

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Molly Coyle
Designation(s): Service Manager
Directorate/Service: Health and Social Care Partnership (HSCP) – Children and Families
Date of Impact Assessment: 23/1/24 Reviewed 06 Feb 2025
Name of Budget Saving Proposal ¹ : Through redesign, cease funding of Education Placement Support

1. Does the Budget Saving Proposal 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

¹ Please attach the Budget Saving Proposal to this Template

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

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

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d. Council Plan 2023/28 ⁴ (see Section 8)	x	
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 Budget Saving Proposal have an impact upon?			
Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			
Care experienced.		=	
Disability		=	
Gender Reassignment		=	
Marriage and Civil Partnership		=	
Pregnancy and Maternity		=	

⁴ [Council Plan 2023/28](#)

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Race		=	
Religion and Belief		=	
Sex		=	
Sexual Orientation		=	
Other groups to consider <ul style="list-style-type: none">• Carers		=	

4. Which parts of the Equality Duty will the Budget Saving Proposal impact on?

<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input type="checkbox"/>	Advance equality of opportunity between people of different groups
X	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>
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	<u>Age:</u> These posts are based at Lomond View Academy and are therefore accessed by young people of school age.
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6. Impact – Fairer Scotland Duty

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

Positive impact +	Neutral impact =	Negative impact -
	=	

Briefly describe how the Budget Saving Proposal will impact on reducing inequalities of outcome.

Access to Lomond View Academy and associated supports is needs based and not means tested in any way.

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

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

<input type="checkbox"/>	Theme 1: Empowered people <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"/>	Theme 2: Working people <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.
<input type="checkbox"/>	Theme 3: Healthy people and places <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.

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<input type="checkbox"/>	Theme 4: A supportive place <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.
<input type="checkbox"/>	Theme 5: A thriving place <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 Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.	

8. Impact – Council Plan 2023/28	
Which Themes from the Council Plan 2023/28 will the Budget Saving Proposal impact on?	
X	Theme 1: People <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"/>	Theme 2: Place <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.

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	<ul style="list-style-type: none">• Our natural environment is protected.
<input type="checkbox"/>	Theme 3: Performance <ul style="list-style-type: none">• High quality and innovative services are provided, giving value for money.• Our employees are supported and developed.

Briefly describe how the Budget Saving Proposal will impact on the Council Plan 2023/28 Themes.

Theme 1: Lomond View Academy and its associated supports seek to provide enhanced support to meet the needs of young people who need it, as well as seeking to support our young people who are educated in external placements to return to their local community. A reduction in posts could therefore have an impact on these associated outcomes and the supports available.

9. Evidence	
<p>What evidence do you have to help identify any potential impacts of the Budget Saving Proposal?</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
Consultation/engagement	Initial feedback from Education Services has highlighted the value of these posts in Lomond View Academy. We will continue to consult with those colleagues as the redesign progresses.
Research	
Officers' knowledge and experience (including feedback from frontline staff)	

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Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	
Are there information gaps and, if so, what are these?	Further discussions with Education are required.

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 Budget Saving Proposal.

The young people at Lomond View will continue to have plans that support their needs. A review in conjunction with Education Services’ colleagues will seek to minimise any overall impact on young people. In partnership with Education Services, we will consider the impact upon work to support young people in education and to reduce any impact.

It is not proposed that savings would be accrued until year two (2025/26) and accommodates the ongoing review of services in Education and HSCP children and families and the potential impact of the proposal.

Details of the Person(s) who completed the Assessment:	Name: Molly Coyle
	Position: Service Manager
	Date: 23.01.2025
Authorised by:	Name: Kate Rocks
	Position: Chief Officer
	Date: 11.03.2025

Thank you for your assistance with the completion of this task.