

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 Educational Resources Service
Date of Impact Assessment: 20 February 2023
Name of Proposed Budget Saving ¹ : Introduce charges for uniformed organisations for school and town hall lets

Does the proposed budget saving impact on:		
	Yes	No
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.

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			

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• Carers			X
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4. Which parts of the Equality Duty will the proposed budget saving impact on?

<input checked="" type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input 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.

Positive impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i>
	<p><u>Age:</u> School buildings and pitches are utilised by organisations which provide sport and youth activities for school aged children. A reduction in the availability of school lets could lead to reduced opportunities for young people to take part in sport and youth activities out with school hours. In addition, the organisations which let school buildings may have to pass on the charges they will now incur to the young people. This could lead to children from low income families no longer being able to take part in activities which utilise school facilities.</p>

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	<p><u>Disability</u>: Disability groups use school and town hall lets and therefore the Budget Saving Proposal could impact on their ability to meet in locations of their choosing.</p>
	<p><u>Race</u>: Those who are from ethnic backgrounds can be more affected by poverty and hence rely more on activities and events that are free to participate in or attend.</p>
	<p><u>Sex</u>: Girls are more likely than boys to report barriers to doing physical activity (67% girls; 54% boys) (Inverclyde Council Schools Health and Wellbeing Survey 2019). Therefore, reduced opportunities to take part in sport activities caused by reducing the availability of school and town hall lets could have a disproportionately negative impact on girls.</p>
	<p><u>Carers and parents</u>: Carers and parents who are affected by poverty rely more on activities and events that are free to participate in or attend.</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 introduction of charges for uniformed organisations and the removal of fee waivers for charitable organisations will have a negative impact on low income families and on reducing equalities of outcome. These organisations may have to pass on the additional charges they will now incur to their members, making it more difficult for low income families to be able to afford to take part in the sport and youth activities that take place through school and town hall lets. Taking part in physical activity, including sport is important in reducing health inequalities. This Budget Saving Proposal could make it more difficult for people to take part in sporting activities.

7. Impact – LOIP 2017/22

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

X	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

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

Priority 1: The opportunity to take part in a wide variety of activities helps to make Inverclyde a more attractive place in which to work and live. The Budget Saving Proposal could lead to a reduction in opportunities.

Priority 2: It is important that we encourage Inverclyde residents to lead healthier lifestyles by taking part in physical activity, including sport, in order to reduce health inequalities. The Budget Saving Proposal could have an adverse impact on achieving this priority.

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
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
<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
X	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
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

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<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: The opportunity to take part in a wide variety of activities helps to make Inverclyde a more attractive place in which to work and live. The Budget Saving Proposal could lead to a reduction in activities.

Priority 2: A wide range of community meetings take place within schools and town halls. The introduction of charges will impact on their ability to hold these meetings and will be detrimental to building strong, empowered communities.

Priorities 4 and 5: The introduction of charges could place an even greater strain on household incomes and prevent children and low income families from being able to participate in activities.

Priority 6: It is important that we encourage Inverclyde residents to lead healthier lifestyles by taking part in physical activity, including sport, in order to reduce health inequalities. The Budget Saving Proposal could have an adverse impact on achieving this priority.

Priority 9: Communities, community groups and clubs have told us that they would like greater access to existing facilities such as schools, particularly in their local area. Therefore, this Budget Saving Proposal will have an impact on the availability of facilities which are responsive to community needs.

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
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<p>Consultation/Engagement</p>	<p>Engagement was held with communities in September 2022 to inform the development of a new Local Outcome Improvement Plan and Council Plan. Communities told us that they want:</p> <ul style="list-style-type: none"> • more organised and affordable physical activity for communities; • more affordable activities to encourage participation; • more community exercise events; • greater provision and opportunities for people to lead healthier lifestyles; and • better use made of existing facilities such as schools. <p>Budget Consultation 2022: 38% of respondents supported this Budget Saving Proposal.</p> <p>A consultation with the uniformed organisations was undertaken who understood the Council's position but expressed their concerns over the impact the charges will have on some of their groups, particularly those who draw their membership in areas of multiple deprivation. Decisions on how each group will mitigate the introduction of the fee will be left to individual group leaders. Organisations were reminded of the Community Grants Fund to assist.</p>
<p>Research</p>	
<p>Officer's knowledge and experience (including feedback from frontline staff)</p>	

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<p>Equalities monitoring data</p>	<p>There is a range of evidence that shows levels of physical activity are lower amongst the population of Inverclyde compared to other local authority areas. For example:</p> <ul style="list-style-type: none"> • The NHS Greater Glasgow and Clyde (NHSGGC) 2017/18 Health and Wellbeing Survey shows those in Inverclyde were less likely to meet the target of 150 minutes or more of physical activity per week compared to the NHSGGC total (48% Inverclyde; 58% NHSGGC). (NHS Greater Glasgow and Clyde 2017/18 Health and Wellbeing Survey) • Between 2013 and 2019, 48% of the Inverclyde population reported doing at least one sport, excluding walking. This increases to 78% if walking is included. The national average is 53%, excluding walking and 79% including walking. (Scottish Household Survey) • 10% of young people aged 13-15 met the target of taking 60 minutes or more of moderate physical activity on seven days per week. The Scottish figure is 18%. (Inverclyde Council Schools Health and Wellbeing Survey 2019) • Girls were more likely than boys to report barriers to doing physical activity (67% girls; 54% boys) (Inverclyde Council Schools Health and Wellbeing Survey 2019)
<p>User feedback (including complaints)</p>	
<p>Stakeholders</p>	

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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.

To mitigate the impact of this Budget Saving Proposal, we would have to:

- work with community groups/uniformed organisations to find alternative locations and times if lets are restricted;
- look at other ways of providing support to young people who cannot afford to pay to take part in sport and other leisure activities through the Child Poverty Group; and
- look at how we could increase access to sporting activities through the Active Inverclyde Strategy.

Because we gave advance notice to organisations that these funds may be reduced, a number of organisations have taken steps to improve their fundraising, limit their expenditure and reduce their dependence on this funding stream.

CVS Inverclyde can provide support to voluntary groups to aid them with fundraising; this service will be promoted to uniformed and charitable organisations.

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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: 1/3/2023
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 1/3/2023

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.