saving 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)	Y	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	Y	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	Y	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	Y	
2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.		

¹ Please attach the Budget Saving Proposal to this Template

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

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

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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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.)

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			Y
Disability			Y
Gender Reassignment		=	
Marriage and civil partnership		=	
Pregnancy and maternity		=	
Race		=	
Religion and belief		=	
Sex		=	
Sexual orientation		=	
Other groups to consider			

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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.)

• Carers			
----------	--	--	--

4. Which parts of the Equality Duty will the proposed budget saving impact on?

<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input checked="" type="checkbox"/>	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between 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>Positive impacts +</p> <p><i>(Describe groups affected.)</i></p>	<p>Negative impacts -</p> <p><i>(Describe groups affected.)</i></p> <p><u>Age and Disability</u>: Given this saving will see a reduction to access to a teacher across early years settings, this may affect the overall quality of provision however this is likely to be minimal in its effect on pupils.</p>
--	--

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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 -
		Y

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

As above the reduction in overall full-time equivalent and access to a teacher may have a minimal effect on the overall quality of provision and its effect on outcomes. There remain a high number of quality trained staff beyond qualified teachers in all early years settings which will mitigate this effect.

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal 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
<input checked="" type="checkbox"/>	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 during 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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

7. Impact – LOIP 2017/22

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

- | | |
|--------------------------|--|
| <input type="checkbox"/> | 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 budget saving proposal will impact on the LOIP Priority/Priorities.

Priority 2: As above in 6.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving 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 type="checkbox"/> | 6. To improve the health and wellbeing of residents so that people live well, and for longer |

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

<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 checked="" 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 budget saving proposal will impact on the Corporate Plan Priority/Priorities.

Priority 10: The reduction in qualified teachers may lead to less time being available to support and work alongside other early years staff in developing the quality of provision.

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	Budget Consultation 2022: 46% of respondents supported this Budget Saving Proposal.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Research	Other councils are considering this proposal as part of their budget process. Regular external and internal reviews of early years establishments are undertaken.
Officer's knowledge and experience (including feedback from frontline staff)	Our experience tells us that as the early years workforce of non-teaching staff has developed and been trained the quality of service continues to improve. Therefore the need for access to a teacher is reducing.
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	
Are there information gaps and, if so, what are these?	This Budget Saving Proposal will form part of the Budget Consultation 2022. The Scottish Government may change the requirements for teacher numbers.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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.

Whilst the access to a teacher is a requirement of local authorities, the skill and expertise of early years practitioners who are not teachers has significantly developed over time and therefore having less access to teaching staff will be a manageable impact.

The service will need to look at proportionate and targeted models to ensure all stand alone early years establishments have a universal allocation of access to the team and then models identified so that the time rearing from the team is used to best effect.

Details of the Person(s) who completed the Assessment:	Name: Michael Roach
	Position: Head of Education
	Date: 30/9/22
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 14.11.2022

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer: karen.barclay@inverclyde.gov.uk.