

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information	
Name of Officer(s) completing this Template: M Roach	
Designation(s): Head of Education	
Directorate/Service: Education, Communities and Organisational Development/Education	
Date of Impact Assessment: 2/2/23	
Name of Proposed Budget Saving ¹ : Reduction in Early Years Provision	
Deletion of Vacant Posts	Removal of a number of existing vacant posts.
Childminders budget	Reduce budget in line with actual spend.
Family Support Workers	Remove Family Support Workers from early years establishments.
Deletion of Principal Teacher post	Deletion of vacant Principal Teacher post.
Reduction in Provision for Under 2's	Prioritisation of Under 2's Early Years provision. This saving would see a reduction of two Early Years Education and Childcare Officer (EYECO) posts.
Reduction in capacity at Wemyss Bay and Aileymill	Reduce service provided at these two establishments as they currently run under capacity.
Transportation saving	Anticipated saving following review of internal transport requirements.

¹ Please attach the Budget Saving Proposal to this Template

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

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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Gender Reassignment			
Marriage and civil partnership		=	
Pregnancy and maternity		=	
Race			Y
Religion and belief		=	
Sex			Y
Sexual orientation		=	
Other groups to consider • Carers		=	Parents and 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
<input checked="" type="checkbox"/>	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between from different groups

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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 and Disability</u>: Less provision for vulnerable under 2 year olds. Less flexibility in provision of early years will affect young children.</p> <p><u>Sex; Parents and carers</u>: Families who may have benefitted from the provision around under 2s may be affected in that the support on offer via their child attending either part- or full-time early years provision. Less flexibility will affect carers because there may not be as much choice in patterns for child care. This could have a disproportionate effect on females. Removal of options for transport could make accessing childcare less convenient for families. Parents/carers will experience less access to the service of Family Support Workers.</p> <p><u>Race</u>: Those who are from ethnic backgrounds can be more affected by poverty, hence relying more on free or affordable childcare.</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 -
		Y

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

As above the majority of this saving whilst seeing a reduction in overall staffing figures will not significantly reduce the overall provision for the majority of pupils and families.

The reduction in under 2 provision will result in a reduced capacity to offer places and related support from within children's and family centres to families.

The removal of Family Support Workers will also see reduced capacity of the service to support a range of families including the most vulnerable.

Removing options for transport may make it more difficult for some families to access the services.

Less flexibility in options for hours of childcare could mean that some families do not get their first choices for their childcare needs.

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)

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<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
<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 2: As in section 6.

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
X	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
X	5. To safeguard, support and meet the needs of our most vulnerable families and residents
X	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

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□	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>Priorities 4, 5 and 6:</u> As above there may be a disproportionate impact on families on low incomes e.g. education in places for vulnerable under 2s and support from Family Support Workers.</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>There has been comprehensive (and ongoing) engagement with families about pattern requirements and needs linked to early years services which fed into the patterns currently on offer.</p> <p>Budget Consultation 2022: 46.38% of respondents supported the Budget Saving Proposal <i>early years - reduce 'access to a teacher' posts.</i></p> <p>Budget Consultation 2022: 23.98% of respondents supported the Budget Saving Proposal <i>Family Support Workers in early years centres.</i></p>
Research	<p>Benchmarking has been used to find out how many under 2 year old places are offered in Inverclyde compared to other authorities. Currently Inverclyde has the highest ratio in the country and</p>

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	<p>makes up approximately 9% of the national numbers.</p> <p>Removal of EYECOs has been informed by uptake and historic trends of underutilised services.</p>
Officer's knowledge and experience (including feedback from frontline staff)	The whole family wellbeing fund has instigated a review of how early help and support is provided across Inverclyde including the Health and Social Care Partnership (HSCP) and Education Services. This review will feed into the remodelled early intervention and support for families.
Equalities monitoring data	
User feedback (including complaints)	There are some complaints when childcare places are allocated especially if parents do not secure a place at their first choice of centre or preferred pattern.
Stakeholders Other	Discussions have taken place with the HSCP as this will have an impact on how spaces for under 2 provision are allocated.
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.

Under 2 provision – this is not funded and not statutory. Whilst any reduction will have an impact, Inverclyde already offers by far the most generous provision of places. Places will be prioritised with need and regularly monitored.

Teachers – removal of the teaching workforce can be mitigated by the skills of graduates and staff in early years. The training and registration for early years workers means that we have a highly skilled workforce and teaching posts are less necessary to ensure quality of provision.

Transport – early years centres with transport are placed in areas of deprivation and as such are accessible to most families. Transport will be kept for those with a disability who need to travel further to access specific services.

Removal of flexibility – the removal of EYECOs in two services has taken into account historical link of uptake of spaces.

Details of the Person(s) who completed the Assessment:	Name: Michael Roach
	Position: Head of Education
	Date: 15/2/23
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 15/2/23

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.