

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Michael Roach
Designation(s): Head of Education
Directorate/Service: Education, Communities and Organisational Development
Date of Impact Assessment: 9/10/23
Name of Budget Saving Proposal (BSP) ¹ : Increase in early years transport saving

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

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

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

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

4. Which parts of the Equality Duty will the BSP impact on?

X	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.

<p>Positive impact + <i>(Describe groups affected.)</i></p>	<p>Negative impact - <i>(Describe groups affected.)</i></p> <p><u>Age</u>: Early years children would be impacted by this BSP because they may not be able to access their early years placements as easily without the transport provided.</p> <p><u>Care experienced</u>: There may be a</p>
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	<p>disproportionate impact on care experienced young people, their families and carers on low incomes as they may find it difficult to pay for their own transport if this non-statutory provision were to cease.</p> <p><u>Race:</u> People from ethnic minority backgrounds are more likely to live in poverty and find funding transport more challenging.</p> <p><u>Sex; Families and carers:</u> There may be a disproportionate impact on families and carers (the majority of the latter tend to be female) on low incomes as they may find it difficult to pay for their own transport if this non-statutory provision were to cease.</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 -
		Y

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

Children would no longer receive transport to these two centres: Glenbrae and Bluebird. Although this will have some impact on those who use the service, this is expected to be minimal because most families live within the defined catchment area of establishments.

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this BSP impact on?

Theme 1: Empowered people

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	<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
<input type="checkbox"/>	<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
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
<p>Briefly describe how the BSP will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p> <p><u>Themes 3, 4 and 5:</u> as at Section 6.</p>	

8. Impact – Council Plan 2023/28

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Which Themes from the Council Plan 2023/28 will the BSP impact on?	
<input checked="" 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
<input type="checkbox"/>	<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
<p>Briefly describe how the BSP will impact on the Council Plan 2023/28 Themes.</p> <p><u>Theme 1</u>: as at Section 6.</p>	

<p>9. Evidence</p> <p>What evidence do you have to help identify any potential impacts of the BSP?</p> <p>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.</p>	
Evidence	Details

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<p>Consultation/engagement</p>	<p>Budget Consultation 2024/26 Phase 1: This BSP was one of 5 included in the <i>Schools and Early Years</i> section of the survey⁵. It was ranked number 3 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 15 by respondents.</p> <p>Consultation has taken place with Council colleagues who provide the transport to support the devising of the BSP.</p> <p>According to Clyde Conversations respondents, 92% did not agree with stopping free transport to the Bluebird Family Centre and the Glenbrae Children’s Centre.</p> <p>Consultation has taken place with the parents and carers of children who attend the Bluebird Family Centre and the Glenbrae Children’s Centre. Respondents said that the impact of this BSP would be that children’s attendance at the Centres may be affected and that identifying alternative means of transport would be challenging.</p>
<p>Research</p>	
<p>Officers’ knowledge and experience (including feedback from frontline staff)</p>	<p>As in Section 6.</p> <p>There are two specialist additional support needs (ASN) establishments for early learning and childcare where transport is provided. This is due to children being referred to the service and living out with the area.</p> <p>All other children who attend early learning establishments in Inverclyde do not receive transport, with the exception of ASN provision, as outlined above.</p>
<p>Equalities monitoring data</p>	<p>15 children who currently attend Bluebird and Glenbrae Early Learning Centres receive transport. This is</p>

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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	regularly reviewed and offered dependent on a needs basis.
User feedback (including complaints)	
Stakeholders Other	
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.

There is no statutory entitlement to transport for early years children.

Not all centres have access to transport and this has previously been used to help families access early years provision. The service pre-dates 1140 hours and the need for its use has become less and less over time.

This BSP would impact on the provision of internal Council transport.

Details of the Person(s) who completed the Assessment:	Name: Michael Roach
	Position: Head of Education
	Date: 23/02/2024
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 23/02/2024



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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.