

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Craig Given
Designation(s): Chief Finance Officer
Directorate/Service: Finance Planning and Resources
Date of Impact Assessment: 2/2/24
Name of Budget Saving Proposal ¹ : Review senior staff structure of HSCP

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)	x	
d. Council Plan 2023/28 ⁴ (see Section 8)	x	

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		x	
<ul style="list-style-type: none"> HSCP Workforce 			

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
<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.

Positive impact + <i>(Describe groups affected.)</i>	Negative impact - <i>(Describe groups affected.)</i>
<p>Workforce - A review of the senior staff structure will seek to improve shared learning, maximise the skill mix within the HSCP and ensure that structures are fit for purpose to deliver the ongoing transformational change required to meet strategic outcomes.</p> <p>This will also create opportunities through targeted trawls of staff for</p>	<p>Workforce – any structure changes or reviews of staffing will create uncertainty amongst staff involved. This will be minimised via careful and measured change management and consultation with staff involved and staff side representatives as the review progresses. It is anticipated that natural vacancies and targeted trawl for severance where appropriate will minimise any risk arising.</p>

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<p>those who would want to consider severance as the review progresses. This may in turn create opportunities for remaining staff.</p> <p>Remainder of staff will be given training and learning opportunities that create succession planning.</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 -
x		

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

This proposal is expected to make staffing structures fit for purpose, maximising the skill mix and expertise amongst staff members to get the right people in the right place to provide a better service for the residents of Inverclyde, therefore is expected to have a positive impact overall.

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 |
|-------------------------------------|---|

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<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
<input checked="" 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 • 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 checked="" 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.

All of the above categories have been selected as it is expected that this review will have an overall positive impact on the themes, by ensuring the best staff are in the right place to deliver strategic outcomes and services for the residents of Inverclyde. Through natural vacancies and targeted severance trawl, it is anticipated that employees of the HSCP will have opportunities to either take advantage of enhanced severance available or remain in a post within the new staffing structure.

8. Impact – Council Plan 2023/28

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

- Theme 1: People**
- 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

- Theme 2: Place**
- 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

- Theme 3: Performance**
- 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.

All of the above categories have been selected as it is expected that this review will have an overall positive impact on the themes within the Council plan, by ensuring the best staff are in the right place to deliver strategic outcomes and services for the residents of Inverclyde whilst improving performance and the quality of services provided.

9. Evidence

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

The high level budget consultation will include consideration of this proposal, but as the review progresses, staff and staff representatives will be consulted.

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	To be considered as part of overall budget consultation and ongoing consultation with affected employees and their representatives as review progresses.
Research	Will be informed by consultation and review work as this measure progresses.
Officers' knowledge and experience (including feedback from frontline staff)	The Chief Officer and senior management team recognise that the staffing structure in place requires to be updated and made fit for purpose to ensure services are being managed and provided in the best way possible.
Equalities monitoring data	To be considered along with consultation results.
User feedback (including complaints)	Not available at this early stage
Stakeholders Other	HSCP Workforce, staff side representatives, service users, HSCP partners
Are there information gaps and, if so, what are these?	Not at this stage.

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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.

As detailed above every effort will be taken to minimise impact on the senior HSCP staffing group via natural vacancies and targeted trawl. It is anticipated that the review will have a positive impact going forward for delivery of services and create opportunities for remaining staff. Consultation with staff and staff representatives will ensure that they are kept updated throughout the review to minimise the impact of any proposed changes.

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Details of the Person(s) who completed the Assessment:	Name: Craig Given
	Position: Chief Finance Officer
	Date: 2/2/24
Authorised by:	Name: Kate Rocks
	Position: Chief Officer
	Date: 5/2/24

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