

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Saving Proposal

<b>Essential Information</b>
Name of Officer(s) completing this Template: Hugh Scott
Designation(s): Service Manager - Community Learning and Development, Community Safety and Resilience and Sport
Directorate/Service: Education, Communities and Organisational Development: Culture, Communities and Education Resources
Date of Impact Assessment: 17.10.23
Name of Budget Saving Proposal (BSP) <sup>1</sup> : Reduction in grants available to community organisations by a further 65%

<b>1. Does the BSP impact on:</b>		
	<b>Yes</b>	<b>No</b>
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 ( <b>see Section 3</b> )	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> ( <b>see Section 6</b> )	X	
c. Inverclyde Alliance Partnership Plan 2023/33 <sup>3</sup> ( <b>see Section 7</b> )	X	

<sup>1</sup> Please attach the BSP to this Template

<sup>2</sup> [Fairer Scotland Duty: guidance for public bodies](#)

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

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d. Council Plan 2023/28 <sup>4</sup> (see Section 8)	X	
<b>2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.</b>		

<b>3. Impact – Protected Characteristics</b>			
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

<sup>4</sup> [Council Plan 2023/28](#)

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Religion and Belief			X
Sex			X
Sexual Orientation		X	
Other groups to consider			
<ul style="list-style-type: none"> <li>• Carers</li> <li>• The Armed Forces Covenant Duty</li> </ul>		X  X	

4. Which parts of the Equality Duty will the BSP impact on?	
X	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

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.	
<b>Positive impact</b> <b>+</b> <i>(Describe groups affected.)</i>	<b>Negative impact</b> <b>-</b> <i>(Describe groups affected.)</i>  A reduction in the availability of grants would have an impact on a number of local groups and organisations providing a wide range of provision across Inverclyde. The local organisations provide support across Inverclyde for a variety of reasons.

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	<p><u>Age</u>: some of the groups target older or younger people.</p> <p><u>Sex</u>: some of the groups target either males or females.</p> <p><u>Race</u>: people from ethnic minorities experience more socio-economic deprivation and may rely on the support provided by the grants.</p> <p><u>Religion and Belief</u>: some faith groups would be affected by the reduction in grants.</p> <p><u>Disability</u>: some of the organisations target those with disabilities.</p> <p>Some of the work supports fosters good relationships between different groups of people.</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.**

The grants offer support across our communities for a number of groups and organisations.

This BSP entails reduced access to a number of groups' activities and therefore a reduction of service. Its implementation is likely to impact on the ability to engage with the most vulnerable families and wider communities.

The clubs and organisations most likely to apply for funding are most often based in areas of socio-economic disadvantage. The funding stream will therefore have the greatest impact on the clubs that have members from the most deprived families in

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Inverclyde. The community groups most likely to complete waiver applications are most often based in areas of socio-economic disadvantage.

<b>7. Impact – Inverclyde Alliance Partnership Plan 2023/33</b>	
Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this BSP impact on?	
X	<p><b>Theme 1: Empowered people</b></p> <ul style="list-style-type: none"> <li>• Communities can have their voices heard, and influence the places and services that affect them</li> <li>• Gaps in outcomes linked to poverty are reduced</li> </ul>
X	<p><b>Theme 2: Working people</b></p> <ul style="list-style-type: none"> <li>• More people will be in sustained employment, with fair pay and conditions</li> <li>• Poverty related gaps are addressed, so young people can have the skills for learning, life and work</li> <li>• Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs</li> </ul>
X	<p><b>Theme 3: Healthy people and places</b></p> <ul style="list-style-type: none"> <li>• People live longer and healthier lives</li> <li>• Supportive systems are in place to prevent alcohol and drug misuse</li> <li>• Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change</li> </ul>
X	<p><b>Theme 4: A supportive place</b></p> <ul style="list-style-type: none"> <li>• Vulnerable adults and children are protected and supported, ensuring they can live safely and independently</li> <li>• We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery</li> <li>• Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm</li> </ul>
X	<p><b>Theme 5: A thriving place</b></p> <ul style="list-style-type: none"> <li>• Growth in our working age population by encouraging people to stay here, and attracting new people to settle here</li> <li>• Development of strong community-based services that respond to local need</li> <li>• Homes are energy efficient and fuel poverty is reduced</li> <li>• Increased use of active travel and sustainable transport options</li> <li>• Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities</li> </ul>

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<p><b>Briefly describe how the BSP will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</b></p> <p><u>Themes 1-5:</u> Reducing grants will inevitably have an impact on those who are less able to pay for clubs etc. If clubs and community groups are no longer able to exist because of funding then this will affect all Themes of the Inverclyde Alliance Partnership Plan 2023/33 and make Inverclyde less of a thriving place to live and to stay. Some activities provided by the clubs and groups distract people from anti-social behaviour and this could rise as a result.</p>	

