

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Martin McNab/Gail Macfarlane
Designation(s): Head of Service
Directorate/Service: Roads & Transportation
Date of Impact Assessment: 14/01/19
Name of Proposed Budget Saving ¹ : Roads Operation Saving

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)		No
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)		No
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)		No
d. Corporate Plan 2018/22 ⁴ (see Section 8)	Yes	
2. If “yes” is selected for any part of Section 1, please populate the other relevant		

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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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			
Gender Reassignment			
Pregnancy and maternity			
Race			
Religion and belief			
Sex			x
Sexual orientation			
Other groups to consider			

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4. Which parts of the Equality Duty will the proposed budget saving impact on?	
☐	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
☐	Advance equality of opportunity between people of different groups
☐	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 impacts + (Describe groups affected.)	Negative impacts - (Describe groups affected.) The roadworkers affected are male and likely to be over 50.

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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 -

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

7. Impact – LOIP 2017/22

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

☐	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
☐	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)
☐	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.

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8. Impact – Corporate Plan 2018/22

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

☐	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
☐	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
☐	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
☐	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
☐	5. To safeguard, support and meet the needs of our most vulnerable families and residents
☐	6. To improve the health and wellbeing of residents so that people live well, and for longer
☒	7. To protect and enhance our natural and built environment
☐	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
☒	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
☐	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 budget saving could potentially impact on the condition of roads in Inverclyde, our ability to maintain lining and have the inhouse resource available to deliver the winter service.

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The removal of the feasibility budget could impact on future roads improvement schemes. The intention however would be to address this risk through capitalisation of studies in line with projects.

A programme of lining will be delivered through the capital programme which will address an element of the lining repairs.

A reduction in reactive repairs and patching could have potential reputational implications, maintenance works will not routinely be carried out. This is likely to result in public reaction due to the profile and community interest in roads maintenance.

The code of practice, Well Maintained Highways, has been updated and requires road defects to be classified using a risk matrix and an evidence led process. This means that the defensibility of insurance claims may be reduced if the Service can not demonstrate that any road network defects have been repaired in the timescales required and in accordance with the code.

The ability for the Council to deliver the winter service may be reduced with a requirement to use agency resource.

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	2017 Consultation: 86% of respondents to the Budget consultation were in favour of retaining the current level of service provision. 2018 Consultation: 16% of those responding to the Budget Consultation agreed with this proposal.
Research	

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Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	
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.

Risks arising from the saving will be mitigated to an extent through capitalisation of some works and studies.

Planned surface defect repairs will be carried out where possible to reduce recurring defects and areas of failure. This work will be delivered through the capital programme.

Details of the Person(s) who completed the Assessment:	Name: Martin McNab/Gail Macfarlane
	Position: Head of Service
	Date: 14/01/19
Authorised by: 	Name: Scott Allan
	Position: <i>Corporate Director</i>
	Date: <i>24th JAN 2019</i>

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.

21 November 2018

