

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template: Lorna Coote
Designation(s): Service Manager (Educational Resources and Facilities Management)
Directorate/Service: Education
Date of Impact Assessment: 13/09/2022
Name of Proposed Budget Saving <sup>1</sup> : Reduce Janitorial Provision (secondary)

<b>1. Does the proposed budget saving impact on:</b>		
	<b>Yes</b>	<b>No</b>
a. Protected characteristics under The Equality Act 2010:  Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation ( <b>see Section 3</b> )	√	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> ( <b>see Section 6</b> )	√	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 <sup>3</sup> ( <b>see Section 7</b> )	√	
d. Corporate Plan 2018/22 <sup>4</sup> ( <b>see Section 8</b> )	√	
<b>2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.</b>		

<sup>1</sup> Please attach the Budget Saving Proposal to this Template

<sup>2</sup> [Fairer Scotland Duty: guidance for public bodies](#)

<sup>3</sup> [Local Outcomes Improvement Plan 2017/22](#)

<sup>4</sup> [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.)

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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#### 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.)

• Carers			
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#### 4. Which parts of the Equality Duty will the proposed budget saving impact on?

X	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><b>Positive impacts</b> +</p> <p><i>(Describe groups affected.)</i></p>	<p><b>Negative impacts</b> -</p> <p><i>(Describe groups affected.)</i></p> <p>The majority of janitors are male and above the age of 50 so this will have an adverse effect on age and sex of the employees.</p> <p>Young people will be affected because janitors provide a service for schools i.e. those under 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 -
		√

**Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.**

This proposal will predominantly affect low paid workers who live locally.

### 7. Impact – LOIP 2017/22

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

<input type="checkbox"/>	1. <b>Population:</b> 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. <b>Inequalities:</b> 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. <b>Environment, culture and heritage:</b> 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. <b>The local economy:</b> 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><b>Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.</b></p> <p>Priority 2: This proposal will predominantly affect low paid workers who live locally.</p>	

<b>8. Impact – Corporate Plan 2018/22</b>	
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
<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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<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><b>Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.</b></p> <p>Priority 4: his proposal will predominantly affect low paid workers who live locally.</p>	

<p><b>9. Evidence</b></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	Budget Consultation 2022: 31% of respondents supported this Budget Saving Proposal for secondary schools.
Research	At least one other authority already uses shared janitors and few local authorities are looking into this.

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Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	Information provided at section 5 refers.
User feedback (including complaints)	Winter gritting may not be carried out prior to the school day school day starting and there could be an increase in litter around the school estate, both of which may result in complaints from local residents.
Stakeholders  Other	
Are there information gaps and, if so, what are these?	It is not clear how much additional transport between schools would cost.X This Budget Saving Proposal will also 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.**

A number of staff potentially affected by this proposal have expressed an interest in voluntary severance and others will be redeployed where possible.

Individual head teachers will liaise with each other and facilities management to schedule priorities and timings for janitorial cover for each establishment.

Schools and facilities management will work together to ensure adequate cover is maintained.

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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](mailto:karen.barclay@inverclyde.gov.uk).**