

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Martin McNab
Designation(s): Public Protection Manager
Directorate/Service: Environment and regeneration, regeneration planning and public protection
Date of Impact Assessment: 13 th October 2023
Name of Budget Saving Proposal (BSP) ¹ : Cease the Community Wardens' service

1. Does the BSP impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	x	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	x	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	x	
d. Council Plan 2023/28 ⁴ (see Section 8)	x	

¹ Please attach the BSP to this Template

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

³ [Inverclyde Alliance Partnership Plan 2023/33](#)

⁴ [Council Plan 2023/28](#)

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2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.

3. Impact – Protected Characteristics			
Which of the Protected Characteristics will the BSP have an impact upon?			
Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			x
Care experienced			X
Disability			X
Gender Reassignment			X
Marriage and Civil Partnership		x	
Pregnancy and Maternity		x	
Race			X
Religion and Belief			X

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Sex			x
Sexual Orientation			X
Other groups to consider <ul style="list-style-type: none"> • Carers • The Armed Forces Covenant Duty 			X

4. Which parts of the Equality Duty will the BSP 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 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 + <i>(Describe groups affected.)</i>	Negative impact - <i>(Describe groups affected.)</i>
	<p><u>Sex</u>: The Wardens’ service is 88% male therefore there will be a disproportionate effect on this part of the workforce.</p> <p><u>Age</u>: The average age of the Community Wardens is 59 with very few staff under the age of 40. Removal of staff will skew the age</p>

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	<p>profile further. Regardless of this the overall impact will be on the older workforce.</p> <p><u>Age:</u> The Community Warden service is there to give reassurance to the public and to help them feel safer. The removal of the service will particularly affect more vulnerable groups such as the elderly and the ability to keep young people safe by being less able to monitor youth gatherings. The Community Warden service also help to contact parents if young people have been involved in youth gatherings.</p> <p><u>Disability; Gender Reassignment; Race. Religion and Belief; Sexual Orientation:</u> Anti-social behaviour is often targeted towards those with Protected Characteristics.</p> <p><u>Care experienced young people and carers:</u> There is a higher prevalence of care experienced young people who go missing. The Community Warden service can help to search for young people and provide reassurance to carers. The Community Warden service also helps to contact parents if young people have been involved in youth gatherings.</p> <p><u>Sex:</u> Females report that they feel safer knowing there is a Community Warden service.</p>
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6. Impact – Fairer Scotland Duty

What impact will this BSP have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive impact +	Neutral impact =	Negative impact -
		x

Briefly describe how the BSP will impact on reducing inequalities of outcome.

The focus of the Wardens’ work is predominately, but not exclusively, in the more disadvantaged areas of Inverclyde.

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this BSP 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
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
x	<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

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<input type="checkbox"/>	<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 BSP will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p> <p><u>Themes 2, 3 and 4:</u> The work of the Community Wardens’ service is skewed towards more deprived areas. The service also provides valuable intelligence for environmental issues and crimes and supports the safe night-time economy in Inverclyde.</p>	

8. Impact – Council Plan 2023/28	
Which Themes from the Council Plan 2023/28 will the BSP impact on?	
<input type="checkbox"/>	<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
<input type="checkbox"/>	<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

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Briefly describe how the BSP will impact on the Council Plan 2023/28 Themes.

Theme 2: The ability to address anti-social activity in a number of settings will be compromised. The work of the Community Wardens’ service is skewed towards more deprived areas. The service also provides valuable intelligence for environmental issues and crimes and supports the safe night-time economy in Inverclyde.

9. Evidence

What evidence do you have to help identify any potential impacts of the BSP?

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

Evidence	Details
Consultation/engagement	<p>Budget Consultation 2024/26 Phase 1: This BSP was one of 4 included in the <i>People</i> section of the survey⁵. It was ranked number 4 by respondents.</p> <p>Budget Consultation 2024/26 Phase 2: This BSP was one of 16 included in the Budget Consultation 2024/26 Phase 2⁶. It was ranked number 4 by respondents.</p> <p>Police Scotland commented that the cessation or reduction in service for the Warden service would undoubtedly lead to:</p> <ul style="list-style-type: none"> • Reduction in community intelligence. • Reduced ability for early and effective intervention to youth disorder. • Reduction in the local authority’s ability to discharge their responsibilities to tackle antisocial behaviour. • Increased demand on policing resources and Scottish Fire and Rescue Service resources.

⁵ Respondents were asked to rank the BSPs in order of importance: 1 = Most important and 5 = Least important

⁶ Respondents were asked to rank the BSPs in the order they most agreed with. 1 = BSP respondents supported most. 16 = BSP respondents supported the least

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	<ul style="list-style-type: none"> • Reduced levels of partnership working at an operational and tactical level. • An adverse impact on public confidence in the local authority’s commitment to tackling antisocial behaviour. <p>According to Clyde Conversations respondents, 77% agreed with stopping the Community Warden service.</p> <p>Budget Consultation 2022: 37.52% of respondents supported a similar BSP.</p>
<p>Research</p>	<p>The majority of adjacent Councils have either removed or reduced the scale of their Wardens services.</p> <p>The Inverclyde Women’s Safety Survey highlighted that women feel safer if they know there is a Community Warden Service:</p> <p>“Are there further improvements you would like to see in Inverclyde to improve public safety when undertaking activity in Inverclyde?” There were around 30 comments that mentioned something about increased Wardens or Wardens to be more on foot/visible in certain areas.</p>
<p>Officers’ knowledge and experience (including feedback from frontline staff)</p>	<p>Focus groups from previous Budget Consultations were mixed on the impact of the Community Warden Service. Some stating that they were a valuable resource, others feeling that they had little impact.</p> <p>When the Wardens service was established, it was made clear that Community Wardens were not to be a replacement for Police Officers but were an additional resource which could provide professional witness services when the Police were not available. Although this remains the stated position, it is undoubtedly the case that, with overall reductions in Police numbers and availability in recent years, the impact of the removal of the Wardens service on communities would be far greater than might have been the case previously. When on shift, Wardens are frequently the first on the scene in cases of anti-social behaviour and the chances of anti-social behaviour being witnessed and dealt with without the service would be greatly reduced.</p>
<p>Equalities monitoring data</p>	

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User feedback (including complaints)	User feedback is generally positive. The reputational risks associated with this saving are therefore considered to be high.
Stakeholders Other	Feedback from Partners, for example, Police Scotland at the Local Police and Fire Scrutiny Panel, is very positive about the help the service gives to partner organisations.
Are there information gaps and, if so, what are these?	

10. 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 BSP.

Should this BSP be approved, examples of aspects of the Community Wardens' service which will no longer be deliverable include: covering for School Crossing Patrollers when they are short-staffed; and assisting with cycling proficiency training with Community Safety colleagues in schools.

There have been improvements to equipment with three mobile CCTV vans per shift rather than two. However, this service provision would be withdrawn as part of the BSP.

Details of the Person(s) who completed the Assessment:	Name: Martin McNab
	Position: Public Protection Manager
	Date: 21/02/2024
Authorised by:	Name: Stuart Jamieson
	Position:



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	Director - Environment and Regeneration
	Date: 21/02/2024

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: karen.barclay@inverclyde.gov.uk.