

Equality Impact Assessment Template – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	Inverclyde Council Plan 2023/28
b.	Responsible organisation(s)/Lead Service	Organisational Development, Policy and Communications Service
c.	Lead Officer	Service Manager (Corporate Policy, Performance and Partnerships)
d.	Date of Impact Assessment	21st March 2023 (developmental drafts 24th August 2022, 14th December 2022)
e.	Partners/other Services involved in the development of the policy, function or strategy	Cross Council, Elected Members and public
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	The current Inverclyde Council Plan is due to end in March 2023. A new plan is required to provide a strategic framework for the Council over the next five years.
h.	What are the intended outcomes of the policy, function or strategy?	It sets out a strategic framework for the Council in order that using a best value approach Inverclyde Council provides high quality services to local people and improves their outcomes. The following outcomes are included:

¹ Please attach details of the policy, function or strategy to this Template

		<p>Theme 1: People</p> <ul style="list-style-type: none"> • Our young people have the best start in life through high quality support and education; • Gaps in outcomes linked to poverty are reduced; • People are supported to improve their health and wellbeing; • More people will be in employment, with fair pay and conditions; and • Our most vulnerable families and residents are safeguarded and supported. <p>Theme 2: Place</p> <ul style="list-style-type: none"> • Communities are thriving, growing and sustainable • Our strategic housing function is robust; • Our economy and skills base are developed; • We have a responsive business premises supply; and • Our natural environment is protected. <p>Theme 3: Performance</p> <ul style="list-style-type: none"> • High quality and innovative services are provided, giving value for money • Our employees are supported and developed 						
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde wide						
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	<table border="1"> <tr> <td data-bbox="1214 935 1281 1086"><input type="checkbox"/></td> <td data-bbox="1281 935 2145 1086">Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010</td> </tr> <tr> <td data-bbox="1214 1086 1281 1198"><input checked="" type="checkbox"/></td> <td data-bbox="1281 1086 2145 1198">Advance equality of opportunity between people of different groups</td> </tr> <tr> <td data-bbox="1214 1198 1281 1310"><input type="checkbox"/></td> <td data-bbox="1281 1198 2145 1310">Foster good relations between people from different groups</td> </tr> </table>	<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 people from different groups
<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 people from different groups							
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	Yes, a public consultation process was undertaken.						

2. Does the policy, function or strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; 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)	N/A	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	N/A	
3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.		
4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.		
<p>Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer:</p> <p><u>karen.barclay@inverclyde.gov.uk</u></p>		
Signature:	Date:	

² [Fairer Scotland Duty: guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact					Reasons/Comments
	Positive High	Positive Low	Neutral	Negative High	Negative Low	
Age	x					<p>The Council Plan includes the following outcomes that have a particular relevance to the Protected Characteristic of Age:</p> <ul style="list-style-type: none"> - Our young people have the best start in life through high quality support and education; - Our most vulnerable families and residents are safeguarded and supported. <p>These outcomes aim to address the particular needs of young people and older people, and the inequalities they may experience. Advancing equality of opportunity between people of different groups is a focus.</p> <p>We recognise that a declining population has implications for future services in Inverclyde, in particular the projected decline in the number of young people and of the working age population, coupled with the substantial increase in the number of older people. There is therefore a need to ensure we retain the young people currently living in the local area. Our population projections suggest that by 2028 Inverclyde's population will fall by 5%.</p> <p>Child poverty in Inverclyde is concerning, with more than one in four children estimated to be living in poverty. The root causes of child poverty therefore need to be tackled by the Community Planning Partners.</p> <p>The ongoing improvement in attainment of young people living in the 20% most deprived areas of Inverclyde is encouraging. Closing the attainment gap and raising the skills of Inverclyde's young people will ensure that they are not disadvantaged from an early age.</p>

					It is recognised that, as the local population ages, an increasing number of people will be at risk of developing health conditions and vulnerabilities. Our 2022 Strategic Needs Assessment (SNA) tells us that our older population (over 75 years) is expected to increase by 55.5% by 2043. Local people need to be supported to live at home safely for as long as possible.
Disability	x				<p>The Council Plan includes the following outcomes that have a particular relevance to the Protected Characteristic of Disability:</p> <ul style="list-style-type: none"> - Gaps in outcomes linked to poverty are reduced; - People are supported to improve their health and wellbeing; - Our most vulnerable families and residents are safeguarded and supported. <p>These outcomes aim to address the particular needs of people with disabilities, and the inequalities they may experience. Advancing equality of opportunity between people of different groups is a focus.</p> <p>Our 2022 SNA outlines the poorer health outcomes that people in Inverclyde may experience. There has been a further decrease in life expectancy for both males and females in Inverclyde following an improvement in recent years. Stark health inequalities continue to exist in life expectancy and other health outcomes across communities in Inverclyde.</p> <p>The proportion of those with a physical disability increases as people age. Just over 1% of the population aged 16-24 had a physical disability at the time of the 2011 Census, compared to 34.4% for those aged 85 and over.</p> <p>The Council needs to ensure that appropriate support is available to meet the changing needs of our older residents, as this is a growing percentage of our population.</p>
Gender Reassignment			x		It is not anticipated that there will be any impact in relation to this Protected Characteristic.
Marriage and civil partnership			x		It is not anticipated that there will be any impact in relation to this Protected Characteristic.

