

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
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
Date of Impact Assessment: 20.10.2023
Name of Budget Saving Proposal (BSP) ¹ : Removal of administrative post which currently supports Auchmountain, Clune Park and Southwest Community Hub

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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d. Council Plan 2023/28 ⁴ (see Section 8)		X
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
<input type="checkbox"/>	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>Sex:</u> This will have a very minor impact upon Sex because the employees affected are female. Because of the minimal impact of this saving and the mitigations in place there will be no impact on other aspects.
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	<p><u>Inverclyde Leisure</u>: Inverclyde Leisure might need to deploy additional resources to meet demand at centres.</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.

Although the impact will be minimal, less administrative support could affect the quality of service offered to community centre users.

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
<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

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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
<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 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>	

8. Impact – Council Plan 2023/28

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

<input 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
<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

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<input type="checkbox"/>	Theme 3: Performance <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>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>Community</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 13 by respondents.</p> <p>According to Clyde Conversations respondents, 61% were supportive of removing administrative support to Auchmountain Halls, Clune Park Resource Centre and the South West Community Hubs.</p> <p>Budget Consultation 2022: 25% of respondents supported the BSP in relation to health and wellbeing support.</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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	<p>Budget Consultation 2022: 32% of respondents supported the BSP in relation to Community Capacity building.</p> <p>Budget Consultation 2022: 32% of respondents supported the BSP in relation to adult learning.</p> <p>Budget Consultation 2022: 17% of respondents supported the BSP in relation to the iYouthZone.</p>
Research	
Officers' knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	Inverclyde Leisure would manage the administration of the hall as part of the wider provision.
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.

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This saving will have minimal impact on any service delivery, although there may be a perceived impact from the public because staff at community centres tend to become well known. Inverclyde Leisure might need to deploy additional resources to meet demand at centres.

Details of the Person(s) who completed the Assessment:	Name: Hugh Scott
	Position: Service Manager - Community Learning and Development, Community Safety and Resilience and Sport
	Date: 22.02.2024
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	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.