

## 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.

<b>1. Policy, function or strategy</b>		
a.	Name/description of the policy, function or strategy <sup>1</sup>	Inverclyde Alliance Partnership Plan 2023/33
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	18 <sup>th</sup> April 2023 (developmental drafts 24 <sup>th</sup> August 2022, 14 <sup>th</sup> February 2023)
e.	Partners/other Services involved in the development of the policy, function or strategy	Inverclyde Alliance partners, Council Services, 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)?	<p>The current Inverclyde Alliance Outcomes Improvement Plan is due to end in March 2023. A new plan is required to provide a strategic framework for the Alliance over the next ten years.</p> <p>It will meet the requirements of The Community Empowerment (Scotland) Act 2015 in that each Community Planning Partnership (CPP) must prepare and publish a local outcomes improvement plan (LOIP) which sets out the local outcomes which the CPP will prioritise for improvement.</p>

<sup>1</sup> Please attach details of the policy, function or strategy to this Template

h.	What are the intended outcomes of the policy, function or strategy?	<p>A shared strategic framework within which Inverclyde Alliance partners can work together and with communities to address inequalities and improve outcomes for local people.</p> <p>The following outcomes are included.</p> <p>At its meeting on 13 March 2023 the Alliance approved the structure and high-level outcomes for the Partnership Plan:</p> <p><b>THEME 1: EMPOWERED PEOPLE</b></p> <ul style="list-style-type: none"> <li>• Communities can have their voices heard, and influence the places and services that affect them; and</li> <li>• Gaps in outcomes linked to poverty are reduced.</li> </ul> <p><b>THEME 2: WORKING PEOPLE</b></p> <ul style="list-style-type: none"> <li>• More people will be in sustained employment, with fair pay and conditions;</li> <li>• Poverty related gaps are addressed, so young people can have the skills for learning, life and work; and</li> <li>• Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs.</li> </ul> <p><b>THEME 3: HEALTHY PEOPLE AND PLACES</b></p> <ul style="list-style-type: none"> <li>• People live longer and healthier lives;</li> <li>• Supportive systems are in place to prevent alcohol and drug misuse; and</li> <li>• Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change.</li> </ul> <p><b>THEME 4: A SUPPORTIVE PLACE</b></p> <ul style="list-style-type: none"> <li>• Vulnerable adults and children are protected and supported, ensuring they can live safely and independently;</li> <li>• We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery; and</li> </ul>
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		<ul style="list-style-type: none"> <li>Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm.</li> </ul> <p>THEME 5: A THRIVING PLACE</p> <ul style="list-style-type: none"> <li>Growth in our working age population by encouraging people to stay here, and attracting new people to settle here;</li> <li>Development of strong community-based services that respond to local need;</li> <li>Homes are energy efficient and fuel poverty is reduced;</li> <li>Increased use of active travel and sustainable transport options; and</li> <li>Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities.</li> </ul>
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?	<input 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 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 on the new plan was undertaken, as well as consultation with Inverclyde Council employees, Elected Members and Alliance partners.

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 <b>(see Section 3)</b>	Y	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> <b>(see Section 6)</b>	Y	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 <sup>3</sup> <b>(see Section 7)</b>	N/A	
d. Corporate Plan 2018/22 <sup>4</sup> <b>(see Section 8)</b>	N/A	
<b>3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.</b>		
<b>4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.</b>		

<sup>2</sup> [Fairer Scotland Duty: guidance for public bodies](#)

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

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

Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer:

[karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk)

Signature:

Date:

### 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	Low	Neutral	Negative High	
Age	x				<p>The Partnership Plan includes the following outcomes that have a particular relevance to the Protected Characteristic of Age:</p> <ul style="list-style-type: none"> <li>- Poverty related gaps are addressed, so young people can have the skills for learning, life and work</li> <li>- People live longer and healthier lives</li> <li>- Vulnerable adults and children are protected and supported, ensuring they can live safely and independently</li> </ul> <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</p>

