

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Molly Coyle
Designation(s): Service Manager
Directorate/Service: HSCP – Children and Families
Date of Impact Assessment: 23/1/24
Name of Budget Saving Proposal ¹ : Redesign/ Savings Education Placement Support Through redesign to cease funding of education placement support provided by 2 posts from HSCP core budget. To achieve a saving of approximately £82,677 (assuming a 3% uplift for 2024/25 and 2025/26).

1. Does the Budget Saving Proposal impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; 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

¹ Please attach the Budget Saving Proposal to this Template

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

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c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)		x
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 Budget Saving Proposal have an impact upon?			
Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			These posts are based at Lomond View Academy therefore accessed by young people of school age. The young people at Lomond View will continue to have plans that support their needs. A review in conjunction with Education colleagues will seek to minimise any overall impact

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

⁴ [Council Plan 2023/28](#)

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			on young people.
Disability		=	
Gender Reassignment		=	
Marriage and Civil Partnership		=	
Pregnancy and Maternity		=	
Race		=	
Religion and Belief		=	
Sex		=	
Sexual Orientation		=	
Other groups to consider <ul style="list-style-type: none"> • Carers 		=	

4. Which parts of the Equality Duty will the Budget Saving Proposal impact on?	
<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010

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<input type="checkbox"/>	Advance equality of opportunity between people of different groups
<input checked="" 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.

<p>Positive impact +</p> <p><i>(Describe groups affected.)</i></p>	<p>Negative impact -</p> <p><i>(Describe groups affected.)</i></p> <p>These posts are based at Lomond View Academy therefore accessed by young people of school age. The young people at Lomond View will continue to have plans that support their needs. A review in conjunction with Education colleagues will seek to minimise any overall impact on young people.</p>
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6. Impact – Fairer Scotland Duty

What impact will this Budget Saving Proposal have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive impact +	Neutral impact =	Negative impact -
	Access to Lomond View Academy and associated supports is needs based and not means tested in any way.	

Briefly describe how the Budget Saving Proposal will impact on reducing inequalities of outcome.
N/A

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7. Impact – Inverclyde Alliance Partnership Plan 2023/33

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

- Theme 1: Empowered people**
 - Communities can have their voices heard, and influence the places and services that affect them
 - Gaps in outcomes linked to poverty are reduced
- Theme 2: Working people**
 - 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
- Theme 3: Healthy people and places**
 - 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
- Theme 4: A supportive place**
 - 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
- Theme 5: A thriving place**
 - 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 Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.

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8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the Budget Saving Proposal impact on?

X	<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
<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

Briefly describe how the Budget Saving Proposal will impact on the Council Plan 2023/28 Themes.

Lomond View Academy and its associated supports seeks to provide enhanced support to meet the needs of young people who need it, as well as seeking to support our young people who are educated in external placement to return to their local community therefore a reduction in posts could have an impact to these associated outcomes and the supports available. Internally we will consider existing resources to close any gap in meeting the identified well being outcomes consistent with GIRFEC.

In partnership with Education services, we will consider the impact upon work to support young people in education and to reduce any impact.

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9. Evidence

What evidence do you have to help identify any potential impacts of the Budget Saving Proposal?

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	Education
Research	
Officers’ knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	Feedback from education has highlighted the value of these posts in Lomond View Academy and we will consult with them as the redesign progresses.




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Are there information gaps and, if so, what are these?	Further discussions with Education required.
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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 Budget Saving Proposal.

It is not proposed that savings would be accrued until year 2 (2025/26) and accommodates the ongoing review of services in Education and HSCP children and families and the potential impact of the proposal.

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Details of the Person(s) who completed the Assessment:	Name: Molly Coyle
	Position: Service Manager
	Date: 23/1/24
Authorised by:	Name: 
	Position: Head of Service
	Date: 1/2/24

Thank you for your assistance with the completion of this task.