

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Morna Rae
Designation(s): Service Manager - Corporate Policy, Performance and Partnerships
Directorate/Service: Organisational Development, Policy and Communications
Date of Impact Assessment: 14.09.22
Name of Proposed Budget Saving ¹ : ECOD/ODHR/02/2023 Corporate Policy Reduction in Policy and Performance Team

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

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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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.

Morna Rae

14.09.22

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		x	
<ul style="list-style-type: none"> • Carers 		x	

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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
<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>Positive impacts + <i>(Describe groups affected.)</i></p>	<p>Negative impacts - <i>(Describe groups affected.)</i></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.

7. Impact – LOIP 2017/22

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

■	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
■	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)
■	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
■	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

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Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.

The Policy, Performance and Partnership Team provides services across the service, Council and Community Planning Partnership therefore anticipated impacts would extend across these structures.

The deletion of the post would mean a reduction in staffing in the team from 4 to 3 posts. This will reduce the teams capacity to undertake developmental work, respond to ad hoc requests and fulfil the statutory functions in relation to Community and Locality Planning. There would therefore require to be a reduction in the workload undertaken by the team. It is anticipated that this will be a manageable impact.

8. Impact – Corporate Plan 2018/22

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

■	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
■	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
■	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
■	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
■	6. To improve the health and wellbeing of residents so that people live well, and for longer
■	7. To protect and enhance our natural and built environment
■	8. To preserve, nurture and promote Inverclyde's unique culture and heritage

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■	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
■	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.

The Policy, Performance and Partnership Team provides services across the service, Council and Community Planning Partnership therefore anticipated impacts would extend across these structures.

The deletion of the post would mean a reduction in staffing in the team from 4 to 3 posts. This will reduce the teams capacity to undertake developmental work, respond to ad hoc requests and fulfil the statutory functions in relation to:

- Corporate planning
- Performance management and reporting
- Community and Locality Planning
- Equalities
- Self evaluation
- Community empowerment

There would therefore require to be a reduction in the workload undertaken by the team. It is anticipated that this will be a manageable impact.

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	

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Research	
Officer's knowledge and experience (including feedback from frontline staff)	Officer knowledge and experience of the working arrangements, remits and capacity within the Policy, Performance and Partnership Team within Inverclyde Council, and similar teams within other local authorities.
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	
Are there information gaps and, if so, what are these?	

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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.

Details of the Person(s) who completed the Assessment:	Name: Morna Rae
	Position: Service Manager - Corporate Policy, Performance and Partnerships
	Date: 14.09.22
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 15.11.2022

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.