

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.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	Inverclyde Violence Against Women and Girls Strategy 2023/26
b.	Responsible organisation(s)/Lead Service	Culture, Communities and Educational Resources Service
c.	Lead Officer	Ross Scullion, Team Leader - Community Safety and Resilience
d.	Date of Impact Assessment	15 May 2023
e.	Partners/other Services involved in the development of the policy, function or strategy	Violence Against Women and Girls (VAWG) Multiagency Partnership
f.	Is the policy, function or strategy?	<input type="checkbox"/> New
		<input checked="" 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 Strategy document presents the national and local context around violence against women, summarises the results of the strategic needs analysis, outlines the underpinning themes which set out the fundamental aspects of our approach in sustaining safe communities in Inverclyde, and puts forward the vision and priority strategic outcomes for the Violence Against Women and Girls Multiagency Partnership
h.	What are the intended outcomes of the policy, function or strategy?	To achieve the Scottish Governments vision of Equally Safe “A strong and flourishing Scotland where all individuals are equally safe and respected, and where women and girls live free from all forms of violence and abuse - and the attitudes that help perpetuate it. The aim of Equally Safe is to work collaboratively

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

		with key partners in the public, private and third sectors to prevent and eradicate all forms of violence against women and girls.”
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?	✓ Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		✓ Advance equality of opportunity between people of different groups
		✓ 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?	Those who are affected by this policy have been involved indirectly through the gathering of public views through survey responses.

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)	✓	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	✓	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	✓	
d. Council Plan 2023/28 ⁴ (see Section 8)	✓	

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

³ [Partnership Plan 2023/33](#)

⁴ [Council Plan 2023/28](#)

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 every part of Section 2, please state the reasons for this.

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:

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		✓				The outcomes within this Strategy are designed to promote the safety of residents within Inverclyde who are more at risk from gender-based violence, and this may be influenced by age, disability, race, religion, sexual orientation, and socio-economic background.
Disability		✓				The outcomes within this Strategy are designed to promote the safety of residents within Inverclyde who are more at risk from gender-based violence, and this may be influenced by age, disability, race, religion, sexual orientation, and socio-economic background.
Gender Reassignment	✓					The outcomes within this Strategy are designed to promote the safety of residents within Inverclyde who are more at risk from gender-based violence, and this may be influenced by age, disability, race, religion, sexual orientation, and socio-economic background.
Marriage and civil partnership			✓			
Pregnancy and maternity		✓				The outcomes within this Strategy are designed to promote the safety of residents within Inverclyde who are more at risk from gender-based violence, and this may be influenced by age, disability, race, religion, sexual orientation, and socio-economic background.
Race		✓				The outcomes within this Strategy are designed to promote the safety of residents within Inverclyde who are more at risk from gender-based violence, and this may be influenced by age, disability, race, religion, sexual orientation, and socio-economic background.

Religion and belief		✓				The outcomes within this Strategy are designed to promote the safety of residents within Inverclyde who are more at risk from gender-based violence, and this may be influenced by age, disability, race, religion, sexual orientation, and socio-economic background.
Sex	✓					The outcomes within this Strategy are designed to promote the safety of residents within Inverclyde who are more at risk from gender-based violence, and this may be influenced by age, disability, race, religion, sexual orientation, and socio-economic background.
Sexual orientation		✓				The outcomes within this Strategy are designed to promote the safety of residents within Inverclyde who are more at risk from gender-based violence, and this may be influenced by age, disability, race, religion, sexual orientation, and socio-economic background.
Other groups to consider • Carers			✓			

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
✓	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
✓	Advance equality of opportunity between people from different groups
✓	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>
<p>The Strategy aims to</p> <ul style="list-style-type: none"> • Improve both the perceptions and experiences of safety for those groups who may be at more risk from gender-based violence • Promote gender equality and reject all forms of violence against women. 	

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 -
✓		
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>The priorities and underpinning themes within the Strategy will impact on reducing inequalities of outcome by:</p> <ul style="list-style-type: none"> • Empowering communities – seek to build capacity within communities so that we can work in partnership to tackle the key gender-equality issues faced by communities. • Improve the health and well-being of communities – a range of factors interact to create and influence health, beginning with the genetic and constitutional factors of individuals, through individual lifestyle factors, social and community networks, living and working conditions and up to wider socio-economic, cultural, and environmental conditions. There are obvious links between safer communities positively influencing these factors and improving health outcomes. 		

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this policy, function or strategy impact on?

✓	<p>Theme 1: Empowered People</p> <ul style="list-style-type: none"> • Communities can have their voices heard, and influence the places and services that affect them • Gaps in outcomes linked to poverty are reduced
☐	<p>Theme 2: Working People</p> <ul style="list-style-type: none"> • 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
✓	<p>Theme 3: Healthy People and Places</p> <ul style="list-style-type: none"> • 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
✓	<p>Theme 4: A Supportive Place</p> <ul style="list-style-type: none"> • 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
☐	<p>Theme 5: A Thriving Place</p> <ul style="list-style-type: none"> • 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
<p>Briefly describe how the policy, function or strategy will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p> <p>The priorities and underpinning themes within the Strategy will impact on</p>	

- Empowered people – seeking to build capacity within communities so that we can work in partnership to tackle the gender-based violence issues faced by communities and reduce negative community safety outcomes linked to poverty.
- Healthy people and places - A range of factors interact to create and influence health, beginning with the genetic and constitutional factors of individuals, through individual lifestyle factors, social and community networks, living and working conditions and up to wider socio-economic, cultural, and environmental conditions. There are obvious links between safer communities positively influencing these factors and improving health outcomes.
- A supportive place – the Strategy focuses on early interventions that support victims of gender-based violence and children, recognising the value of trauma-informed services in achieving our aims.

