

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 : Secondary Gaelic Transport - Remove provision

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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1. Does the proposed budget saving impact on:

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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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.)

Other groups to consider			√ (Private bus operators)
<ul style="list-style-type: none"> • Carers 			

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
<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 +</p> <p><i>(Describe groups affected.)</i></p>	<p>Negative impacts -</p> <p><i>(Describe groups affected.)</i></p> <p><u>Age:</u> This saving will affect young people under the age of 18</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.

This saving could have a potential impact on those who are less affluent and wish to access Gaelic Medium Education, although this is mitigated by access to free bus transport.

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
<input type="checkbox"/>	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

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7. Impact – LOIP 2017/22

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

- | | |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <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 |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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

Priority 3: There will be a positive environmental impact because of the partial removal of school transport with fewer longer journeys being made on a dedicated bus service.

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 |
| <input type="checkbox"/> | 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 |
| <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 |

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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.

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>Budget Consultation 2022: 79% of respondents supported this Budget Saving Proposal.</p> <p>Specific consultation was undertaken with those pupils affected in a meeting on 29.11.22</p> <ol style="list-style-type: none"> 1. All parents opposed the proposed saving. 2. Most parents took exception to the question around Gaelic Transport being included in the overall budget consultation process as it only affected a

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	<p>small minority of the Inverclyde population and therefore could be seen as an easy saving for Councillors to make as most of the population would not understand the importance of Gaelic medium education. TM advised that all savings which were being proposed had a question in the survey.</p> <ol style="list-style-type: none"> 3. Parents advised that assurances were given to parents by the school / Council when their children entered nursery or Whinhill Primary, that secondary education was assured and transport to the Glasgow Gaelic School would be provided free of charge. 4. Parents were concerned about children's safety and additional travelling time if transport was removed. They felt that the walk from the city centre to the Gaelic school is too busy with traffic, will be dark in the winter months, and will add too much time onto the school day. That the Council would expect children as young as eleven to navigate and walk through a large city twice a day was deemed unacceptable and a risk to children's safety. 5. Concerns were expressed around this saving breaking up the Inverclyde Gaelic Community as parents would be unlikely to send their children to the Gaelic school because of the concerns raised above. Some further expressed concerns for their own, and more specifically, their children's mental health and the impact this saving on their senior
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	<p>phase at the speed in which this decision is being made.</p> <p>6. The head teacher of the school advocated for her pupils and her parents from Inverclyde but expressed her understanding of the Council's financial position. She advised that she would write to the head of Culture, Communities and Educational resources setting out the reasons why this saving should not be taken, prior to their being an alternative setting being established in Inverclyde.</p>
Research	Some other neighbouring Councils do not pay for transport, whilst others still opt to.
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders	
Other	
Are there information gaps and, if so, what are these?	The Education Service is currently undertaking an options appraisal for Gaelic secondary provision in Inverclyde.

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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.

Pupils are now entitled to free bus travel from the Under 22 travel scheme introduced in January 2022. This should negate any financial detriment to families although this may mean that some pupils may have to travel on 2 service buses to get to school if they choose to remain at the Glasgow Gaelic School.

Responses to points raised by parents at meeting:

2. Parents were advised that all savings which were being proposed had a question in the survey.
3. The Council can give no assurance as to secondary provision for Gaelic at this time. This is because pupils attend Glasgow Gaelic School as the result of a placing request.
4. The walk from either the bus stop (or a train station) to the Gaelic School is well lit and there are pedestrian crossings for busy roads. Pupils are now entitled to free bus travel from the Under 22 travel scheme introduced in January 2022. This should negate any financial detriment to families although this may mean that some pupils may have to travel on 2 service buses to get to school.
5. We very much want to avoid any distress to pupils and do not want to break up the Gaelic Community. There is still the option of free transport for pupils to the school but this will no longer be door to door.
6. The Council is undertaking an options appraisal for Gaelic secondary provision.

This document should be cross-referenced with the Equality Impact Assessments entitled *Establishment of a catchment area for primary Gaelic provision at Whinhill Primary School; Secondary School Transport - Move to statutory provision of school transport (2 miles to 3 miles);*

The Council remains committed to exploring secondary Gaelic provision within Inverclyde.

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Details of the Person(s) who completed the Assessment:	Name: Lorna Coote/Tony McEwan
	Position: Service Manager – Educational Resources and Facilities Management
	Date: 30/11/2022
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 30.11.2022

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.