

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Tony McEwan
Designation(s): Head of Culture, Communities and Educational Resources
Directorate/Service: Education, Communities and Organisational Development: Education: The Recruit
Date of Impact Assessment: 23 February 2023
Name of Proposed Budget Saving ¹ : CUL1 Removal of The Recruit Programme

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			X
Disability		X	
Gender Reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	
Religion and belief		X	
Sex		X	
Sexual orientation		X	
Other groups to consider • Carers		X	

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<ul style="list-style-type: none"> Local business community 			X
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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
X	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 + <i>(Describe groups affected.)</i></p>	<p>Negative impacts - <i>(Describe groups affected.)</i></p> <p><u>Age</u>: Young people would be affected by this saving due to a small reduction in job opportunities specifically for school leavers available locally.</p> <p><u>Local business community</u>: The local business community would no longer be able to participate in this specific programme.</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.

Research has shown that since 2014, 43% of “The Recruit” participants have resided in Scottish Index of Multiple Deprivation (SIMD) 1-4 areas (bottom 25%) and 57% of job winners have resided in SIMD 1-4.

“The Recruit” can contribute to positive school leaver destinations and may be a pathway for young people who are not considering entry to further or higher education.

There are other programmes now available for schools to work with businesses throughout the year.

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)
<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
X	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

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

Priority 2: See Section 6 above.

Priority 4: There may be a small reduction in jobs available to local young people as some jobs are specifically created for the programme.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?

X	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
X	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
<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
<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

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

Priority 1: Please see response to Section 6.
 Priority 3: Please see response to Section 6.
 Priority 4: Please see response to Section 6.

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>Secondary head teachers feel that this programme should be considered for a saving.</p> <p>Budget Consultation 2022: 57% of respondents supported this Budget Saving Proposal.</p>
Research	<p>Other Councils who have previously operated the Recruit programme have discontinued it.</p>
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	<p>Yes – since tracking of SIMD cohorts started in 2014, 43% of participants have resided in SIMD 1-4. 57% of the job winners have resided in SIMD 1-4. In 2018, ≤ 5 of the six winners resided in SIMD 1-2.</p>
User feedback (including complaints)	<p>2018 programme Participant Evaluation – 100% rated programme as excellent.</p>

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	<p>2018 programme Parental Evaluation – 75% rated programme as excellent; 25% as good.</p> <p>Headteachers are of the opinion that there are now other ways to provide the same input through Developing the Young Workforce programmes.</p> <p>Uptake of the Summer 2022 programme was extremely low compared with previous years.</p>
<p>Stakeholders</p> <p>Other</p>	<p>Business community supports the programme each year.</p>
<p>Are there information gaps and, if so, what are these?</p>	<p>2022 evaluations not yet completed.</p> <p>There will be bespoke engagement with young people on this matter.</p>

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.

There are other youth enterprise programmes in operation which offer alternative provision.

Whilst the saving for the Recruit is low, using Developing the Young Workforce resources rather than Council resources to deliver on the programme frees up human resources for other projects.

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Details of the Person(s) who completed the Assessment:	Name: Tony McEwan
	Position: Head of Culture, Communities and Educational Resources
	Date: 23 February 2023
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	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 Policy and Performance Officer: karen.barclay@inverclyde.gov.uk.