

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Tracy Bunton
Designation(s): Service Manager – Revenues and Benefits
Directorate/Service: Environment and Economic Regeneration/Finance
Date of Impact Assessment: 14 th October 2022
Name of Proposed Budget Saving ¹ : Consolidation of Anti-Poverty Funding – Crisis Grant 20% Uplift

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)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	

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)

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1. Does the proposed budget saving impact on:

2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this 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		X	
Disability			X
Gender Reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity			X
Race			X
Religion and belief		X	
Sex		X	

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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.)

Sexual orientation		X	
Other groups to consider • Carers			X

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
X	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 + (Describe groups affected.)</p>	<p>Negative impacts - (Describe groups affected.)</p> <p><u>Disability:</u> Those most reliant on Crisis Grants in Inverclyde include those with disabilities related to physical and mental health and families with children.</p>
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	<p><u>Carers</u>: Informal carers are more likely to live in poverty than those without caring responsibilities.</p> <p><u>Race</u>: People from minority ethnic backgrounds in Scotland are at a significantly higher risk of poverty.</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 -
+	=	-
		X

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

An uplift of Crisis Grants above the basic Scottish Government level was agreed to help people with no other funds to pay for the increasing costs of essential items. Inverclyde is one of only a few councils to have introduced this measure. The removal of the uplift will limit the award which may not be sufficient to meet needs particularly if Welfare Benefits, upon which Crisis Grant rates are set, do not increase in line with prices.

7. Impact – LOIP 2017/22

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

<input type="checkbox"/>	<p>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</p>
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7. Impact – LOIP 2017/22

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

X	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
<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: The removal of the uplift will limit the award which may not meet needs particularly if Welfare Benefits, upon which Crisis Grant rates are set, do not increase in line with prices, leaving the most poorest members of the community with insufficient funds for essentials for the limited period the Grant covers when they do not have access to other funds.

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
X	4. To reduce the prevalence of poverty and in particular, child poverty in our communities

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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?

X	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
<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 budget saving proposal will impact on the Corporate Plan Priority/Priorities.

Priorities 4 and 5: The enhanced rate of Crisis Grants helps absorb price increases of the essential items the Grant is designed to cover. Limiting Grants to the Scottish Government basic level may be insufficient to meet the needs of the most marginalised.

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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>In the 2022 budget consultation 29% of respondents supported the headline budget saving proposal of consolidation of anti-poverty initiatives.</p> <p>Continual engagement with local communities through Communication and Engagement Networks and other local groups are highlighting concerns around the cost of living</p>
Research	<p>Joseph Rowntree Foundation, January 2022, <i>UK Poverty 2022</i> Joseph Rowntree Foundation, October 2021, <i>Ethnicity, poverty and the data in Scotland</i></p> <p>Action for Warm Homes and The Food Foundation call for additional support including an increase in welfare benefits to support people with the increasing cost of food and fuel.</p>
Officer's knowledge and experience (including feedback from frontline staff)	Officers' service delivery experience
Equalities monitoring data	
User feedback (including complaints)	Empirical evidence provided by Crisis Grant applicants.

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9. Evidence

What evidence do you have to help identify any potential impacts of the proposed budget saving?

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Stakeholders

Other

Are there information gaps and, if so, what are these?

There is a risk that, due to the current unprecedented pressure on public finances, the Scottish Government and the Inverclyde IJB may not be able to sustain their supports upon which this Budget Saving Proposal is based.

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 this saving removes the uplift in the Crisis Grant, the Grant itself will remain in place. Inverclyde has financial advice services to which members of the community are directed to ensure that they are receiving all of the Benefits they are entitled to. Whilst Inverclyde has historically opted to pay for the uplift, it continues to negotiate at a national level for payments and Benefits to be enough to meet the needs of those in most poverty.

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Details of the Person(s) who completed the Assessment:	Name: Tracy Bunton
	Position: Revenues and Benefits Manager
	Date: 19 th October 2022
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date:

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.