<p><b>8. Impact – Council Plan 2023/28</b></p> <p>Which Themes from the Council Plan 2023/28 will the BSP impact on?</p>	
X	<p><b>Theme 1: People</b></p> <ul style="list-style-type: none"> <li>• Our young people have the best start in life through high quality support and education</li> <li>• Gaps in outcomes linked to poverty are reduced</li> <li>• People are supported to improve their health and wellbeing</li> <li>• More people will be in employment, with fair pay and conditions</li> <li>• Our most vulnerable families and residents are safeguarded and supported</li> </ul>
X	<p><b>Theme 2: Place</b></p> <ul style="list-style-type: none"> <li>• Communities are thriving, growing and sustainable</li> <li>• Our strategic housing function is robust</li> <li>• Our economy and skills base are developed</li> <li>• We have a sufficient supply of business premises</li> <li>• Our natural environment is protected</li> </ul>
X	<p><b>Theme 3: Performance</b></p> <ul style="list-style-type: none"> <li>• High quality and innovative services are provided, giving value for money</li> <li>• Our employees are supported and developed</li> </ul>
<p><b>Briefly describe how the BSP will impact on the Council Plan 2023/28 Themes.</b></p> <p><u>Themes 1-3:</u> As indicated above at Section 7. The Council works in partnership with the third sector, clubs and communities. If they no longer exist then this partnership working would suffer.</p>	

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<b>9. Evidence</b>	
<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>	
<b>Evidence</b>	<b>Details</b>
<p>Consultation/engagement</p>	<p>Budget Consultation 2024/26 Phase 1: This BSP was one of 4 included in the Community section of the survey<sup>5</sup>. 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 2<sup>6</sup>. It was ranked number 6 by respondents.</p> <p>According to Clyde Conversations respondents, 76% did not agree with reducing Community Grants to £97,000.</p> <p>Budget Consultation 2022: 42% of respondents supported this BSP but this reduction is for a greater sum than the Consultation proposed in 2022.</p> <p>Consultation was undertaken with local organisations and the following feedback was provided:</p> <ul style="list-style-type: none"> <li>• 15% of respondents reported that a reduction in Community Grants could result in reduced service hours/availability.</li> <li>• 22% of respondents reported that a reduction in Community Grants could result in a reduction of essential programmes.</li> <li>• 46% of respondents reported that a reduction in Community Grants could result in difficulty meeting community members' needs.</li> </ul>

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

<sup>6</sup> 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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	<ul style="list-style-type: none"> <li>• 66% of respondents reported that a reduction in Community Grants could create increased reliance on fundraising/donations.</li> <li>• 29% of respondents reported that a reduction in Community Grants could result in the potential closure of the organisation/programme.</li> </ul> <p>Some suggestions from respondents for alternative solutions or funding sources to help reduce the impact of reduced community grants were:</p> <ul style="list-style-type: none"> <li>• Membership fees will need to increase.</li> <li>• Seek alternative sources of funding from businesses, charities etc however these can be very competitive and over-subscribed.</li> </ul> <p>The Chairs of Parent Councils were consulted and while there was mixed views on grants to voluntary organisations, they think that anyone who runs a bar should not be given a grant.</p>
Research	Inverclyde is known to be generous in the amount of grants and support it gives to voluntary organisations, although it is not always possible to compare like with like.
Officers' knowledge and experience (including feedback from frontline staff)	A full list of those receiving grants is produced every year and all applications are viewed by Officers.
Equalities monitoring data	
User feedback (including complaints)	There is a significant reputational risk to the Council if it reduces the available grant amounts to third party organisations.
Stakeholders	
Other	



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Are there information gaps and, if so, what are these?	The number of external employees potentially affected by this BSP is unknown at present.

**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.**

This BSP would have an impact on number of local groups and organisations, including charities, voluntary groups and uniformed organisations, some of which may have employees.

Because we gave advance notice to clubs that these funds may be reduced, a number of the more prudent clubs have taken steps to improve their fundraising, limit their expenditure and reduce their dependence on this funding stream.

The reduction in grants may be mitigated where organisations may be able to access other sources of external funding. There will be some budget available to support voluntary organisations but this may mean that organisations providing similar services may not always receive individual funding and may need to combine. There is also no guarantee that most organisations will receive a grant and this should not routinely be relied upon by providers.

A budget was identified two years ago to support the development and capacity of sports clubs, community groups and voluntary organisations; the primary purpose of this funding is to support clubs at the start-up stage to enable them to apply for other sources of funding in the future.

Details of the Person(s) who completed the Assessment:	Name: Hugh Scott
	Position: Community Learning and Development, Community Safety and Resilience and Sport
	Date: 21.02.2024
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development

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	Date: 21.02.2024
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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](mailto:karen.barclay@inverclyde.gov.uk).**