

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: 29 th August 2022
Name of Proposed Budget Saving ¹ : Benefit Assessor

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	

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](#)

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1. Does the proposed budget saving impact on:		
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	
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

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

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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

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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.

Positive impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i>
	<p>Those most reliant on welfare benefits in Inverclyde include women, families with children and those with disabilities related to physical and mental health.</p> <p>The majority of older people in Inverclyde experience socio-economic disadvantage. People from minority ethnic backgrounds in Scotland are at a significantly higher risk of poverty.</p> <p>Informal carers are more likely to live in poverty than those without caring responsibilities.</p> <p>The Benefits team supported the Council to deliver many of the Covid/Cost of Living supports over the last 2 years to the groups highlighted. Reducing the team will mean the ability to do this in future is reduced.</p>

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.

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The reduction in size and hence resilience in the Benefits team reduces the ability to support initiatives beyond core work, specifically the delivery of funds to the poorest members of our communities.

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)
<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
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.

The following is predicated on funding being made available in the future for special initiatives, examples of which include the Covid/Cost of Living supports, and the work needed to distribute the funding not being allocated elsewhere in the council:

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7. Impact – LOIP 2017/22

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

Priority 1: Deprivation is a factor in life expectancy. The saving may contribute to a decline in Inverclyde's population by reducing the scope to provide additional assistance to those living in poverty.

Priority 2: The saving reduces the capacity to deliver supplementary initiatives that directly improve the lives of the poorest members of our communities.

Priority 4: Those with low income tend to spend a higher proportion of their income locally. Reducing the ability to deliver funds to this group will negatively affect local businesses.

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
X	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
<input type="checkbox"/>	8. To preserve, nurture and promote Inverclyde's unique culture and heritage

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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"/> | 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, 5, and 6 will be adversely affected if the Benefits team is reduced and unable to deliver supplementary initiatives to support those living in poverty.

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	In the 2022 budget consultation, 54% of respondents supported this budget saving proposal.

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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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Research	Benefits caseload and workload data. DWP's Universal Credit roll-out plan. Joseph Rowntree Foundation, January 2022, <i>UK Poverty 2022</i> Joseph Rowntree Foundation, October 2021, <i>Ethnicity, poverty and the data in Scotland</i>
Officer's knowledge and experience (including feedback from frontline staff)	Officers' Benefit service delivery experience.
Equalities monitoring data	
User feedback (including complaints)	
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.

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Details of the Person(s) who completed the Assessment:	Name: Tracy Bunton
	Position: Revenues and Benefits Manager
	Date: 14 th October 2022
Authorised by:	Name: Alan Puckrin
	Position: Interim Director - Finance and Corporate Governance
	Date: 14 th October 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.