

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Jennifer Horn
Designation(s): Regeneration Manager
Directorate/Service: Environment and Regeneration, Regeneration and Planning
Date of Impact Assessment: 16/10/22
Name of Proposed Budget Saving ¹ : Reduction in Employability Service

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

karen.barclay@inverclyde.gov.uk.



Signature

16/10/22

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		√	
Disability			√
Gender Reassignment		√	
Marriage and civil partnership		√	
Pregnancy and maternity		√	
Race		√	
Religion and belief		√	
Sex		√	
Sexual orientation		√	
Other groups to consider			√

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• Carers			√
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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
√	Advance equality of opportunity between people of different groups
√	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 align="center">Positive impacts + <i>(Describe groups affected.)</i></p>	<p align="center">Negative impacts - <i>(Describe groups affected.)</i></p> <p>The proposal seeks to reduce key worker support and training, Employer Engagement & Workforce Diversification programme, withdraw from Inverclyde Advice and Employment Rights package and reduction in health barriers to employment service. Depending on the viability of the remaining programmes this could materially affect organisations providing delivery namely ICDDT, Stepwell, Enable and Inverclyde Advice and Employment Rights.</p> <p>This means that the reduction of the employability service would likely impact on those with difficulties entering the labour market who have barriers to employment e.g. those with disabilities, mental health issues, carers, ex-offenders, addictions. It would also impact on the service's ability to support businesses and promote barrier reduction, fair work and real living wage with local employers.</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.

Employment can reduce inequalities by promoting fair work with our residents and our businesses. The proposals will reduce, and in some areas cease, the services that we offer to support people into work and support businesses to grow their labour force e.g reducing health barriers, supporting people in work through advice, wage subsidies.

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)
<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

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√	<p>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</p>
<p>Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.</p> <p>Population: Access to good jobs is a key action to achieve the aim of maintaining and increasing the population of Inverclyde. The savings would reduce the support that can be given to residents and local businesses, including promotion of fair work, the living wage and supporting employment of local people.</p> <p>Inequalities: Access to fair work and good jobs can support local people out of poverty. The proposal would reduce the ability of the service to reach the same number of clients to support them into work, and maintain work. It would also reduce the support to employers to reduce the barriers to employment and to employ local people.</p> <p>The local economy: To support a strong local economy employers require access to the right labour who have the right skills. The employability service provides training through many different programmes. In addition, the service provides support to those furthest from the labour market. The reduction in the service would mean that less support will be available to our residents to maintain and enhance their skills, and keep up to date with the changing needs of our local economy. In addition, it would reduce the ability to support those who have barriers to employment e.g. health barriers.</p>	

<p>8. Impact – Corporate Plan 2018/22</p> <p>Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?</p>	
√	<p>1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit</p>
<input type="checkbox"/>	<p>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</p>
√	<p>3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs</p>
	<p>4. To reduce the prevalence of poverty and in particular, child poverty in our communities</p>

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	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
√	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.

Similar to previous comments above, the saving would reduce the ability of the service to achieve the aims of the corporate plan through outcomes 1,3 and 10.

The actions to create a place to 'live work and relax' is supported by the need to create good local jobs. The reduction in the budget would reduce the ability of the service to reach all those who required support to access good local jobs.

To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs: the reduction of the service would reduce the support that can be given to local companies to grow their workforce e.g. support through wage subsidies/modern apprentices, and it would reduce the ability to provide support for training to ensure our local residents can meet the skills demands of local employers.

To develop motivate, trained and qualified employees who deliver quality service that meet current and anticipated service needs. The employability service supports the recruitment of local people to the Council through programmes such as Modern Apprenticeship and boosting other programmes such as Kickstart which has supported the delivery of key roles across the Council. In addition, the service has supported the enhancement of people's skills through training to be able to maintain and take up roles e.g. LGV training. This would be adversely impacted by the budget reduction.

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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 delivery organisations who would most likely be affected have been made aware of proposals and the potential impacts discussed with them.</p> <p>In the 2022 budget consultation, 38% of respondents supported this budget saving proposal.</p>
Research	Nomis, Regional Skills Assessment, SIMD
Officer's knowledge and experience (including feedback from frontline staff)	Contractor delivery staff, Council staff
Equalities monitoring data	Client monitoring data
User feedback (including complaints)	Client feedback
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.

The Employability Service benefits from core funding through the Council as well as grant funding through the Scottish Government. The Scottish Government grants provide year on year funding and this is used alongside Council core funding to provide support for people and businesses that is not limited to one financial year and can provide long term support which is not restricted to a spend deadline of the end of the financial year.

Scottish Government funding has increased slightly over the last few years however this has come with increasing requirements through the introduction of No One Left Behind (NOLB) which has replaced Employability Fund, previously delivered through SDS, and Community Jobs Scotland. In the future Fair Start Scotland will also come under NOLB. Despite the increase in the grants, funding has not been a like for like replacement of previous programmes. The employment rate is high just now however economic inactivity is not reducing at the same rate as unemployment, showing that it is those furthest from the labour market, many with barriers to employment, who remain in need of support.

To mitigate impact on the frontline, there would be a requirement to reduce our contracted spend. This would not only impact on the number of clients that we can support but would likely also have a negative impact on third party organisations.

In addition, the service would need to prioritise those groups who are most in need of employability support. Priority groups are already identified in the LEP Delivery Plan but in future there may be a requirement to reduce the number of groups and create employability programmes that target the priority groups.

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Details of the Person(s) who completed the Assessment:	Name: Jennifer Horn
	Position: Regeneration Manager
	Date: 16/10/22
Authorised by:	Name:
	Position:
	Date:

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.

9 September 2021