

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
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: 13/09/2022
Name of Proposed Budget Saving ¹ : Removal of additional Fruit for Schools

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)	√	

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.

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		√	

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Other groups to consider <ul style="list-style-type: none"> • 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
<input checked="" 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.	
Positive impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i> Age: This saving would have the most impact on primary age pupils.

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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.

The health and well-being of children from poorest households may be affected. However, the impact is expected to be minimal due to more provision of fresh fruit and vegetables being incorporated in to the lunch menus in schools via the Food for Life programme and the local implementation of the new nutritional guidelines from the Scottish Government.

7. Impact – LOIP 2017/22

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

<input type="checkbox"/>	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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<input type="checkbox"/>	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>Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.</p> <p>Priority 2:</p> <p>The health and well-being of children from poorest households may be affected. However, the impact is expected to be minimal due to more provision of fresh fruit and vegetables being incorporated in to the lunch menus in schools via the Food for Life programme and the local implementation of the new nutritional guidelines from the Scottish Government.</p>	

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
√	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
<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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<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
<p>Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.</p> <p>The health and well-being of children from poorest households may be affected. However, the impact is expected to be minimal due to more provision of fresh fruit and vegetables being incorporated in to the lunch menus in schools.</p>	

<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>	
Evidence	Details
Consultation/Engagement	<p>Bespoke consultation with young people about school meals is underway.</p> <p>In the past, head teachers were consulted on this saving and their view is that, while pupils are encouraged to take the fruit, there is a lot of wastage.</p> <p>Budget Consultation 2022: 30% of respondents supported this Budget Saving Proposal.</p>

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Research	Most authorities have already taken this as a saving.
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	Feedback from some head teachers indicates that providing fruit out with school lunch breaks can be disruptive to pupils' learning.
Stakeholders Other	
Are there information gaps and, if so, what are these?	This Budget Saving Proposal will form part of the Budget Consultation 2022.

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 health and well-being of children from poorest households may be affected. However, the impact is expected to be minimal due to more provision of fresh fruit and vegetables being incorporated in to the lunch menus in schools.

From August 2022, free school meals have been available to P1-5 pupils. These will meet the nutritional guidelines and encourage healthy eating choices.

The Council has gained the Food for Life Bronze Award. Part of the criteria for the award is that the Council must make an increased variety of fresh fruit and vegetables available for pupils at lunch times. In light of the alternative service provision, the impact of this budget saving proposal is therefore expected to be negligible.

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Details of the Person(s) who completed the Assessment:	Name: Lorna Coote
	Position: Service Manager (Educational Resources and Facilities Management)
	Date: 13/09/2022
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	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.