

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 | Inverkip Outline Business Case |
| b. | Responsible organisation(s)/Lead Service | Inverclyde Council, Regeneration Service |
| c. | Lead Officer | Jennifer Horn, Regeneration Manager |
| d. | Date of Impact Assessment | 19/08/2023 |
| e. | Partners/other Services involved in the development of the policy, function or strategy | Roads Service, Procurement Service, Legal Service, Scottish Power, Glasgow City Region |
| 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 Outline Business Case (OBC) seeks approval for £3.25m million from the Glasgow City Region City Deal Infrastructure programme towards the £3.8 million A78 Transportation Improvements Infrastructure Project linked to the Mixed Use redevelopment of Inverkip Power Station site. The OBC sets out the strategic need, the economic case for the project the financial case which outlines project costs and affordability, commercial case which outlines contractual agreements and how it will be procured, and the management case sets out the governance for the project and specific management roles. |

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

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| h. | What are the intended outcomes of the policy, function or strategy? | The project will deliver infrastructure improvements on the A78 at Inverkip and enable development of the decommissioned Inverkip Power Station to create a mixed use development including housing, commercial and retail, which has planning permission in principle. | |
| i. | Geographical area (Inverclyde-wide or a specific location) | The follow on benefits of the project will be for Inverclyde but the physical works are localised to the area of Inverkip and Brueacre Junction at the power station. | |
| 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 |
| | | x | 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? | The OBC is developed to show progression from the Strategic Business Case and the Planning Permission in Principle. Scottish Power carried out community consultation as part of the planning requirements for a major application and then once submitted there was a statutory consultation period. The PPI considered the pre-application consultation report and contributions from the statutory consultation of the application. The 3 infrastructure elements of the project are requirements of conditions of the PPI which were considered necessary by Transport Scotland. | |

| | | |
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| 2. Does the policy, function or strategy impact on: | | |
| | Yes | No |
| a. Protected Characteristics under The Equality Act 2010: | √ | |

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| 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) | √ | |
| 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 [Inverclyde Alliance Partnership Plan 2023/33](#)

⁴ [Council Plan 2023/28](#)

| 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 | | Low |
| Age | | √ | | | | <p>The scope of the works include infrastructure works to the A78 which will improve infrastructure on the A78 at Inverkip and Bruaracre and there will be an impact of users of the road.</p> <p>In addition the follow on develop, which has PPIp will provide housing, commercial and retail space, environmental works.</p> <p>The infrastructures works will improve accessibility, improve active and sustainable travel opportunities for all ages. The follow on development will provide opportunities for all age groups through the provision of housing, community facilities, business and job opportunities, and open space and environmental improvements.</p> |
| Disability | | √ | | | | <p>The scope of the works include infrastructure works to the A78 which will improve crossing points at Inverkip and Bruaracre and there will be an impact of users of the road.</p> <p>In addition the follow on develop, which has PPIp will provide housing, commercial and retail space, environmental works.</p> <p>All facilities will be designed to be DDA compliant and will seek to improve the accessibility for all users of the infrastructure and the follow on development.</p> |
| Gender Reassignment | | | √ | | | <p>It is not anticipated that there will be any impact in relation to this Protected Characteristic.</p> |

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| Marriage and Civil Partnership | | | √ | | | It is not anticipated that there will be any impact in relation to this Protected Characteristic. |
| Pregnancy and Maternity | | | √ | | | It is not anticipated that there will be any impact in relation to this Protected Characteristic. |
| Race | | | √ | | | It is not anticipated that there will be any impact in relation to this Protected Characteristic. |
| Religion and Belief | | | √ | | | It is not anticipated that there will be any impact in relation to this Protected Characteristic. |
| Sex | | | √ | | | It is not anticipated that there will be any impact in relation to this Protected Characteristic. |
| Sexual Orientation | | | √ | | | It is not anticipated that there will be any impact in relation to this Protected Characteristic. |
| Other groups to consider • Carers | | | √ | | | It is not anticipated that there will be any impact in relation to this Protected Characteristic. |

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| 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 |
| X | 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 impact + | Negative impact - |
| The groups impacted are those within the age and disability characteristics (see section 3) | |

6. Impact – Fairer Scotland Duty

What impact will the 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>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:</p> <ul style="list-style-type: none"> • The project will deliver infrastructure improvements which will improve the A78 for all users • The infrastructure works will enable the development of a 43 hectare brownfield site at the former Inverkip Power Station. • The project will provide community benefits as part of the contract to deliver the physical works. • The follow-on development of Inverkip will create job opportunities through construction and the commercial and retail spaces created. • The development of the power station will deliver good quality homes, community spaces and enhance the natural environment. | | |

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

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

| | |
|--------------------------|---|
| <input type="checkbox"/> | <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 |
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| | <ul style="list-style-type: none"> Gaps in outcomes linked to poverty are reduced |
| x | <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 |
| x | <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 |
| x | <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 |

Briefly describe how the policy, function or strategy will impact on the Inverclyde Alliance Partnership Plan 2023/22 Themes.

The project will impact on:

- Working people: The project will provide opportunities for employment through the delivery of the works and the construction of follow-on development of Inverkipp Power Station. The contract for the works will be required to adhere to the Council’s social value policy which will provide benefits to the community which may include skills, training, and other community needs. The development itself will

also provide opportunities for work through the retail and commercial spaces created and for businesses to locate or grow in Inverclyde with the provision of modern facilities.

