

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/Culture, Communities and Education Resources
Date of Impact Assessment: 24 February 2023
Name of Proposed Budget Saving ¹ : Reduction in Community Learning and Development (CLD) saving.

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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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
X	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 +</p> <p><i>(Describe groups affected.)</i></p>	<p>Negative impacts -</p> <p><i>(Describe groups affected.)</i></p>
<p>Young people would not be affected by this saving as the saving primarily relates to adult and communities services.</p>	<p>CLD work with groups who may be at risk and need support. Typically the groups run by CLD will support those with protected characteristics e.g. lgbtqi+, new Scots etc. The close contact work undertaken by CLD means additional support is identified where required, often this additional support is not known until relationships are built up – therefore several groups with Protected characteristics could be affected by this saving.</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.

The Scottish Government issued Strategic Guidance for Community Planning Partnerships: CLD in 2012. The Strategic Guidance sets out what the Scottish Government sees as the purpose of CLD and what it wants CLD to focus on. The purpose is described as follows:

“We see [CLD] as empowering people, individually and collectively, to make positive changes in their lives and in their communities, through learning.”

It further states that “the purpose and principles [of CLD] are embodied in the competences and ethics for CLD practice as set out by the CLD Standards Council for Scotland”.

The focus of CLD, which the Strategic Guidance puts into the context of the National Performance Framework, is identified as:

1. Improved life chances for people of all ages, through learning, personal development and active citizenship; and
2. Stronger, more resilient, supportive, influential and inclusive communities.

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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 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 and 4: See Section 6 above.

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 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 checked="" type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities

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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
X	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

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

Priorities 2, 4, 5, 6 and 10: The CLD saving will have an impact on the service, as there would be reduced capacity to empower people, individually and collectively, to make positive changes in their lives and in their communities. CLD achieves this through learning and its community work.

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: 32.03% of respondents supported this Budget Saving Proposal.

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Research	A clear strength of the CLD services has been its focus on tracking the outcomes of young people, adults, families and the wider communities. CLD is inspected as part of the national inspection model.
Officer's knowledge and experience (including feedback from frontline staff)	CLD undertakes a wide remit and has positive relationships with those it supports. Often those who are supported have Protected characteristics. All CLD workers are qualified to degree level in line with National CLD Standards.
Equalities monitoring data	Different aspects of the service have equalities monitoring data on usage and uptake.
User feedback (including complaints)	User feedback is available through self-evaluation work.
Stakeholders 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.

The reduction in the delivery of adult learning and literacies may be mitigated if the need can be met by increased partnership working. Some of the interventions that will cease may well be replaced by temporary funding.

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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: 24 February 2023
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 28 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.