

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Arlene Mailey
Designation(s): Service Managers
Directorate/Service: Finance Planning and Resources
Date of Impact Assessment: February 2025
Name of Budget Saving Proposal ¹ : Review of commissioning arrangements

1. Does the Budget Saving Proposal impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; 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 Budget Saving Proposal 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 Budget Saving Proposal have an impact upon?

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age		x	
Disability		x	
Gender Reassignment			
Marriage and Civil Partnership			
Pregnancy and Maternity			
Race			
Religion and Belief			
Sex			

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Sexual Orientation			
Other groups to consider <ul style="list-style-type: none">• Carers• External providers of care services• Employers• Third sector providers		x	

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 checked="" type="checkbox"/>	Advance equality of opportunity between people of different groups
<input checked="" 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>
Reviews of contractual arrangements encourages closer examination of costs and provides opportunity to do things differently for our service users.	Potential to affect service provided by all commissioned services within the HSCP. This measure will look to negotiate efficiencies within any existing and upcoming contracts the HSCP holds with providers of care and other services such as early intervention and prevention activities and third sector partners supporting the HSCP.

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	<p>It will seek to reduce costs within contracts by examining the current arrangements and establishing areas where cost reductions can be implemented such as reduced inflationary increase agreements, shared costs with other providers, reducing management costs etc. Explore the possibility of opening back up current contracts to reduce ongoing costs.</p> <p>These measures could have a negative effect on service users as providers are expected to reduce costs. It is difficult to identify exactly the groups which may be affected at this stage.</p> <p>Although this efficiency is primarily in relation to commissioning arrangements, a large number of contracts have recently been commissioned for a period of above 1 year, therefore it may prove difficult to meet from the remaining contracts, resulting in the need to explore renegotiating current contracts or reducing the services within them.</p> <p>It is envisaged that the impact to all groups can be minimised through close working with providers with a view to doing things differently and re-enforcing continuous review and monitoring of services and contracts in place.</p>
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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 -
		x

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

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Difficult at this stage to know exactly which service users likely to be affected however this review will seek to minimise service reduction and focus on negotiating more efficient contracts.

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 checked="" 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• Gaps in outcomes linked to poverty are reduced
<input checked="" 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
<input checked="" type="checkbox"/>	<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
<input checked="" type="checkbox"/>	<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
<input checked="" 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

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	<ul style="list-style-type: none">• 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 Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p> <p>All of the above categories have been selected due to the high-level nature at this stage of the efficiency proposal. Any negative impact will be minimised through close discussions with providers, continuous monitoring and review of supports/services in place and building on the good working relationship already fostered between our partners and HSCP staff.</p>	

<p>8. Impact – Council Plan 2023/28</p> <p>Which Themes from the Council Plan 2023/28 will the Budget Saving Proposal impact on?</p>	
<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 checked="" 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 checked="" 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 Budget Saving Proposal will impact on the Council Plan 2023/28 Themes.</p>	

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Again, all of the above categories have been selected due to the high-level nature at this stage of the efficiency proposal. Any negative impact will be minimised through close discussions with providers, continuous monitoring and review of supports/services in place and building on the good working relationship already fostered between our partners and HSCP staff.

9. Evidence

What evidence do you have to help identify any potential impacts of the Budget Saving Proposal?

The high-level budget consultation will include consideration of this proposal.

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	To be considered as part of overall budget consultation.
Research	Will be informed by consultation and review work as this measure progresses.
Officers’ knowledge and experience (including feedback from frontline staff)	Commissioning team staff have identified that many of the larger contracts have recently been put in place for a period of 1 year or above. This will mean that the target could prove challenging to achieve without reviewing the services within the contracts as well as close negotiation of costs for those up for renewal over the next year.
Equalities monitoring data	To be considered along with public consultation results.

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User feedback (including complaints)	Not available at this early stage
Stakeholders Other	Care providers, third sector providers, service users, budget holders/service managers, commissioning team
Are there information gaps and, if so, what are these?	Not at this stage. As the review progresses information will be gathered in relation to any contracts or services being reviewed and considered at the appropriate time.

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.

As detailed above every effort will be taken to avoid service reduction by first examining costs/terms within contracts which come up for renewal, via discussions with providers of support and services.

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Details of the Person(s) who completed the Assessment:	Name: Arlene Mailey
	Position: Service Manager
	Date: 18/03/2025
Authorised by:	Name: Kate Rocks
	Position: Chief Officer
	Date: 18/03/2025

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