

## Inverclyde Council 2024/26 Revenue Budget – Equalities Assessment

While an impact assessment has been carried out for each individual savings option, as appropriate, in relation to both Equality Impacts and the Fairer Scotland Duty, a wider, overall equalities assessment is also prepared in relation to the Revenue Budget proposals for Inverclyde Council covering the period 2024/26.

Overall, the Budget Saving Proposals (BSP) have been assessed for negative impacts against four main Council strategic priorities:

- the Protected Characteristics, as outlined in The Equality Act 2010 (Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; and Sexual Orientation);
- reducing inequalities of outcome – the Fairer Scotland Duty;
- the Inverclyde Alliance Partnership Plan 2023/33; and
- the Council Plan 2023/28.

Overall, 88% of the BSP will have a negative impact on the Protected Characteristic of *Age*, while slightly less (75%) will negatively impact young people in Inverclyde. In terms of the latter, additional information is available from the Children Rights and Wellbeing Impact Assessment which is available to view on the Council's website: [Equality Impact Assessments - Inverclyde Council Budget 2024/26](#). Meanwhile, local older people will be affected by more than half (57%) of the Proposals.

In recognition of its collective responsibility as corporate parents and its commitment to the delivery of *The Promise*<sup>1</sup> (that Scotland's children and young people will grow up loved, safe and respected), the Council has adopted *Care experienced* as a tenth 'Protected Characteristic'. Our assessment shows that *Care experienced* people will be impacted in some way by just under two thirds (63%) of the BSP.

The Council is aware that disabled people in Inverclyde may disproportionately experience socio-economic disadvantage. Half (50%) of the BSP will impact on disabled people in the local area.

In terms of the Protected Characteristics of *Marriage and Civil Partnership* and *Sexual Orientation*, small numbers (6% and 13% respectively) of the Proposals are expected to have an impact on those Protected Characteristics.

Similarly, there will be a relatively low impact on local residents with the Protected Characteristics of *Gender Reassignment* and of *Pregnancy and Maternity*, as 19% and 13% respectively of the Proposals are expected to affect them directly. Further, members of the local community with the Protected Characteristic of *Religion and Belief* may be impacted by a quarter (25%) of the BSP.

The Council is aware that people from ethnic minority backgrounds are more likely to live in poverty. Those with the Protected Characteristic of *Race* will be impacted by half (50%) of the BSP.

Inverclyde is an area which faces both material and area-based deprivation, as well as lower income levels and a history of socio-economic deprivation over time. Almost all (94%) of the Proposals are expected to impact on the inequalities of outcome caused by socio-economic disadvantage. More information on this is available from the Inverclyde Council 2024/26

---

<sup>1</sup> [The Promise](#)

Revenue Budget - Fairer Scotland Duty Statement which is available to view here: [Equality Impact Assessments - Inverclyde Council Budget 2024/26](#).

Finally, the majority of the BSP (94%) will negatively impact the delivery of one or more of the five Themes of the Inverclyde Alliance Partnership Plan 2023/33, while the same amount (94%) will impact on one or more of the three Themes of the Council Plan 2023/28.