

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Andrina Hunter
Designation(s): Service Manager
Directorate/Service: Strategy & Support Services
Date of Impact Assessment: 06/12/18
Name of Proposed Budget Saving ¹ : HSCP/PHIC/19/2018 Redesign of Advice Service Team resulting in a reduction of staffing (3FT posts, 15% reduction, saving £105,000). Use Anti-Poverty reserve to smooth impact of saving over a 3 year period (subject to a Delivering Differently review which has still to be completed).

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](#)

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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

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

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			Service provision heavily driven by service demand from disabled clients
Gender Reassignment			
Pregnancy and maternity			. Possible impact on delivery of Healthier Wealthier Children initiative and meeting the requirements of Section 10 of the Child Poverty (Scotland) Act 2017 in terms of income maximisation for this client group
Race			
Religion and belief			
Sex			
Sexual orientation			
Other groups to consider			Clients affected by socio-economic disadvantage.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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>Clients impacted by disability or socio-economic disadvantage will have possibly less opportunity to mitigate the adverse impacts of welfare reform compared to other groups if restricted access to Advice Services is in place.</p> <p>For the period 1/4/16 to 31/3/18 Advice Services fielded 23,644 calls, accommodated 6084 face-to-face appointments, provided 1866 debt interventions and representation for 1624 First-tier Tribunal Hearings.</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 -
		X

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

The Duty requires local authorities to actively consider (pay due regard to) inequalities of outcomes caused by socio-economic disadvantage:

“In summary socio-economic disadvantage is focused on low income, low wealth, material and area deprivation.”

Part of the process of complying with the Duty is to consider how a policy reduces or further reduces inequalities of outcome with a particular focus on socio-economic disadvantage. Reduction and possibly restricted access to Advice Service provision self-evidently will not reduce socio-economic disadvantage but conversely only serve to increase it.

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
<input checked="" type="checkbox"/>	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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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

Unmet advice needs create a range of adverse consequences for the individual not least financial detriment. For the period 1/4/16 to 31/3/18 Advice Service activities resulted in confirmed financial gain for Inverclyde residents totalling £9,260,492.

Reducing the capacity to respond to this need could mean that some of the most disadvantaged people have no feasible means of recourse to their entitlements.

This will also potentially reduce the overall value of the Inverclyde local economy.

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 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 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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

<input checked="" type="checkbox"/>	<p>10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs</p>
<p>Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.</p> <p>Research, from the Fraser of Allander Institute University of Strathclyde in particular, has demonstrated that Advice Service income maximisation and protection provision is an effective tool in mitigating negative impacts on the local economy through the multiplier effect. Financial gain secured for clients results in increased spending on local goods and services directly contributing to not only sustainability of employment but job growth.</p> <p>In terms of the continued roll out of Universal Credit it is widely acknowledged that those migrated thus far are in the main single unemployed households with relatively straightforward claims. With managed migration and continuing natural migration, claims of increasing complexity and correlated client need will come to the fore necessitating more intensive and ongoing support provision from Advice Services. Currently the roll out of Universal Credit in Inverclyde, as of August 2018, is 40% complete. It should be noted, however, 69% of households with children and 82% of incapacity households in Inverclyde have yet to migrate from legacy benefits to Universal Credit. Recently published research from the Health and Social Care Institute at Teesside University and the Institute of Health and Society at Newcastle University found:</p> <p><i>“This study concludes that Universal Credit is not working for vulnerable claimants and significantly adds to the workload of staff supporting claimants.”</i></p> <p>The links between poverty and ill-health are well documented, most recently in a publication from NHS Scotland, ‘Health Inequalities, Impact of Economic Downturn and Social Security Change.’ The adverse impacts of welfare reform include negative impacts on both physical and mental health, most notably in terms of stress illness resulting in increased treatment costs to the NHS. Advice provision helps alleviate some of those adverse health impacts and in turn reduce some of the costs to the NHS. Therefore the Advice Service contribution to improving the material socio-economic circumstances of individuals can underpin sustainable improvements in health.</p>	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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	As detailed in the Advice Services Biennial Report, 2016-18
Research	As outlined at 10 (above)
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	SIMD
User feedback (including complaints)	As detailed in the Advice Services Biennial Report, 2016-18
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.

Possible mitigation considerations will be to a large extent informed by the 'Delivering Differently' review of advice provision across Inverclyde. The potential to utilise Anti-Poverty monies has been identified allowing for a phased implementation of the savings option of 15% reduction from April 2019 to 2022.

Details of the Person(s) who completed the Assessment:	Name: Andrina Hunter
	Position: Service Manager
	Date: December 2018
Authorised by:	Name: Helen Watson
	Position: Head of Service
	Date: 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.

21 November 2018