8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the policy, function or strategy impact on?

<input type="checkbox"/>	People:
<input type="checkbox"/>	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.
<input type="checkbox"/>	More people will be in employment, with fair pay and conditions.
✓	Our most vulnerable families and residents are safeguarded and supported.
<input type="checkbox"/>	Place:
<input type="checkbox"/>	Communities are thriving, growing and sustainable.
<input type="checkbox"/>	Our strategic housing function is robust.
<input type="checkbox"/>	Our economy and skills base are developed.
<input type="checkbox"/>	We have a sufficient supply of business premises.

✓	Our natural environment is protected.
□	Performance:
□	High quality and innovative services are provided, giving value for money.
□	Our employees are supported and developed.

Briefly describe how the policy, function or strategy will impact on the Council Plan 2023/28 Themes.

The priorities and underpinning themes within the Strategy will impact on

- Gaps in outcomes linked to poverty are reduced – seeking to reduce negative community safety outcomes linked to poverty.
- People are supported to improve their health and wellbeing - a range of factors interact to create and influence health, beginning with the genetic and constitutional factors of individuals, through individual lifestyle factors, social and community networks, living and working conditions and up to wider socio-economic, cultural, and environmental conditions. There are obvious links between safer communities positively influencing these factors and improving health outcomes.
- Our most vulnerable families and residents are safeguarded and supported – the Strategy focuses on early interventions that support victims of gender-based violence and children, recognising the value of trauma-informed services in achieving our aims.
- Our natural environment is protected - the Strategy will contribute to the community safety strategy vision of Inverclyde continuing to be a safe place to live, work and visit.

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>In April 2021 Inverclyde Council tasked Officers with carrying out a consultation to determine if women and girls perceive any safety impediment in undertaking activities in public spaces and, if so, how any identified issues may be addressed. The Corporate Director of Education, Communities and Organisational Development convened a short-life working group to identify the most appropriate method for consultation. The working group developed a questionnaire to allow women's perceptions, views, and experiences to be understood. The original survey was followed up with a supplementary survey to ensure that the views of all age groupings were considered.</p> <p>The total number of participants from the original and supplementary survey was 1308 responses. However, further analysis of the data received concluded only 527 responses were pertinent to the majority of survey questions. Of these viable responses, the age breakdown is as follows:</p> <ul style="list-style-type: none">• 17 or younger: 123 responses (23.3%)• 18-20: 11 responses (2.1%)• 21-29: 45 responses (8.5%)• 30-39: 67 responses (12.7%)• 40-49: 135 responses (25.6%)• 50-59: 94 responses (17.8%)• 60+: 52 responses (9.9%) <p>Consultation and engagement were conducted with partner organisations to develop the Strategy. Once the Strategy was written it was circulated for further comment and discussion with partner services.</p>

<p>Research</p>	<p>The Strategy is based on national research and legislation on the emerging trends in approaches to VAWG.</p> <p>There was also a strategic needs assessment conducted by the Community Safety and Resilience Team, which analysed a range of local data associated with VAWG issues.</p>
<p>Officers' knowledge and experience (including feedback from frontline staff)</p>	<p>The community safety partnership has been established in Inverclyde for more than twenty years and has considerable level of officer knowledge and experience across a range of partners including Inverclyde Council, Inverclyde Health and Social Care Partnership, Police Scotland, Scottish Fire and Rescue, Maritime Coastguard Agency, and local housing associations.</p>
<p>Equalities monitoring data</p>	
<p>User feedback (including complaints)</p>	
<p>Stakeholders</p> <p>Other</p>	<p>The whole plan has been designed to ensure that we are meeting the needs of stakeholders, community, and local organisations. This plan reports to Inverclyde Alliance Partnership Plan 2023/33 to ensure that activities are meeting the area's priorities and outcomes.</p>
<p>Are there information gaps and, if so, what are these?</p>	

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"/>	
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?

The Strategic Group has a governance and accountability role in monitoring the implementation of the Strategy. Inverclyde Alliance Board has a scrutiny role in the performance management of the Inverclyde Alliance Partnership Plan 2023/33.

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

June 2023

When will the policy, function or strategy be reviewed?

Annual action plans will be produced by the VAW MAP to go alongside the Strategy. The actions will be monitored on an ongoing basis throughout the year.

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

The staff involved in the teams/services that create the Inverclyde VAWG Multi-agency Partnership

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:	Ross Scullion
Position:	Team Leader – Community Safety & Resilience
Date:	16 May 2023

Authorised by:

Name:	Ruth Binks
Position:	Corporate Director: Education, Communities and Organisational Development
Date:	21 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.