

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Emma Cummings
Designation(s): Service Manager
Directorate/Service: Health & Community care
Date of Impact Assessment: 29 01 24
Name of Budget Saving Proposal ¹ : Review of Integrated front doors

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)	√	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	√	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	√	
d. Council Plan 2023/28 ⁴ (see Section 8)	√	

¹ Please attach the Budget Saving Proposal to this Template

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

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

⁴ [Council Plan 2023/28](#)

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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			√
Disability			√
Gender Reassignment		√	
Marriage and Civil Partnership		√	
Pregnancy and Maternity		√	
Race		√	
Religion and Belief		√	
Sex			√
Sexual Orientation		√	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Other groups to consider			√
<ul style="list-style-type: none"> • Carers • Those living in the most deprived areas of Inverclyde 			

4. Which parts of the Equality Duty will the Budget Saving Proposal impact on?

<input checked="" type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input checked="" 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.

Positive impact + <i>(Describe groups affected.)</i>	Negative impact - <i>(Describe groups affected.)</i>
<p>This review seeks to implement a fully integrated advice service within Inverclyde examining the delivery of current advice services and how best to provide a more modern, universal service going forward, including civil, family, criminal and financial law.</p>	<p>The current service supports a range of individuals in Inverclyde across many of the protected groups it delivers income maximisation.</p> <p>As the service is redesigned there could be temporary negative reputational impact and impact on service users which minimised by ensuring good communication and information flow throughout the process.</p> <p>The out puts of the service delivery will remain focused on financial inclusion however the model of delivery will be integrated into a</p>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<p>more holistic joined up approach to service provision.</p> <p>Staffing impacts will be minimised via a targeted trawl where appropriate and redeployment as required.</p>
--	--

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 -
	x	

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

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?

<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 checked="" 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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

<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 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

Briefly describe how the Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.

HSCP Advice Services is a key partner in the Financial Inclusion Partnership being the only local level 3 provider (accredited by Scottish National Standards for Information & Advice Providers) providing welfare benefits, debt, money advice appeal representation at tribunal. The review of services will ensure Inverclyde HSCP continue to represent residents and vulnerable groups in the best way possible going forward and consider partnering with a national advice agency to maximise impact across advice services.

8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the Budget Saving Proposal 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
----------------------------	---

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<ul style="list-style-type: none"> • More people will be in employment, with fair pay and conditions • Our most vulnerable families and residents are safeguarded and supported
<input checked="" 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 checked="" 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 Budget Saving Proposal will impact on the Council Plan 2023/28 Themes.</p> <p>As section above.</p>	

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	Will form part of overall budget consultation.
Research	The 2023 Inverclyde health & wellbeing survey is in the process of being published and presented at committees.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Officers' knowledge and experience (including feedback from frontline staff)	There is a significant level of investment in expertise and experience in HSCP Advice Service, the only current accredited level 3 provider in Inverclyde.
Equalities monitoring data	
User feedback (including complaints)	The importance of face-to-face support is emphasised by our service users, and also evidenced in research and literature. In response to this our services are delivered to the most vulnerable groups in key outreach areas such as Wellpark centre and the Inverclyde centre. There should be no change to targeting those vulnerable groups.
Stakeholders Other	Financial Inclusion partnership. Any redesign/ savings will need to take into account the wider delivery landscape and impacts.
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 Budget Saving Proposal.

Impact on service users and stakeholders will be considered as the review progresses. At this early stage the final delivery method is unknown but impacts will be considered at each stage.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Details of the Person(s) who completed the Assessment:	Name: Emma Cummings
	Position: Service manager
	Date: 02 02 24
Authorised by:	Name: Alan Best
	Position: Head of Service, Health and Community Care
	Date: 05/02/2024

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