

Inverclyde Council 2023/24 Revenue Budget – Equalities Assessment

While an impact assessment has been carried out for each individual savings option, as appropriate, in relation to both Equality Impacts and the Fairer Scotland Duty, a wider, overall equalities assessment is also prepared in relation to the Revenue Budget proposals for Inverclyde Council covering the period 2023/24.

Overall, the Budget Saving Proposals (BSP) have been assessed for negative impacts against four main Council strategic priorities:

- the Protected Characteristics, as outlined in The Equality Act 2010 (Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; and Sexual Orientation);
- reducing inequalities of outcome – the Fairer Scotland Duty;
- the Local Outcomes Improvement Plan 2017/23; and
- the Corporate Plan 2018/23.

Overall, just over three quarters (76%) of the BSP will have a negative impact on the Protected Characteristic of *Age*, while slightly more than half (53%) will negatively impact on young people in Inverclyde. In terms of the latter, additional information is available from the Children Rights and Wellbeing Impact Assessment which is available to view on the Council's website: [Equality Impact Assessments - Inverclyde Council Budget 2023/24](#).

In contrast, local older people will be affected by a very small number (6%) of the Proposals.

In recognition of the valuable contribution made by Carers in Inverclyde, the Council has adopted *Carers* as a tenth 'Protected Characteristic' (which may also include Parents). Our assessments shows that Parents and Carers will be impacted in some way by just under half (47%) of the BSP.

The Council is aware that disabled people in Inverclyde may disproportionately experience socio-economic disadvantage. A third (35%) of the BSP will impact on disabled people in the local area.

In terms of the Protected Characteristics of *Gender Reassignment* and *Marriage and Civil Partnership*, a very small number (6% in each case) of the Proposals are expected to have an impact on either of those Protected Characteristics.

Similarly, there will be a relatively low impact on local residents with the Protected Characteristics of *Pregnancy and Maternity* and of *Religion or Belief*, as in each case, 12% of the Proposals are expected to affect them directly.

The Council is aware that people from ethnic minority backgrounds can be more affected by poverty. Those with the Protected Characteristic of *Race* will be impacted by less than a quarter (24%) of the BSP.

Inverclyde is an area which faces both material and area-based deprivation, as well as lower income levels and a history of socio-economic deprivation over time. Just under two thirds (65%) of the Proposals are expected to impact on the inequalities of outcome caused by socio-economic disadvantage. More information on this is available from the Inverclyde Council 2023/24 Revenue Budget - Fairer Scotland Duty Statement which is available to view here: [Equality Impact Assessments - Inverclyde Council Budget 2023/24](#).

Finally, the majority of the BSP (82%) will negatively impact the delivery of one or more of the four Priorities of the Local Outcomes Improvement Plan 2017/23, while the same amount (82%) will impact on one or more of the 10 Priorities of the Corporate Plan 2018/23.