

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template: Lorna Coote
Designation(s): Service Manager (Educational Resources and Facilities Management)
Directorate/Service: Education, Communities and Organisational Development: Culture, Communities and Educational Resources
Date of Impact Assessment: 20/09/2022
Name of Proposed Budget Saving <sup>1</sup> : Implement national qualifying criteria for free school meals and reduce extra 50 pence per day paid during holiday times.

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

<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			√
Disability		√	
Gender Reassignment		√	
Marriage and civil partnership		√	
Pregnancy and maternity		√	
Race			√
Religion and belief		√	
Sex		√	

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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		√	
Other groups to consider			
<ul style="list-style-type: none"> <li>Carers</li> </ul>			

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

√	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input 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><b>Positive impacts</b> + (Describe groups affected.)</p>	<p><b>Negative impacts</b> - (Describe groups affected.)</p> <p><u>Age</u>: This saving as it relates to children and young people will have a negative impact on this group more than others.</p>
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	<p><u>Race</u>: People from ethnic minority backgrounds are more likely to live in 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 -
+	=	-
√		

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

This saving will mean that young people in Inverclyde will no longer get the enhanced amount that the authority adds to the Scottish Government amount. This will mean that families who previously were entitled to free school meals under Inverclyde's increased criteria will no longer receive free school meals. Also those who do receive free meals will not receive the enhanced amount of 50p per day during holiday times.

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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
√	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> As above, this means that this will have an impact on those who do not meet the qualifying criteria for free school meals.</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
<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

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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?

<input type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
√	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.**

Priority 5: This means that less pupils will receive free school meals.

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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>
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	

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

**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.**

Due to the implementation of the £20/week Child Poverty payment for any qualifying child between 6-16 years old from January 2023 and other Scottish Government funded initiatives to increase clothing grant payments and provide support for meals over school holidays, then the need for the Council to provide direct support over and above these supports is greatly reduced. Also the Scottish Government are considering the introduction of free school meals for all primary school pupils.

Details of the Person(s) who completed the Assessment:	Name: Lorna Coote
	Position: Service Manager
	Date: 20/09/2022
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 21/10/22

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).**