

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Jennifer Horn
Designation(s): Regeneration Manager
Directorate/Service: Environment and Regeneration; Regeneration
Date of Impact Assessment: 13/10/2023
Name of Budget Saving Proposal (BSP) ¹ : Reduction in the Employability Budget

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)	√	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	√	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	√	
d. Council Plan 2023/28 ⁴ (see Section 8)	√	

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		√	
Care experienced			√
Disability			√
Gender Reassignment		√	
Marriage and Civil Partnership		√	
Pregnancy and Maternity		√	
Race			√
Religion and Belief		√	

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

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
√	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 impact + <i>(Describe groups affected.)</i>	Negative impact - <i>(Describe groups affected.)</i>
	<p><u>Care experienced</u>: Negative employment destinations and unemployment can be more prevalent in care experienced young people.</p> <p><u>Disability</u>: This saving means that the reduction of the employability service would likely impact on those with difficulties entering the labour market who have barriers to</p>

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	<p>employment, for example, those with disabilities, mental health issues, carers, ex-offenders, addictions. It would also impact on the service’s ability to support businesses and promote barrier reduction, fair work and Real Living Wage with local employers.</p> <p><u>Race</u>: Employability packages can help New Scots who are seeking work or looking to retrain. People from ethnic minorities are at a significantly higher risk of poverty.</p> <p><u>Sex; Carers</u>: Although the service prioritises targeted groups such as single parents (the majority of whom are female) seeking employment, with less support then this offer will reduce. The majority of carers tend to be female.</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 -
+	=	-

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

Employment is seen as a key way to reduce inequalities by promoting fair work with our residents and our businesses. The BSP will reduce the services that we offer to support people into work and support businesses to grow their labour force, for example, reducing health barriers, supporting people in work through advice, wage subsidies.

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

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

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√	<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
√	<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
√	<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 • Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
□	<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
√	<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

Briefly describe how the BSP will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.

Theme 1: It is recognised that the main way to address poverty and low income is employment therefore reducing the budgets will reduce our ability to support those who are unemployed or economically inactive to move towards work and improve their income and support them to move out of poverty. In addition, the reduction will impact on other Council policies which aim to reduce poverty, for example, child poverty.

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Theme 2: Employability is central to achieving this Theme. The BSP will reduce the support that we can give to individuals seeking work but also reduce the support that we can give to employers who seek financial support, for example, wage subsidies, to take on additional employees.

Theme 3: As part of the journey to supporting people into employment, the service works with clients who have barriers to employment, for example, mental health. The reduction of the budget means that there is less support for those who have barriers to employment. In addition, the service works with employers to support those who are in work but may have health conditions that require support. Again, this would likely reduce due to budget pressures.

Theme 5: Again, employability is central in supporting this aim. Employability supports the creation of good, fair work and ensures that we are supporting the workforce to achieve the skills needed to support existing and emerging industries within Inverclyde. Having a strong supported workforce and businesses, and good quality, fair work within the area is key to maintaining and growing the population. Reduction in the budget would impact our ability to achieve this.

8. Impact – Council Plan 2023/28

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

√	<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
√	<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 • We have a sufficient supply of business premises • Our natural environment is protected
√	<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

Briefly describe how the BSP will impact on the Council Plan 2023/28 Themes.

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The impacts are similar to those in for the Inverclyde Alliance Partnership Plan 2023/33, as outlined at Section 7.

Theme 1: As stated above, employability support helps people achieve good quality work, enhance their skills throughout their life, support the reduction in health barriers to support people into work, support business to provide good quality, fair working opportunities and grow the number of jobs in the area, which all support the reduction of poverty.

Theme 2: Again, similar to the above, the Employability Team supports people to enhance their skills, to ensure that our local workforce has the skills required by existing and future industries. The service supports businesses to identify and address needs in their workforce. Reducing budget reduces the service available and therefore the impact on our ability to achieve these aims.

Theme 3: The Workforce Development Team runs the modern and graduate apprentice programmes within the Council. The reduction in budget may impact the number of modern apprentice or graduate apprentice opportunities that can be supported. This would impact not only on those who would lose out on the opportunity but also the services that benefit greatly from the employee and the training that is provided.

Third party organisations: The proposal seeks to reduce key worker support and reduce contracted provisions . Depending on the viability of the remaining programmes this could materially affect organisations providing delivery. This may mean that they are not able to attract other funding sources.

9. Evidence

What evidence do you have to help identify any potential impacts of the BSP?

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.

Evidence	Details
Consultation/engagement	The organisations that would most likely be affected will be made aware of proposals.

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	<p>Budget Consultation 2024/26 Phase 1: This BSP was one of 4 included in the <i>People</i> section of the survey⁵. It was ranked number 1 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 2 by respondents.</p>
Research	Nomis, Regional Skills Assessment, Scottish Index of Multiple Deprivation – these publications provide information about employment rates and show the prevalence of unemployment in Inverclyde.
Officers’ knowledge and experience (including feedback from frontline staff)	Contractor delivery staff and Council staff have a good knowledge of the client groups and those who most benefit from employability packages.
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	
Are there information gaps and, if so, what are these?	

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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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.

Supporting employment is a golden thread running through our plans and policies and supporting people into and supporting our businesses to employ people to fair work is key to improving the economic prospects of Inverclyde and creating a place where people chose to live and work.

The Employability Service benefits from core funding through the Council as well as grant funding through the Scottish Government. The Scottish Government grants provide year on year funding, this is used effectively alongside Council core funding to provide support for people and businesses that is not limited to one financial year and can provide long term support.

Scottish Government funding has decreased over the last few years and has come with increasing requirements through the introduction of No One Left Behind and Parental Employability Support Fund.

While this BSP will not see a full reduction in the core budget, if the full budget saving is made, the reduction will impact on the numbers of people being supported and potentially the quality of the programmes that can be implemented. In addition, it will likely impact on the third-party organisations that support the delivery of the programmes.

To mitigate impact on the frontline, there would be a requirement to reduce our contracted spend, potentially bringing more elements of the work in-house. This would not only impact on the number of clients that we can support but would likely also have a negative impact on third party organisations and it is not within the spirit of the No One Left Behind agenda of the Scottish Government.

In addition, the service would need to prioritise those groups who are most in need of employability support. Priority groups are already identified in the Local Employability Partnership Delivery Plan but in future there may be a requirement to reduce the number of groups and create employability programmes that target the priority groups. *The Promise* identifies ways to achieve improved outcomes for care experienced young people and the Senior Phase Action Plan identifies how to reduce barriers to employment for young people.

Details of the Person(s) who completed the Assessment:	Name: Jennifer Horn
	Position: Regeneration Manager
	Date: 22/02/2024



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Authorised by:	Name: Stuart Jamieson
	Position: Director of Environment and Regeneration
	Date: 22/02/2024

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.