Pregnancy and maternity			x			It is not anticipated that there will be any impact in relation to this Protected Characteristic.
Race					x	<p>The Council Plan 2023/28 includes the following outcome that has relevance to the Protected Characteristic of Race:</p> <ul style="list-style-type: none"> - Communities are thriving, growing and sustainable. <p>This outcome may lead to wider involvement across different members of our community and, in turn, foster good relations between people from different groups and advance equality of opportunity between people of different groups.</p> <p>Our 2022 SNA is partially based on the 2011 Census which reported that 93.8% of Inverclyde's population was White Scottish. While there is not a large amount of diversity within our population in terms of Race we have seen an increase in people from different backgrounds over recent years including from Syria, Afghanistan and Ukraine. The Council and partners are focused on supporting these New Scots and settling them within Inverclyde's communities where this is their desire.</p>
Religion and belief			x			It is not anticipated that there will be any impact in relation to this Protected Characteristic.
Sex			x			It is not anticipated that there will be any impact in relation to this Protected Characteristic.
Sexual orientation			x			It is not anticipated that there will be any impact in relation to this Protected Characteristic.
Other groups to consider					x	<p>The Council Plan 2023/28 includes the following outcomes that have relevance to Carers:</p> <ul style="list-style-type: none"> - Gaps in outcomes linked to poverty are reduced; - People are supported to improve their health and wellbeing; - More people will be in employment, with fair pay and conditions; and - Our most vulnerable families and residents are safeguarded and supported.

						These outcomes aim to address the particular needs of Carers, and the inequalities they may experience. Advancing equality of opportunity between people of different groups is a focus.
--	--	--	--	--	--	--

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
<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 from different groups
<input type="checkbox"/>	Foster good relations between people 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>
Older people; Young people; People with disabilities; People of different races; Carers – see information included at Section 3.	

6. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
x		

Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.

Reducing inequalities of outcome caused by socio-economic disadvantage is a key focus for the Council. It will aim to do this via actions to deliver on these outcomes which are of particular relevance to the Fairer Scotland Duty:

- Gaps in outcomes linked to poverty are reduced;
- More people will be in employment, with fair pay and conditions;
- Our most vulnerable families and residents are safeguarded and supported; and
- Our economy and skills base are developed.

These outcomes were devised in recognition of the challenges in Inverclyde in terms of inequalities and deprivation. Our SNA tells us that 45% of our datazones are in the 20% most deprived in Scotland.

7. Impact – Partnership Plan 2023/33

Which Priority/Priorities from the Partnership Plan 2023/33 will this policy, function or strategy impact on?

Briefly describe how the policy, function or strategy will impact on the Partnership Plan Priority/Priorities.

The Council Plan was developed in conjunction with the new Partnership Plan 2023/33 using the same consultation process.

The Council's contribution to the delivery of all outcomes in the Partnership Plan as listed below is supported by the Council Plan 2023/28.

THEME 1: EMPOWERED PEOPLE

- Communities can have their voices heard, and influence the places and services that affect them
- Gaps in outcomes linked to poverty are reduced

THEME 2: WORKING PEOPLE

- More people will be in sustained employment, with fair pay and conditions
- Poverty related gaps are addressed, so young people can have the skills for learning, life and work
- Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs

THEME 3: HEALTHY PEOPLE AND PLACES

- People live longer and healthier lives
- Supportive systems are in place to prevent alcohol and drug misuse
- Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change

THEME 4: A SUPPORTIVE PLACE

- Vulnerable adults and children are protected and supported, ensuring they can live safely and independently
- We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery
- Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm

THEME 5: A THRIVING PLACE

- Growth in our working age population by encouraging people to stay here, and attracting new people to settle here
- Development of strong community-based services that respond to local need
- Homes are energy efficient and fuel poverty is reduced
- Increased use of active travel and sustainable transport options
- Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy 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
<input type="checkbox"/>	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

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

Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

Not applicable as the Council Plan 2023/28 will replace the Corporate Plan 2018/22.

