

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

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| Essential Information |
| Name of Officer(s) completing this Template: Lorna Coote |
| Designation(s): Service Manager - Educational Resources and Facilities Management |
| Directorate/Service: Education, Communities and Organisational Development: Culture, Communities and Educational Resources |
| Date of Impact Assessment: 18.10.23 |
| Name of Budget Saving Proposal (BSP) ¹ : Reduction in cleaning in all educational establishments |

| | | |
|---|------------|-----------|
| 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 | |

¹ Please attach the BSP to this Template

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

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

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| | X | |
| d. Council Plan 2023/28 ⁴ (see Section 8) | | |
| 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 | |

⁴ [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"> • Carers • The Armed Forces Covenant Duty | | X 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 | |
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| 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> This saving will have some impact on young people because it targets cleaning in schools. |

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| | <p>This saving will have some impact on older people because the majority of the workforce are over 50.</p> <p><u>Sex</u>: This saving will have an impact on Sex because the majority of the workforce are 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 - |
|----------------------|---------------------|----------------------|
| | | X |

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

The proposal will predominantly affect low paid workers, a percentage of whom have multiple, short hours posts with the Council.

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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| <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 |
| X | <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 |

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| <input type="checkbox"/> | <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 |
| <input type="checkbox"/> | <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 |
| <input checked="" type="checkbox"/> | <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>Themes 2 and 5: This BSP will affect low paid part-time workers. If schools are less clean and not looked after then the school estate will become less attractive to encourage people to stay and learn in Inverclyde.</p> | |

8. Impact – Council Plan 2023/28

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

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| <input checked="" type="checkbox"/> | <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 |
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| <input type="checkbox"/> | <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 |
| <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>Theme 1</u>: As Section 8 above.</p> | |

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| <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 2024/26 Phase 1: This BSP was one of 5 included in the <i>Schools and Early Years</i> section of the survey⁵. It was ranked number 5 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 10 by respondents.</p> <p>According to Clyde Conversations respondents, 51% did not agree with reducing cleaning hours in schools from four to two/three days.</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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| | The Chairs of Parent Councils were consulted and commented that they are very concerned about losing cleaning and are already seeing an impact from the first saving. |
| Research | There are set cleaning hours per tasks which are shared across Councils through the Association for Public Service Excellence. |
| Officers' knowledge and experience (including feedback from frontline staff) | <p>The proposed variation to the cleaning regime will still meet required standards set out by the Facilities Management Team. However, there will be some impact on the cleanliness of the school environment.</p> <p>There are 1,631 cleaning hours per week worked between 18 primary, three secondary and two additional support needs schools which would reduce to 1,401 cleaning hours per week.</p> |
| Equalities monitoring data | |
| User feedback (including complaints) | <p>Although required standards will be met, there have already been complaints from head teachers about the variation of the cleaning programme.</p> <p>Feedback from the initial saving has been mixed but more negative than not.</p> |
| Stakeholders Other | |
| Are there information gaps and, if so, what are these? | Further consultation will need to be undertaken with head teachers. |

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.

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Although there will be a reduction in cleaning tasks undertaken, high usage points such as toilets will be cleaned every day. This saving brings schools into line with other areas of the Council.

A reduction in cleaning hours will have a positive environmental impact due to reduced energy consumption and material use.

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| Details of the Person(s) who completed the Assessment: | Name: Lorna Coote |
| | Position: Service Manager - Educational Resources and Facilities Management |
| | Date: 22.02.24 |
| Authorised by: | Name: Ruth Binks |
| | Position: Corporate Director - Education, Communities and Organisational Development |
| | Date: 22.02.24 |

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.