

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template: Hugh Scott
Designation(s): Service Manager, Community Learning and Development, Community Safety and Reliance and Sport
Directorate/Service: Education, Communities and Organisational Development
Date of Impact Assessment: 17 December 2018
Name of Proposed Budget Saving <sup>1</sup> : Community Learning and Development (CLD) - £124,000

<b>1. Does the proposed budget saving impact on:</b>		
	<b>Yes</b>	<b>No</b>
a. Protected characteristics under The Equality Act 2010:  Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation ( <b>see Section 3</b> )	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> ( <b>see Section 6</b> )	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 <sup>3</sup> ( <b>see Section 7</b> )	X	
d. Corporate Plan 2018/22 <sup>4</sup> ( <b>see Section 8</b> )	X	

<sup>1</sup> Please attach the Budget Saving Proposal to this Template

<sup>2</sup> [Fairer Scotland Duty: interim guidance for public bodies](#)

<sup>3</sup> [Local Outcomes Improvement Plan 2017/22](#)

<sup>4</sup> [Corporate Plan 2018/22](#) (agenda item 5)

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

If “no” is selected for every part of Section 1, please sign below and email a copy of this Template to Karen Barclay, Corporate Policy Officer:

[karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk).

Signature

Date

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### 3. Impact – Protected characteristics

Which of the protected characteristics will the proposed budget saving have an impact upon? (See guidance for examples of key considerations under each characteristic – this is on ICON.)

<b>Equality Target Group</b>	<b>Positive impact +</b>	<b>Neutral impact =</b>	<b>Negative impact -</b>
Age			X
Disability			X
Gender Reassignment			X
Pregnancy and maternity			X
Race			X
Religion and belief			X
Sex			X
Sexual orientation			X
Other groups to consider			

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<b>4. Which parts of the Equality Duty will the proposed budget saving impact on?</b>	
<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

<b>5. Impact - groups</b>	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
<p><b>Positive impacts</b> +</p> <p><i>(Describe groups affected.)</i></p>	<p><b>Negative impacts</b> -</p> <p><i>(Describe groups affected.)</i></p> <p>People from all age groups (e.g. elderly people; young people; people attending an inter-generational project) access CLD services, this could affect people being isolated in their communities.</p> <p>People with a disability (including those with dementia and autism) access CLD services, as well as vulnerable learners who attend from other services including Alcohol and Drug Services.</p> <p>Individuals and families who are supported by LGBT groups which include young people and adults.</p> <p>Learners include ESOL e.g. refugees, asylum seekers.</p> <p>Adult Learning provisions will have an impact on vulnerable adults and young people e.g. support with ICT, Universal Credit.</p> <p>Adult Literacy provision would be affected by this which again could have an impact on adults and young people trying to gain employment.</p>

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	Supporting individuals and families to have a voice in their community e.g. consultations, Participatory Budgets, Clyde Conversations.
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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.**

Service users will be affected including learners, young people, vulnerable adults, disabled users, refugees and asylum seekers, especially those who experience socio-economic disadvantage.

### 7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal impact on?

X	1. <b>Population:</b> Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
X	2. <b>Inequalities:</b> There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted during section 6)
X	3. <b>Environment, culture and heritage:</b> Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit

**Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.**

Priority 1: The opportunity to access CLD Services to support vulnerable young people and adults such as asylum seeker/refugee families may encourage consideration of permanent residency in Inverclyde.

Priority 2: Those community groups most likely to attend services that are based in areas of socio-economic disadvantage.

Priority 3: The reduction in opportunities regarding lifelong learning to support vulnerable individuals. This would particularly be the case for those most vulnerable in our communities.

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<b>8. Impact – Corporate Plan 2018/22</b>	
Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?	
<input checked="" type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input checked="" type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
<input checked="" type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input checked="" type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
<input checked="" type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input checked="" type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
<input checked="" type="checkbox"/>	8. To preserve, nurture and promote Inverclyde’s unique culture and heritage
<input checked="" type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
<input type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs
<p><b>Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.</b></p> <p>CLD provides Lifelong Learning opportunities for adults and young people across the community especially the most vulnerable. This will have an impact on the wider achievement set in the Corporate Plan 2018/22 to celebrate the growth of learners.</p>	

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### 9. Evidence

What evidence do you have to help identify any potential impacts of the proposed budget saving?

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

Evidence	Details
Consultation/Engagement	<p>CLD saving proposals were included in the 2017/18 budget consultation process.</p> <p>Our Place Our Future Consultation was carried out in the communities.</p>
Research	<p>Annual Reports and Committee Reports have been taken to the Education and Communities Committee to show the work of CLD.</p>
Officer's knowledge and experience (including feedback from frontline staff)	<p>All staff are qualified in degree level in line with the National CLD Standards to deliver services to vulnerable adults and young people who are a part of Lifelong Learning including Upskilling, Literacy and Numeracy learners, employability.</p>
Equalities monitoring data	<p>Not available.</p>
User feedback (including complaints)	<p>User feedback available through governance arrangements.</p>
<p>Stakeholders</p> <p>Other</p>	<p>As above.</p>
Are there information gaps and, if so, what are these?	

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**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 this Budget Saving Proposal.**

Consultation with service users who will be impacted within their own communities and their lifelong learning.

Details of the Person(s) who completed the Assessment:	Name: Hugh Scott
	Position: Service Manager, Community Learning and Development, Community Safety and Reliance and Sport
	Date: 19 December 2018
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 3 January 2019

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

**Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer: [karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk).**

21 November 2018