

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: 29/1/24
Name of Budget Saving Proposal ¹ : Reduction in Anti-poverty initiatives

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](#)

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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 • Those living within the most deprived communities 			√

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 + (Describe groups affected.)	Negative impact - (Describe groups affected.)
	<p>Reduction of contributions to Financial Fitness, Starter Packs and Homestart in 25/26 financial year.</p> <p>These services provide support to a range of protected groups including children & young people, older people, people with disabilities, carers and those in financial difficulty.</p> <p>Arrangements for Homestart will be included in an alternative contract being arranged via Children and Families service.</p> <p>Financial Fitness provide welfare benefits, debt and money advice and supports a range</p>

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	<p>of individuals in Inverclyde. The impact on these groups will be minimised over a period by consideration of use of reserves and alternative funding in the early adoption of this proposal. This will also be part of the redesign of our front door.</p> <p>Starter Packs – this service provides access to a range of household items to those who are setting up in a new home (pots, pans, bedlinen etc) within various groups including young people moving out of care, new Scots and those from our most deprived communities. Removing the use of starter packs would impact negatively, however use of one-off reserves and alternative funding would be explored to minimise the overall impact.</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.

People in Inverclyde will continue to experience significant socio-economic disadvantage and resulting inequalities of outcomes however by strengthening a whole system approach to financial inclusion and income maximisation this will mitigate any negative 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?

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<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 • 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.

People in Inverclyde will continue to experience socio-economic disadvantage and resulting inequalities of outcome due to reduction in availability of service and resulting decrease in financial inclusion, which will have a negative effect on the themes within the Alliance Partnership Plan. As noted above alternative funding sources and use of reserves will be explored to minimise the impact of the proposal.

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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?

- | | |
|-------------------------------------|--|
| <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 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 |
|-------------------------------------|---|

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

As per section above.

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.

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Evidence	Details
Consultation/engagement	As part of the overall budget consultation
Research	The 2023 Inverclyde health & wellbeing survey is in the process of being published and presented at committees.
Officers' knowledge and experience (including feedback from frontline staff)	These initiatives have been an essential part of the advice landscape in Inverclyde for many years. Any reduction in service could have a direct impact on a range of other local providers.
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	
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.

Alternative funding and consideration of the use of one-off reserves will be considered to minimise the impact over the period of the proposal being implemented.

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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: 5/2/24

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