

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Ruth Binks
Designation(s): Corporate Director Education, Communities and Organisational Development
Directorate/Service: Education, Communities and Organisational Development: Culture, Communities and Educational Resources
Date of Impact Assessment: 21 October 2022
Name of Proposed Budget Saving ¹ : CUL 5 2023_26 Beacon Arts Contribution

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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2. If “yes” is selected for any part of Section 1, please populate the other relevant Sections of this Template.

If “no” is selected for every part of Section 1, please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer:

karen.barclay@inverclyde.gov.uk.

Signature

Date

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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.)

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	
Sexual orientation		X	
Other groups to consider • Carers		X	

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4. Which parts of the Equality Duty will the proposed budget saving impact on?	
X	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 people 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</u>: The Beacon Community and Outreach Programme reaches out to young people and gives them an experience of the arts. If any of this work was under threat, this would disproportionately affect the younger generation.</p> <p><u>Disability</u>: Programmes such as Dance for Parkinson's disease take place in the Beacon Arts Centre – if a lack of funding is available this type of programme would not be able to be run.</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.

The Beacon targets programming and outreach work to the more disadvantaged. The Beacon enables those living in the most deprived areas of Scotland to access the arts.

7. Impact – LOIP 2017/22

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

X	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
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)
X	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
X	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.

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7. Impact – LOIP 2017/22

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

Priorities 2, 3 and 4: Having an arts centre in an area makes it a more attractive place for families to settle. The Beacon provides opportunities for those in the most disadvantaged areas to access the arts. The Beacon makes a significant contribution to the cultural life of Inverclyde and provides job opportunities.

The Beacon is a significant partner in the arts and heritage group for the LOIP 2017/22 and has also been an excellent partner during COVID – applying for and bringing in significant funding opportunities across Inverclyde.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?

X	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
X	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
<input type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
X	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
X	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
X	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

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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"/> | 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 1, 2, 3, 4, 6 and 9: Having an arts centre in an area makes it a more attractive place for families to settle. The Beacon provides opportunities for those in the most disadvantaged areas to access the arts. The Beacon makes a significant contribution to the cultural life of Inverclyde and provides job opportunities.

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	The Board has been informed of the intention to consider the reduction of funding. Budget Consultation 2022: 61% of respondents supported this Budget Saving Proposal.
Research	There is a risk that if the Council reduces funding then Creative Scotland (which matches the Council funding) would do the same. If there was a

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<p>9. Evidence</p> <p>What evidence do you have to help identify any potential impacts of the proposed budget saving?</p> <p>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.</p>	
	<p>cumulative reduction in funding then the future of the Beacon could be uncertain.</p>
<p>Officer's knowledge and experience (including feedback from frontline staff)</p>	<p>Officers attend the regular Board meetings and monitor the financial position of the Beacon. In the past the Beacon has been close to insolvency and required additional funding. The current position has been affected by COVID (to the positive) but is not an accurate reflection of regular opening times.</p>
<p>Equalities monitoring data</p>	<p>The Beacon Board considers equalities data for all activities.</p>
<p>User feedback (including complaints)</p>	
<p>Stakeholders</p> <p>Other</p>	
<p>Are there information gaps and, if so, what are these?</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.

This saving would not be the entirety of the funding offered by the Council but the reduction would have some impact. The Beacon would contain the reduction with a reduced service/offering. The Beacon has a strong Board who are exploring opportunities for fund raising opportunities.

Details of the Person(s) who completed the Assessment:	Name: Ruth Binks
	Position: Corporate Director Education Communities and Organisational Development
	Date: 21.10.2022
Authorised by:	Name: Alan Puckrin
	Position: Interim Director - Finance and Corporate Governance
	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.