					<p>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 causes and impacts of child poverty therefore need to be tackled by 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> <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.</p>
Disability	x				<p>The Partnership Plan includes the following outcomes that have a particular relevance to the Protected Characteristic of Disability:</p> <ul style="list-style-type: none"> <li>- Gaps in outcomes linked to poverty are reduced</li> <li>- People live longer and healthier lives</li> <li>- Vulnerable adults and children are protected and supported, ensuring they can live safely and independently.</li> </ul> <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 Alliance need 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 Partnership Plan includes the following outcomes that have some relevance to the Protected Characteristic of Race:</p> <ul style="list-style-type: none"> <li>- Communities can have their voices heard, and influence the places and services that affect them.</li> </ul> <p>This outcome may lead to wider involvement across different members of our community and, in turn, 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 • Carers					x	<p>The Partnership Plan includes the following outcomes that have some relevance to Carers:</p> <ul style="list-style-type: none"> <li>- Gaps in outcomes related to poverty are reduced</li> <li>- More people will be in sustained employment, with fair pay and conditions</li> <li>- Vulnerable adults and children are protected and supported, ensuring they can live safely and independently</li> <li>- Development of strong community-based services that respond to local need.</li> </ul> <p>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.</p>

<b>4.</b>	<b>Which parts of the Equality Duty will the policy, function or strategy have an impact upon?</b>
<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**

+

*(Describe groups affected.)*

It is anticipated that there will be positive impacts in relation to Age, Disability, Race, and for Carers, as outlined at Section 3. This is primarily in relation to addressing the inequalities experienced by these groups.

**Negative impacts**

-

*(Describe groups affected.)*

## 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 thread throughout the Partnership Plan. It will aim to do this via actions to deliver on these outcomes which are of particular relevance to the Fairer Scotland Duty:

- Communities can have their voices heard, and influence the places and services that affect them;
- Gaps in outcomes linked to poverty are reduced;
- 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;
- People live longer and healthier lives;
- Homes are energy efficient and fuel poverty is reduced; and
- Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities.

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 – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

<input type="checkbox"/>	1. <b>Population:</b> 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. <b>Inequalities:</b> 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 at Section 6.)
<input type="checkbox"/>	3. <b>Environment, culture and heritage:</b> 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 type="checkbox"/>	4. <b>The local economy:</b> 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
<b>Briefly describe how the policy, function or strategy will impact on the LOIP Priority/Priorities.</b>	
Not applicable as this strategic plan is replacing the LOIP 2017/22.	

## 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
<input type="checkbox"/>	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 this new Partnership Plan will sit alongside the new Council Plan 2023/28. The two plans have been developed in conjunction with other, with the same vision.

**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)	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 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.

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 number 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, housing, young people and community. The golden thread through all the quantitative research was the emphasis on jobs and employment.

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>A report on the consultation is available to view on the Council's website: <a href="#">Inverclyde Partnership Plan 2023/33 – Inverclyde Council</a>.</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 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"> <li>• Inverclyde's population and the split between females and males;</li> <li>• the proportion of Inverclyde's children and young people and older people, including comparisons with the national average;</li> <li>• the ethnicity make up of the local population; and</li> <li>• details of Inverclyde residents who have a physical disability.</li> </ul>
User feedback (including complaints)	
Stakeholders	
Other	<p>Stakeholders were invited to comment on the draft plan through the consultation process outlined above.</p>

Are there information gaps and, if so, what are these?	
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**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 type="checkbox"/>	The new Partnership Plan 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?

Performance reports will be considered through Alliance structures.

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

From April 2023.

When will the policy, function or strategy be reviewed?

The Partnership Plan will run until 2033 with a mid term review.

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

The budget of Alliance partners 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.**



<b>Details of the Person(s) who completed the Assessment:</b>	
Name:	Morna Rae
Position:	Service Manager
Date:	18 <sup>th</sup> April 2023
<b>Authorised by:</b>	
Name:	Ruth Binks
Position:	Corporate Director – Education, Communities and Organisational Development
Date:	3 <sup>rd</sup> May 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](mailto:karen.barclay@inverclyde.gov.uk).**