

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Angela Rainey
Designation(s): Service Manager Support Services
Directorate/Service: Finance, Planning and Resources
Date of Impact Assessment: 01/02/2024
Name of Budget Saving Proposal ¹ : Business Support Review target of £0.3m Officers across the HSCP will be required to work differently. Business Support currently has an overall staffing compliment of 115.78 FTE (67.27 FTE Council/ 48.51 FTE NHS) and a target of £0.3m would see a reduction of approximately 10 FTE.

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

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](#)

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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		=	

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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 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 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>Some customers and those with disabilities are more likely to need face to face contact at HSCP buildings and may not be able to move to other methods such as digital contact.</p> <p>Young people also need to have adequate signposting and access to support services to allow them to keep safe.</p> <p>87% of the workforce are female, therefore this proposal is likely to affect mainly female employees.</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 -
		-

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

As well as a potential reduction in face-to-face contact, a reduction in service provision is likely to result in increased waiting times for telephone calls to be answered.

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 checked="" 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 • Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
<input checked="" 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

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	<ul style="list-style-type: none"> • 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 Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p> <p>The redesign of business support will seek to modernise and look at alternative ways of delivering administrative tasks differently, upskilling of staff, altered frequency of tasks or stopping tasks which do not add value. Tasks affecting frontline services such as arrangement of clinics/appointments etc will be prioritised and use of technology./self serve will be explored and maximised to seek to reduce any impact.</p>	

8. Impact – Council Plan 2023/28

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

<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
<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"/>	<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>Business support are the first point of contact for our vulnerable members of the community, whether that is via telephone or face to face reception. The HSCP is focussing on a trauma informed workplace and having front facing receptions allows us to identify those in need. Reception services will continue to be manned and different ways of working are being explored for all other business support functions.</p>	

<p>9. Evidence</p> <p>What evidence do you have to help identify any potential impacts of the Budget Saving Proposal?</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	Public consultation is planned in the near future.
Research	
Officers' knowledge and experience (including feedback from frontline staff)	It is well known that a high percentage of HSCP users are socially and economically disadvantaged and have a number of Protected Characteristics and the most vulnerable in our community.
Equalities monitoring data	Staff equalities profile

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User feedback (including complaints)	
Stakeholders Other	Staff
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.

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Details of the Person(s) who completed the Assessment:	Name: Angela Rainey
	Position: Service Manager Support Services
	Date: 01/02/2024
Authorised by:	Name: Craig Given
	Position: Chief Finance Officer
	Date: 5/2/24

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