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	<p>The consultation had six different research methods, half of which were quantitative based and the other half qualitative. Quantitatively there was an online public survey, specific questions in the Council's Citizens' Panel Autumn 2022 Survey, and a question in the Inverclyde Council Employee Survey 2022. Through these the participants were able to rank what they thought the Council and the Inverclyde Alliance should prioritise. Participants could also expand on their thoughts by commenting in textboxes. Qualitatively there were theme based digital listening events, an in-person consultation event, and focus groups with school pupils. These events were focused on themes that are important to Inverclyde, such as depopulation, inequality, economy, and culture/heritage. A mediator would prompt discussion around these topics allowing participants to voice their thoughts and their own solutions. Through all these different research methods the consultation was able to gather findings from just over 2,800 people.</p> <p>The findings from all the different research methods have a clear thread of themes connecting them. Firstly, all the quantitative methods that asked participants to rank their priorities offered similar results. The public survey showed participants ranking increasing employment and good jobs as numbers one and two, with 'improving health and wellbeing' as three. The Citizens' Panel respondents offered the same top two results, with number three changing to 'reducing drug and alcohol misuse'. The Employee Survey 2022 responses offered slightly different results, rank one was to focus on the cost-of-living, two was focusing on education, and three health and wellbeing. The public survey and the Citizens' Panel questionnaire offered the chance for participants to comment on what would make the biggest difference to Inverclyde, and both sets of research offered similar resulting themes. These included jobs, employment,</p>

	<p>housing, young people and community. The golden thread through all the quantitative research was the emphasis on jobs and employment.</p> <p>The qualitative side of the consultation was based on the predetermined themes of Depopulation, Economy, Inequalities, Environment, Culture and Heritage, Health, Wellbeing, Housing, Communities, and Alcohol and Drugs. Participants discussed and agreed that all these themes are issues that Inverclyde needs to tackle, however, the emphasis was again on the employment and economy side. The discussions suggested that they see tackling these two issues as a foundational to tackling the other issues that were noted. The discussions included participants' thoughts on the causes, and their own suggestions for tackling these issues. These ranged from emphasising the Council's role to stressing the role of the community, as well as other methods.</p> <p>A report on the consultation is available to view here: https://www.inverclyde.gov.uk/meetings/documents/16159/03%20Council%20Plan%20and%20Partnership%20Plan%20from%202023.pdf</p>
Research	<p>A comprehensive Strategic Needs Analysis (SNA) was developed to inform the development of the Council Plan. The SNA contains a range of data on population, economy, deprivation, health and the environment that informed the identification of the key priorities in the Plan.</p> <p>Additional information on the needs of Inverclyde and our population was also informed by the Health and Social Care Partnership SNA.</p> <p>Research was also undertaken to establish other Scottish local authorities' approach to developing a similar document.</p>
Officers' knowledge and experience (including feedback from frontline staff)	<p>Officers involved in developing the Plan have many years' experience of working within a policy background. They also drew from the knowledge and experience of the Council's Corporate Management Team and employees from across the Council through the consultation process.</p>
Equalities monitoring data	<p>Examples of data included in the associated SNA are:</p> <ul style="list-style-type: none"> • Inverclyde's population and the split between females and males; • the proportion of Inverclyde's children and young people and older people, including comparisons with the national average; • the ethnicity make up of the local population; and • details of Inverclyde residents who have a physical disability. •

User feedback (including complaints)	
Stakeholders Other	Stakeholders were invited to comment on the draft plan through the consultation process outlined above.
Are there information gaps and, if so, what are these?	

10. Consequences of analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	The new Council Plan 2023/28 will have a positive impact on some Protected Characteristics and the Fairer Scotland Duty.
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

A new Performance Management Framework will support the monitoring of the new Plan 2023/28. This includes reports to the Corporate Management Team, Committee, and public performance reporting.

When is the policy, function or strategy due to be implemented?

From April 2023.

When will the policy, function or strategy be reviewed?

The Council Plan will run until 2028, with a new plan being developed in 2027/28.

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

The budget of the Council is available to support implementation.

11. 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 the policy, function or strategy.

Details of the Person(s) who completed the Assessment:	
Name:	Morna Rae
Position:	Service Manager
Date:	12th April 2023
Authorised by:	
Name:	Ruth Binks
Position:	Corporate Director – Education, Communities and Organisational Development
Date:	20th April 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 at karen.barclay@inverclyde.gov.uk.