- Healthy people and places: The project will deliver infrastructure improvements on the A78 which will enhance walking, cycling and sustainable travel infrastructure and accessibility. The enabled development of the power station will enhance the natural environment by redeveloping a brownfield site which along with the other uses noted above will also include green spaces, play spaces and active travel routes through the site. In addition, the scheme protects and enhances 25ha of the local Green Network
- A thriving place: The project delivery and the follow on development will bring job opportunities, deliver housing to modern building standards requirements, new community facilities, with active travel routes and will enhance the attractiveness of the currently vacant and derelict power station site.

8. Impact – Council Plan 2023/28

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

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|---|--|
| x | <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 • Our most vulnerable families and residents are safeguarded and supported |
| x | <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 sufficient supply of business premises • Our natural environment is protected |
| x | <p>Theme 3: Performance</p> <ul style="list-style-type: none"> • High quality and innovative services are provided, giving value for money |

| | |
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| | <ul style="list-style-type: none">• Our employees are supported and developed |
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Briefly describe how the policy, function or strategy will impact on the Council Plan 2023/28 Themes.

The project will impact on:

- People: As stated in the previous section project will provide opportunities for employment and for new business, or existing business to grow within Inverclyde.
- Place: The project will enable the development of the currently vacant and derelict Inverkip Power Station, providing new housing, community facilities, employment and business opportunities through construction and then within businesses that locate there.
- Performance: The OBC outlines the value for money and costs to benefit ratio. The OBC is seeking to secure funding from the Glasgow City Region along with Council funds and other external Roads funding. The cost of the infrastructure on the A78 will unlock the development of the Power Station which will be a significant investment and benefit for Inverclyde.

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 |
|--|---|
| <p>Consultation/engagement (including any carried out while developing the policy, function or strategy)</p> | <p>The OBC is developed to show progression from the Strategic Business Case and the Planning Permission in Principle. Scottish Power carried out community consultation as part of the planning requirements for a major application and then once submitted there was a statutory consultation period. The PPiP considered the pre-application consultation report and contributions from the statutory consultation of the application. The 3 infrastructure elements of the project are requirements of conditions of the PPiP which were considered necessary by Transport Scotland.</p> |
| <p>Research</p> | <p>In terms of infrastructure intervention of the A78 the Route Strategic Study and Rout Accident Analyses and the Transport Assessment within the PPiP has influenced the proposed interventions</p> |
| <p>Officers’ knowledge and experience (including feedback from frontline staff)</p> | <p>Officers knowledge of the A78 and the knowledge of officers at Transport Scotland has influenced the scope of the project and the appropriate design solutions</p> |
| <p>Equalities monitoring data</p> | |
| <p>User feedback (including complaints)</p> | <p>Local knowledge, feedback on localised congestion and accidents has influenced the scope of the project.</p> |

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| <p>Stakeholders</p> <p>Other</p> | <p>As this is a trunk road Transport Scotland are responsible for the A78 and were the statutory consultees for the PPIp who advised on the requirements for the conditioned intervention on the A78 to enable development of the power station.</p> |
| <p>Are there information gaps and, if so, what are these?</p> | <p>The next stage of the development will be the progression of the detailed design and then the Full Business Case which will review, taking into consideration any new evidence and revise proposals where necessary.</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.

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| <p>a.</p> | <p>Continue development with no changes</p> | <p>√</p> | <p>The scope of the project has been revised from the Strategic Business Case and reflects the conditions set within the PPIp, which were required by Transport Scotland. The infrastructure project is considered to have a positive impact. Further review will take places as the project progresses to detailed design and Full Business Case.</p> |
| <p>b.</p> | <p>Continue development with minor alterations</p> | <p><input type="checkbox"/></p> | |
| <p>c.</p> | <p>Continue development with major changes</p> | <p><input type="checkbox"/></p> | |
| <p>d.</p> | <p>Discontinue development and consider alternatives (where relevant)</p> | <p><input type="checkbox"/></p> | |

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

The management case of the OBC sets out monitoring in detail. The Regeneration Service will undertake monitoring of overall project including any changes which would include any changes which would impact on equalities. The Roads Service will be responsible for project managing the delivery of the infrastructure works and again will regularly monitor equalities requirements and make changes if necessary.

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

The OBC is due to be presented to the GCR in November. Following this there will be development of the Full Business Case which will include a further review and where required revisions will be made.

When will the policy, function or strategy be reviewed?

Further review and revision where necessary for the Full Business Case which will be early in 2024.

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

The management case of the OBC sets out in detail the roles and responsibilities of implementation. The Regeneration Service will monitor, report, evaluate the project in quarterly intervals as required by the Glasgow City Region. The Roads Service will project manage the delivery of the infrastructure works.

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.

Classification : Official

| Details of the Person(s) who completed the Assessment: | |
|---|---------------------------------------|
| Name: | Jennifer Horn |
| Position: | Regeneration Manager |
| Date: | 19/08/23 |
| Authorised by: | |
| Name: | Stuart Jamieson |
| Position: | Director Environment and Regeneration |
| Date: | 22.08.23 |

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer at karen.barclay@inverclyde.gov.uk.