

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Hugh Scott
Designation(s): Service Manager, Community Learning and Development, Community Safety and Resilience and Sport
Directorate/Service: Education Communities and Organisational Development
Date of Impact Assessment: 23/2/23
Name of Proposed Budget Saving ¹ : Reduction of Road Safety HQ support by 1 full-time equivalent post

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)

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT 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			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			

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

• Carers			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.

Positive impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i>
	<p><u>Age and Disability</u>: Young people and, in particular, young people with a disability, will be negatively impacted by the 50% reduction in the road safety education programme, which in turn increases risk to those children.</p> <p><u>Parents and carers</u>: Less ability to manage the Road Crossing Patrollers' absence may mean that parents and carers are affected because they want to walk their child to school.</p>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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.

Road safety education is delivered to all young people across Inverclyde. However, a 50% reduction in the road safety education programme will adversely affect young people in deprived communities as they are more likely to be walking to school.

7. Impact – LOIP 2017/22

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

	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
X	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
	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: A 50% reduction in the road safety education programme will adversely affect young people in deprived communities as they are more likely to be walking to school.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

8. Impact – Corporate Plan 2018/22	
Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?	
	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
X	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
	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
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
	7. To protect and enhance our natural and built environment
	8. To preserve, nurture and promote Inverclyde’s unique culture and heritage
X	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
	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 2, 5, 6 and 9:</u> The provision of an age appropriate road safety education programme, which is delivered across the life of a young person’s school experience, empowers young people to better understand the risks associated with transport within their communities.</p> <p>The provision of a road safety education programme and school crossing patrol service encourages young people to participate in active travel and, as such, increases physical activity.</p>	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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>Community engagement on the issue of school transport re-provision and representation from Parent Councils in response to road safety issues (service changes, incidents, etc) indicates that this is a high profile subject.</p> <p>Budget Consultation 2022: 42% of respondents supported this Budget Saving Proposal.</p>
Research	<p>The Scottish Road Safety Framework 2020 Report confirms that Inverclyde has continually achieved the safety targets set across the 10 years of the strategy due to the development, design and delivery of a comprehensive road safety package.</p>
Officer's knowledge and experience (including feedback from frontline staff)	<p>The staff potentially affected by this Budget Saving Proposal all have 20+ years of experience in the road safety arena, including national representation of Inverclyde Council.</p>
Equalities monitoring data	
User feedback (including complaints)	<p>Evidence from the complaints service, social media feedback and service-based enquiries highlights the lack of provision at certain sites, due to the</p>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<p>prioritisation of crossing patrol sites as a result of a shortage of staff, however our provision is more generous than the guidelines promote.</p> <p>Community feedback indicates that road safety remains a priority item and some reduction in services will conflict with the needs and demands of the school community.</p>
<p>Stakeholders</p> <p>Other</p>	<p>Communities; schools; Parent Councils; Council staff including School Crossing Patrollers and Education Services' staff; childminder groups; Road Safety Scotland; the Road Safety West of Scotland Forum; and Police Scotland.</p>
<p>Are there information gaps and, if so, what are these?</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.

A reduction in the road safety education programme will require consultation with Education Services and Parent Councils to ensure that any alternative delivery method (i.e. teachers, classroom volunteers, etc) is considered.

The road safety team would need to revise the model of road safety education in conjunction with primary schools to ensure all schools continue to participate in the programme, albeit with a more targeted approach to certain year groups. However, the reduction in staff delivering the road safety programme is unlikely to have a significant impact in schools as it will be mitigated by working with primary schools to deliver road safety training through the Curriculum for Excellence.

There may be some impact on bikeability training but this can be delivered in other ways.

The reduction of one full-time equivalent post associated with this Budget Saving Proposal is expected to be achieved by voluntary severance.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Details of the Person(s) who completed the Assessment:	Name: Hugh Scott
	Position: Service Manager, Community Learning and Development, Community Safety and Resilience and Sport
	Date: 23/2/2023
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 23/2/23

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.