

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Kenny Lang
Designation(s): Grounds Manager
Directorate/Service: Environment and regeneration, regeneration planning and public protection
Date of Impact Assessment: 13 October 2023
Name of Budget Saving Proposal (BSP) ¹ : Closure of the Gourock Civic Amenity Site

1. Does the BSP impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; 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. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	x	
d. Council Plan 2023/28 ⁴ (see Section 8)	x	

¹ Please attach the BSP to this Template

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

³ [Inverclyde Alliance Partnership Plan 2023/33](#)

⁴ [Council Plan 2023/28](#)



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2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.

3. Impact – Protected Characteristics			
Which of the Protected Characteristics will the BSP have an impact upon?			
Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			x
Care experienced		x	
Disability			X
Gender Reassignment		x	
Marriage and Civil Partnership		x	
Pregnancy and Maternity		x	
Race		x	
Religion and Belief		x	

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Sex			x
Sexual Orientation		x	
Other groups to consider <ul style="list-style-type: none"> • Carers • The Armed Forces Covenant Duty 		x	

4. Which parts of the Equality Duty will the BSP impact on?	
<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
<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.	
Positive impact + <i>(Describe groups affected.)</i>	Negative impact - <i>(Describe groups affected.)</i> <u>Age:</u> The Gourock Civic Amenity Site is a local facility for older people to use nearer to their homes. <u>Age; Sex:</u> The workforce is predominantly male and over 50.

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	<p><u>Disability:</u> If a recycling centre is located further away from a home then this may cause more problems for service users who are disabled, in terms of travel or access.</p>
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6. Impact – Fairer Scotland Duty

What impact will this BSP have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive impact +	Neutral impact =	Negative impact -
		x

Briefly describe how the BSP will impact on reducing inequalities of outcome.

Residents who reside in lower rated Scottish Index of Multiple Deprivation areas may not have the income or means to visit the alternative facility at Pottery Street, Greenock.

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this BSP impact on?

<input type="checkbox"/>	<p>Theme 1: Empowered people</p> <ul style="list-style-type: none"> • Communities can have their voices heard, and influence the places and services that affect them • Gaps in outcomes linked to poverty are reduced
<input type="checkbox"/>	<p>Theme 2: Working people</p> <ul style="list-style-type: none"> • More people will be in sustained employment, with fair pay and conditions • Poverty related gaps are addressed, so young people can have the skills for learning, life and work • Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs
x	<p>Theme 3: Healthy people and places</p> <ul style="list-style-type: none"> • People live longer and healthier lives • Supportive systems are in place to prevent alcohol and drug misuse

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	<ul style="list-style-type: none"> • Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
x	<p>Theme 4: A supportive place</p> <ul style="list-style-type: none"> • Vulnerable adults and children are protected and supported, ensuring they can live safely and independently • We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery • Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm
x	<p>Theme 5: A thriving place</p> <ul style="list-style-type: none"> • Growth in our working age population by encouraging people to stay here, and attracting new people to settle here • Development of strong community-based services that respond to local need • Homes are energy efficient and fuel poverty is reduced • Increased use of active travel and sustainable transport options • Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities
<p>Briefly describe how the BSP will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p> <p><u>Themes 3, 4 and 5:</u> The Civic Amenity Site provides an alternative location for people unable to travel to the Pottery Street facility.</p>	

8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the BSP impact on?

x	<p>Theme 1: People</p> <ul style="list-style-type: none"> • Our young people have the best start in life through high quality support and education • Gaps in outcomes linked to poverty are reduced • People are supported to improve their health and wellbeing • More people will be in employment, with fair pay and conditions • Our most vulnerable families and residents are safeguarded and supported
x	<p>Theme 2: Place</p> <ul style="list-style-type: none"> • Communities are thriving, growing and sustainable • Our strategic housing function is robust • Our economy and skills base are developed

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	<ul style="list-style-type: none"> • We have a sufficient supply of business premises • Our natural environment is protected
<input type="checkbox"/>	<p>Theme 3: Performance</p> <ul style="list-style-type: none"> • High quality and innovative services are provided, giving value for money • Our employees are supported and developed
<p>Briefly describe how the BSP will impact on the Council Plan 2023/28 Themes.</p> <p><u>Themes 1 and 2:</u> The closure of the Civic Amenity Site could result in additional fly tipping.</p>	

<p>9. Evidence</p> <p>What evidence do you have to help identify any potential impacts of the BSP?</p> <p>Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, Officers’ knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.</p>	
Evidence	Details
Consultation/engagement	<p>Budget Consultation 2022: 42% of respondents supported this BSP.</p> <p>Budget Consultation 2024/26 Phase 1: This BSP was one of 5 included in the <i>Environment</i> section of the survey⁵. It was ranked number 2 by respondents.</p> <p>Budget Consultation 2024/26 Phase 2: This BSP was one of 16 included in the Budget Consultation 2024/26 Phase 2⁶. It was ranked number 3 by respondents.</p> <p>According to Clyde Conversations respondents, 66% were supportive of closing the Gourock Recycling Site.</p>

⁵ Respondents were asked to rank the BSPs in order of importance: 1 = Most important and 5 = Least important

⁶ Respondents were asked to rank the BSPs in the order they most agreed with. 1 = BSP respondents supported most. 16 = BSP respondents supported the least

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Research	A number of local authorities of a similar size to Inverclyde Council have one recycling centre in the local area.
Officers' knowledge and experience (including feedback from frontline staff)	This BSP may result in reduced recycling due to members of the public being unwilling, or unable, to travel to the Pottery Street Recycling Centre.
Equalities monitoring data	
User feedback (including complaints)	The risk is deemed to be relatively low given that there is still provision of a civic amenity site within the local authority area.
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 the BSP.

It is anticipated that there will be a capital receipt from the sale of the Gourock Civic Amenity Site and this can potentially help the Council's financial position to help the services it has prioritised.

An alternative facility is available at the Pottery Street Recycling Centre in Greenock.



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Details of the Person(s) who completed the Assessment:	Name: Kenny Lang
	Position: Waste Manager
	Date: 21/02/2024
Authorised by:	Name: Stuart Jamieson
	Position: Director – Environment and Regeneration
	Date: 21/02/2024

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer: karen.barclay@inverclyde.gov.uk.