

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template: Louise McVey
Designation(s): Team Leader
Directorate/Service:  Culture, Communities and Educational Resources Service
Date of Impact Assessment: 13 October 2022
Name of Proposed Budget Saving <sup>1</sup> :  Consolidation of Anti-Poverty Funding – Fare Share Membership

<b>1. Does the proposed budget saving 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> )	X	
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	

<sup>1</sup> Please attach the Budget Saving Proposal to this Template

<sup>2</sup> [Fairer Scotland Duty: guidance for public bodies](#)

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

<sup>4</sup> [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.)

<b>Equality Target Group</b>	<b>Positive impact +</b>	<b>Neutral impact =</b>	<b>Negative impact -</b>
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 Parents and 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
x	Advance equality of opportunity between people of different groups
x	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><b>Positive impacts</b> + (Describe groups affected.)</p>	<p><b>Negative impacts</b> - (Describe groups affected.)</p> <p><u>Sex; Parents and carers:</u> Communities/families with children living on low income and living in poverty. Single carers for children are more likely to be female.</p>
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### 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.

Disability: Communities with people who are disabled or isolated and will benefit from accessing the Pantries for community connection and subsidised food which offers dignity and respect.

Race: People from minority ethnic backgrounds in Scotland are at a significantly higher risk of poverty.

### 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.**

The budget saving proposal for Fare Share Membership will eliminate £32,000 per year from the Anti-Poverty Budget. The Fare Share Membership is the core food supply to the two Pantries in Inverclyde. While the concept of The Pantry is to reduce food waste therefore having a positive impact on the environment, many people living in low income, poverty and deprivation access the Pantries for their weekly shopping, which is dignified, affordable and accessible because of the weekly tonnage from the Fare Share Membership.

Inverclyde is in a unique position to have purchased two of the larger Fare Share Memberships which provides 39 tonnes of food for each membership per year. If this stops, the amount of food in each of the Pantries will be reduced, the opening hours, the choice, and the accessibility of food to the most disadvantaged would be reduced or removed.

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<b>7. Impact – LOIP 2017/22</b>	
Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal 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
X	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 during section 6)
<input 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
<p><b>Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.</b></p> <p><u>Priority 2:</u> The Fare Share membership supplies access to food in the two Inverclyde Pantries. The food in both Pantries predominately supports people facing the greatest inequalities. Both Pantries are located in two of the localities with the greatest inequalities, Port Glasgow and Greenock South/South West. Membership for both Pantries has steadily increased since they opened currently more than 1300 people are members and this is because of the choice/variety of stock they hold which is offered because of the Fare Share Membership.</p>	

<b>8. Impact – Corporate Plan 2018/22</b>	
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
X	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

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<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 checked="" type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
<input checked="" 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 checked="" 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 2, 4, 5, 6 and 7: Removal of the Fare Share membership will have an adverse impact on how the Zero Waste Food Pantries will be delivered to local communities where there are high levels of deprivation and inequalities. The food received from the Fare Share Memberships provide nutritious and healthy food including fresh and frozen food; without this there may be increased health inequalities, impacting on child poverty.

Both Pantries are supported by the Inverclyde Community Development Trust (ICDT) which has recruited one paid member of staff to co-ordinate both sites and who has trained, upskilled and built confidence in local volunteers who work in the Pantries, stock taking, serving customers with dignity and respect, and offering advice on ways to cook or prepare the food. Working in the Pantries has empowered local people to play a part in their local community, building relationships and creating connection within the community.

Without the Fare Share food, the opening times of the Pantries would be reduced or closed, the number of volunteers would reduce and the skills and learning for the volunteers would be reduced.

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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>The IDCT conducted a series of consultations and engagement prior to both Pantries opening to establish a need and demand for food to be supplied in a dignified manner, where people have choice on their shopping. The Fare Share membership enables this choice and variety.</p> <p>This Budget Saving Proposal has been discussed with the Inverclyde Integration Joint Board (IJB) Chief Officer who recognises the key role the IJB will continue to play in addressing poverty in Inverclyde.</p> <p>Budget Consultation 2022: 29% of respondents supported this Budget Saving Proposal.</p>
Research	<p>The Pantry and Fare Share model has been researched across the UK. Inverclyde is working within the Scottish Pantry Network framework which recommends membership with Fare Share.</p> <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>

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<p>Officer's knowledge and experience (including feedback from frontline staff)</p>	<p>Feedback from the ICDT advises that, while they are looking to sustain the costs associated with opening the Pantries, they will not be able to sustain the cost of the Fare Share membership which would have a negative impact on the continuation of opening the Pantries.</p>
<p>Equalities monitoring data</p>	
<p>User feedback (including complaints)</p>	<p>The ICDT has advised that they have qualitative data that will evidence the needs and demands of the local community that uses the Pantries. The quantitative data includes the increasing number of members accessing the Pantries and an analysis has been conducted of the Post Codes of the members. This data confirms the majority of the members are living in areas of deprivation and inequalities.</p>
<p>Stakeholders</p> <p>Other</p>	
<p>Are there information gaps and, if so, what are these?</p>	<p>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.</p>



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**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.**

Although the removal of Fare Share contributions will have a significant impact, the approach could be modified with reduced opening times, less volunteers etc. The third sector are also in a position to bid for external funding that could mitigate the impact of this saving.

This document should be cross-referenced with the Equality Impact Assessments for Anti-poverty initiatives.

Details of the Person(s) who completed the Assessment:	Name: Louise McVey
	Position: Team Leader
	Date: 14 October 2022
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](mailto:karen.barclay@inverclyde.gov.uk).**