

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template:  Nicola Hurrell
Designation(s):  Health & Wellbeing and Poverty Link Initiatives Officer
Directorate/Service: Education
Date of Impact Assessment:  11 December 2018
Name of Proposed Budget Saving <sup>1</sup> : Change Management Proposal for Breakfast Club Provision

<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	
<b>2. If “yes” is selected for any part of Section 1, please populate the other relevant</b>		

<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)

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### 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

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### 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			
Gender Reassignment			
Pregnancy and maternity			
Race			
Religion and belief			
Sex	X		
Sexual orientation			
Other groups to consider	Parents and carers have affordable child care in the morning		Some local childminders may lose business

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

<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 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 style="text-align: center;"><b>Positive impacts</b> + <i>(Describe groups affected.)</i></p> <p>As the service is provided for pupils aged 5-12, children would benefit from extended provision to receive a healthy breakfast.</p> <p>There are 49 Breakfast Club assistants employed by the Council, of which 47 are female and 2 are male. As the additional hours are likely to be offered to existing staff, this proposal will therefore affect predominately female workers.</p> <p>The age profile of the female employees is:</p> <p style="margin-left: 40px;">Age 20-29 = 3 Age 30-39 = Age 40-49 = 8 Age 50-59 = 27 Age 60-69 = 9</p> <p>This profile is showing 55% of employees are aged 50-59.</p> <p>Working families/parent/carers can get to work in the morning using</p>	<p style="text-align: center;"><b>Negative impacts</b> - <i>(Describe groups affected.)</i></p> <p>Local childminders may experience a loss of business.</p>

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

affordable child care. This will have the most impact upon females.	
---	--

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### 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.**

Families entitled to Free School Meals will not be charged for Breakfast Club provision.

The current predominantly female staff on lower incomes can access job opportunities, together with the potential for additional hours, through Breakfast Clubs. The fact that the working hours are linked to school hours can be helpful for childcare. The hours also allow for flexibility and part time working.

It should also be noted that the introduction of a charge, however small, will have some impact on those children who are not entitled to receive the service for free. This may impact on families who are on a low income.

### 7. Impact – LOIP 2017/22

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

<input type="checkbox"/>	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)
<input type="checkbox"/>	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**

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Priority/Priorities.

Families entitled to Free School Meals will not be charged for Breakfast Club provision.

It should also be noted that the introduction of a charge, however small, will have some impact on those children who are not entitled to receive the service for free. This may impact on families who are on a low income.

### 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
X	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
X	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
X	5. To safeguard, support and meet the needs of our most vulnerable families and residents
X	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.**

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Breakfast Clubs have a positive impact on the delivery of a number of Priorities of the Corporate Plan 2018/22, especially in helping people to access jobs; and the reduction of poverty for vulnerable children via the accessing of a free service. However, it should be noted that the introduction of a charge, however small, will have some impact on children who are not entitled to receive the service for free; this may therefore impact on families who are on a low income.

### 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>Some informal consultation with parent groups suggests that Breakfast Clubs are used for three main purposes: to provide child care for working parents; to provide a meal for children at the start of the school day; and to enable children to benefit from the social interaction provided at such Clubs.</p> <p>Budget Consultation 2017: 21% of respondents supported a reduced Breakfast Club provision.</p> <p>Budget Consultation 2018: 30% of respondents supported a reduced Breakfast Club provision.</p>
Research	Analysis of families who attend Breakfast Clubs and entitlement to free school meals.
Officer's knowledge and experience (including feedback from frontline staff)	

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

Equalities monitoring data	
User feedback (including complaints)	Parents from Wemyss Bay and Moorfoot Primary Schools have expressed an interest in increased provision and indicated that they would be willing to pay for the service.
Stakeholders  Other	
Are there information gaps and, if so, what are these?	

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

**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.**

Breakfast Club will continue to be free for families entitled to Free School Meals. The introduction of a small charge will mean that Breakfast Clubs are more sustainable as finances become more constrained.

Details of the Person(s) who completed the Assessment:	Name: Nicola Hurrell
	Position: Health & Wellbeing and Poverty Linked Initiatives Officer
	Date: 11.12.18
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 8 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