

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Ruth Binks
Designation(s): Corporate Director - Education, Communities and Organisational Development
Directorate/Service: Education, Communities and Organisational Development
Date of Impact Assessment: 13 December 2018
Name of Proposed Budget Saving ¹ : Reduction to Inverclyde Leisure Management Fee

1. Does the proposed budget saving impact on:		
	Yes	No
a. Protected characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; 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. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	

¹ Please attach the Budget Saving Proposal to this Template

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

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

⁴ [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.

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.)

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
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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4. Which parts of the Equality Duty will the proposed budget saving 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 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 impacts + <i>(Describe groups affected.)</i></p>	<p>Negative impacts - <i>(Describe groups affected.)</i></p> <p>Young people and older people will be more impacted because they may not be able to travel to another pool.</p> <p>People with disabilities who use the pool may not be able to travel or access other facilities.</p> <p>People living in lower income may find it difficult to travel to another pool or facility.</p> <p>Staff affected are likely to be low paid from the lower socio-economic group. The staffing breakdown at the point is not known.</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.

The removal of free swimming for children will have the greatest impact on the most deprived families.

Staff affected are likely to be low paid from the lower socio-economic group. The staffing breakdown at this point is not known.

7. Impact – LOIP 2017/22

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

<input type="checkbox"/>	1. Population: 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. Inequalities: 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)
<input type="checkbox"/>	3. Environment, culture and heritage: 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.

The removal of swimming will have the greatest impact on the most deprived families because of extra travel that will be needed.

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The employees affected will be on low or minimum wage.
Staff affected are likely to be low paid from the lower socio-economic group. The staffing breakdown at this point is not known.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?

<input type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input 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 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 type="checkbox"/>	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
<input 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

Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.

The removal of swimming will have the greatest impact on the most deprived families because of extra travel that will be needed.

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The employees affected will be on low or minimum wage.

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	46% of respondents to the 2018 Public Consultation stated this saving should be implemented.
Research	
Officer's knowledge and experience (including feedback from frontline staff)	It is clear from the range and scope of the savings above that there would be impacts in a number of areas. The hall savings are most likely to have an effect on other services as the leisure savings are largely self-contained. Savings of this level would impinge on a number of sports clubs and organisations however. It should be noted that the income development saving at Port Glasgow pool can only be achieved if the facility remains open.
Equalities monitoring data	

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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 this Budget Saving Proposal.

Steps will be taken to ensure that all users have access to the pool if the opening times are reduced. This will include those who are most vulnerable.

Details of the Person(s) who completed the Assessment:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date:
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.

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21 November 2018