**Budget Savings Proposals**

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| **Essential Information** |
| Name of Officer(s) completing this Template: Hugh Scott |
| Designation(s): Community Learning and Development, Community Safety and Resilience and Sport |
| Directorate/Service: Education, Communities and Organisational Development: Culture, Communities and Education Resources: CLD |
| Date of Impact Assessment: 04/12/24 |
| Name of Proposed Budget Saving[[1]](#footnote-1): Service review - Reduction in Community Learning and Development (CLD) provision |

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| **1. Does the proposed budget saving impact on:** | | |
|  | **Yes** | **No** |
| a. Protected characteristics under The Equality Act 2010:  Age; Disability; Gender Reassignment; 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]](#footnote-2) **(see Section 6)** | X |  |
| c. Local Outcomes Improvement Plan (LOIP) 2017/22[[3]](#footnote-3) **(see Section 7)** | X |  |
| d. Corporate Plan 2018/22[[4]](#footnote-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**.  If “**no**” is selected for **every part** of Section 1, **please sign below and email** a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer: [**karen.barclay@inverclyde.gov.uk**](mailto:karen.barclay@inverclyde.gov.uk)**.**  Signature Date | | |

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| **3. Impact – Protected characteristics**  Which of the protected characteristics will the proposed budget saving have an impact upon? (See guidance for examples of key considerations under each characteristic – this is on ICON.) | | | |
| **Equality Target Group** | **Positive impact**  **+** | **Neutral impact**  **=** | **Negative impact**  **-** |
| Age |  |  | X |
| Disability |  |  | X |
| Gender Reassignment |  | x |  |
| Marriage and civil partnership |  | X |  |
| Pregnancy and maternity |  | x |  |
| Race |  |  | X |
| Religion and belief |  | x |  |
| Sex |  |  | x |
| Sexual orientation |  | x |  |
| Other groups to consider   * Carers |  |  | X |

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| **4. Which parts of the Equality Duty will the proposed budget saving impact on?** | |
| X | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010 |
| X | Advance equality of opportunity between people of different groups |
| X | Foster good relations between from different groups |

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| **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 impacts**  **+**  *(Describe groups affected.)* | **Negative impacts**  **-**  *(Describe groups affected.)*  CLD adult workers work with groups who may be at risk and need support. Typically the groups run by CLD will support those with protected characteristics e.g. lgbtqi+, new scots etc. The close contact work undertaken by CLD means additional support is identified where required, often this additional support is not known until relationships are built up – therefore several groups with protected characteristics could be affected by this saving.  Although the review has sought to mitigate this, young people could be affected by this saving because there will be a small reduction in the support for the volunteering part of the Duke of Edinburgh scheme. |

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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.**  **CLD work is set up to:**   1. Improved life chances for people of all ages, through learning, personal development and active citizenship; and 2. Create stronger, more resilient, supportive, influential and inclusive communities.   Both of these outcomes are in the partnership and council plan and are linked to the work to reduce inequalities of outcomes. The reduction in adult learning will have an impact on those who are less affluent. |

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| **7. Impact – LOIP 2017/22**  Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal impact on? | |
| 🞏 | 1. **Population:** Inverclyde’s population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth |
| X | 2. **Inequalities:** There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted during section 6) |
| 🞏 | 3. **Environment, culture and heritage:** Inverclyde’s environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit |
| x | 4. **The local economy:** Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential |
| **Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.**  Priority 2: See Section 6 above.  Priority 4: Volunteering and developing resilience through adult learning could develop softer skills for the work place and increase resilience in the community. | |

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| **8. Impact – Corporate Plan 2018/22**  Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on? | |
| 🞏 | 1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit |
| X | 2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them |
| 🞏 | 3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs |
| X | 4. To reduce the prevalence of poverty and in particular, child poverty in our communities |
| X | 5. To safeguard, support and meet the needs of our most vulnerable families and residents |
| X | 6. To improve the health and wellbeing of residents so that people live well, and for longer |
| 🞏 | 7. To protect and enhance our natural and built environment |
| 🞏 | 8. To preserve, nurture and promote Inverclyde’s unique culture and heritage |
| 🞏 | 9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources |
| X | 10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs |
| **Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.**  Priorities 2, 4, 5, 6 and 10: The CLD saving will have an impact the service, as there would be reduced capacity to empower people, individually and collectively, to make positive changes in their lives and in their communities. | |

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| **9. Evidence**  What evidence do you have to help identify any potential impacts of the proposed budget saving?  Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups. | |
| **Evidence** | **Details** |
| Consultation/Engagement | Budget Consultation 2022: 32% of respondents supported this Budget Saving Proposal in relation to adult learning.  In the past few months, the six groups likely to be affected by the review have been consulted. Two groups were coming to a natural end and a further four small groups requiring further support from CLD to merge with other groups or to become self-sustaining at the centre in which it operates. 80% of affected participants are of working age. |
| Research | A clear strength of the CLD services has been its focus on tracking the outcomes of young people, adults, families and the wider communities.  CLD is inspected as part of the national inspection model. |
| Officer’s knowledge and experience (including feedback from frontline staff) | CLD undertakes a wide remit and has positive relationships with those it supports. Often those who are supported have protected characteristics. All CLD workers are qualified to degree level in line with National CLD Standards |
| Equalities monitoring data | Different aspects of the service have equalities monitoring data on usage and uptake. |
| User feedback (including complaints) | User feedback is available through self-evaluation work. |
| Stakeholders  Other | n/a |
| Are there information gaps and, if so, what are these? | n/a |

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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 this Budget Saving Proposal.**  The reduction in the delivery of adult learning can be mitigated if the need can be met by other similar types of services or merging with existing groups. In addition, the centres in which groups are situated could support groups, if demand exists. The Adult literacies (including numeracy) part of adult learning will continue.  The Duke of Edinburgh post will have a negligible impact on the work of DofE as this is already well supported by volunteers |

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| Details of the Person(s) who completed the Assessment: | Name: Hugh Scott |
| Position: Community Learning and Development, Community Safety and Resilience and Sport |
| Date: 4.12.24 |
| Authorised by: | Name: Ruth Binks |
| Position: Corporate Director - Education, Communities and Organisational Development |
| Date: |

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

**Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer:** [**karen.barclay@inverclyde.gov.uk**](mailto:karen.barclay@inverclyde.gov.uk)**.**

1. Please attach the Budget Saving Proposal to this Template [↑](#footnote-ref-1)
2. [Fairer Scotland Duty: guidance for public bodies](https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/) [↑](#footnote-ref-2)
3. [Local Outcomes Improvement Plan 2017/22](https://www.inverclyde.gov.uk/council-and-government/community-planning-partnership/inverclyde-outcome-improvement-plan) [↑](#footnote-ref-3)
4. [Corporate Plan 2018/22](https://www.inverclyde.gov.uk/meetings/meeting/2066) (agenda item 5) [↑](#footnote-ref-4)