

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template: Stuart Jamieson
Designation(s): Head of Service
Directorate/Service: Environment, Regeneration and Resources
Date of Impact Assessment: 13 <sup>th</sup> December 2018
Name of Proposed Budget Saving <sup>1</sup> : Employability

<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> )	√	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> ( <b>see Section 6</b> )	√	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 <sup>3</sup> ( <b>see Section 7</b> )	√	
d. Corporate Plan 2018/22 <sup>4</sup> ( <b>see Section 8</b> )	√	
<b>2. If “yes” is selected for any part of Section 1, please populate the other relevant Sections of this Template.</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

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.)

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

## 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
x	Advance equality of opportunity between people of different groups
x	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 style="text-align: center;"><b>Negative impacts</b> - <i>(Describe groups affected.)</i></p> <p>Reduction could impacts as follows:-</p> <p>Age – reduction could result in a narrowing of service to wider age groups.</p> <p>Disability – potentially fewer clients as clients with disability tend to be furthest from the labour market.</p> <p>Race - potentially fewer clients within the refugee programme supported.</p> <p>Reduction could potentially exacerbate the gender imbalance in the current programme.</p> <p>Other groups – Mental health, addictions, long term health conditions, criminal justice, care experienced and carers – fewer clients with these barriers would be able to be supported as they require longer term more intensive support.</p>

## 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 -
		√

**Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.**

Worklessness affects both the individual and the whole family in terms of attainment and low health.

### 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 Priority/Priorities.**

Affect on the ability to improve average gross weekly wages, improve the overall employment rate, reduce the percentage of 16-24 who are unemployed, reduce the

### INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

number of people on DWP benefits, reduce the percentage of working age population with no qualifications. Improving employment, reducing deprivation, increasing the number of well paid jobs, reducing debt and reducing the number of children living in poverty.

#### 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
<input 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**

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Plan Priority/Priorities.

Skill and knowledge, unemployed reduction, increase the number of young people in employment, reduce the number of those furthest from the labour market and reduce the percentage of the population with no qualifications.

### 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	
Research	Nomis
Officer's knowledge and experience (including feedback from frontline staff)	Contractor delivery staff, Council officer monitoring staff and Partners with a wide range of knowledge / expertise.
Equalities monitoring data	Client monitoring data
User feedback (including complaints)	Client feedback
Stakeholders	IREG

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

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.**

Unknown at this stage

Details of the Person(s) who completed the Assessment:	Name: Stuart Jamieson
	Position: Head of Service
	Date: 13 <sup>th</sup> December 2018
Authorised by:	Name:
	Position:
	Date:

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