

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Martin McNab
Designation(s): Public Protection Manager
Directorate/Service: Planning, Regeneration and Public Protection/Environment, Regeneration and Resources
Date of Impact Assessment: Updated 26 January 2023
Name of Proposed Budget Saving ¹ : Reduce Community Wardens' 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)	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	

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.

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.

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			-
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
<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.	
<p>Positive impacts + (Describe groups affected.)</p>	<p>Negative impacts - (Describe groups affected.)</p> <p><u>Sex</u>: The Wardens’ service is 88% male therefore there will be a disproportionate effect on this part of the workforce.</p> <p><u>Age</u>: The average age of the Community Wardens is 59 with a low number of staff under the age of 40. Removal of the staff in temporary positions will skew the age profile further. Regardless of this the overall impact will be on the older workforce.</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.

The focus of the Wardens' work is predominately, but not exclusively, in the more disadvantaged areas of Inverclyde.

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 checked="" 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)
<input checked="" 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
<input checked="" 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.

Priorities 2, 3 and 4: The work of the Community Wardens' service is skewed towards more deprived areas. The service also provides valuable intelligence for environmental issues and crimes and supports the safe night-time economy in Inverclyde.

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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 checked="" type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input checked="" 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 checked="" 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 checked="" 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 checked="" 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 checked="" 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><u>Priority 1:</u> The reduction in the Wardens’ service will impact on community safety and therefore the overall attractiveness of Inverclyde as a place to work, live and visit. The impact on the safety of the night-time economy could be particularly significant.</p> <p><u>Priorities 2 and 5:</u> The Wardens’ service focusses largely on the more deprived areas of Inverclyde and reductions will therefore have a disproportionate impact on these areas.</p>	

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Similarly a lot of the work of the service will impact more on vulnerable families and residents.

Priority 7: The Wardens witness and contribute to the tackling of environmental crime and incivilities.

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	Budget Consultation 2022: 37.52% of respondents supported this Budget Saving Proposal. Consultation and engagement have also taken place with Police Scotland on earlier savings proposals in this area.
Research	Research into other Councils' use of wardens services indicates that the majority have reduced the scale of their wardens services with some removing provision entirely.
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	User feedback is generally positive both from the public and partners.

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Stakeholders	Feedback from Partners, for example, Police Scotland at the Local Police and Fire Scrutiny Panel, is very positive.
Other	
Are there information gaps and, if so, what are these?	

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.

Should this Budget Saving Proposal be approved, the following aspects of the Community Wardens' service will no longer be deliverable: covering for School Crossing Patrollers when they are short-staffed; and assisting with cycling proficiency training with Community Safety colleagues in schools.

Details of the Person(s) who completed the Assessment:	Name: Martin McNab
	Position: Public Protection Manager
	Date: 26 January 2023
Authorised by:	Name: Stuart Jamieson
	Position: Director - Environment and Regeneration
	Date: 23 February 2023

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

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