

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**  
**Budget Savings Proposals**

<b>Essential Information</b>
Name of Officer(s) completing this form: Aubrey Fawcett
Designation (s): Corporate Director – Environment, Regeneration & Resources
Directorate/Service: Environment, Regeneration & Resources
Date of Impact Assessment: 8 March 2016
Proposed Budget saving: Environmental Services Management Restructure

<b>Aims and Objectives</b>																											
1. Does the proposed budget saving impact on people? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No																											
2. If, Yes, which (if any) of the following protected characteristics will the proposed budget saving have an impact upon?																											
<table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td></td> <td>X</td> </tr> <tr> <td>Disability</td> <td></td> <td>X</td> </tr> <tr> <td>Gender reassignment</td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity</td> <td></td> <td>X</td> </tr> <tr> <td>Race</td> <td></td> <td>X</td> </tr> <tr> <td>Religion or Belief</td> <td></td> <td>X</td> </tr> <tr> <td>Sex</td> <td></td> <td>X</td> </tr> <tr> <td>Sexual orientation</td> <td></td> <td>X</td> </tr> </tbody> </table>		Yes	No	Age		X	Disability		X	Gender reassignment		X	Pregnancy and maternity		X	Race		X	Religion or Belief		X	Sex		X	Sexual orientation		X
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**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**  
**Budget Savings Proposals**

<b>Essential Information</b>
Name of Officer(s) completing this form: Aubrey Fawcett
Designation (s): Corporate Director – Environment, Regeneration & Resources
Directorate/Service: Environment, Regeneration & Resources
Date of Impact Assessment: 8 March 2016
Proposed Budget saving: Energy Savings – LED Lighting

<b>Aims and Objectives</b>																											
1. Does the proposed budget saving impact on people? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No																											
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**Budget Savings Proposals**

<b>Essential Information</b>
Name of Officer(s) completing this form: Aubrey Fawcett
Designation (s): Corporate Director – Environment, Regeneration & Resources
Directorate/Service: Environment, Regeneration & Resources
Date of Impact Assessment: 8 March 2016
Proposed Budget saving: Accountancy Restructure

<b>Aims and Objectives</b>																											
1. Does the proposed budget saving impact on people? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No																											
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**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**  
**Budget Savings Proposals**

**Essential Information**

Name of Officer(s) completing this form:

Aubrey Fawcett

Designation (s):

Corporate Director – Environment, Regeneration & Resources

Directorate/Service:

Environment, Regeneration & Resources

Date of Impact Assessment:

8 March 2016

Proposed Budget saving:

Realigning Winter Maintenance budget based on recent years expenditure

**Aims and Objectives**

1. Does the proposed budget saving impact on people?  Yes  No

2. If, Yes, which (if any) of the following protected characteristics will the proposed budget saving have an impact upon?

	Yes	No
Age		x
Disability		x
Gender reassignment		x
Pregnancy and maternity		x
Race		x
Religion or Belief		x
Sex		x
Sexual orientation		x

If "no" is selected for all of the above, then there is no requirement to complete the rest of the form.

If "yes" is selected, then please proceed to the next page.

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE  
Budget Savings Proposals**

**Essential Information**

Name of Officer(s) completing this form:

Aubrey Fawcett

Designation (s):

Corporate Director – Environment, Regeneration & Resources

Directorate/Service:

Environment, Regeneration & Resources

Date of Impact Assessment:

8 March 2016

Proposed Budget saving:

Restructure of Internal Audit

**Aims and Objectives**

1. Does the proposed budget saving impact on people?  Yes  No

2. If, Yes, which (if any) of the following protected characteristics will the proposed budget saving have an impact upon?

	Yes	No
Age		X
Disability		X
Gender reassignment		X
Pregnancy and maternity		X
Race		X
Religion or Belief		X
Sex		X
Sexual orientation		X

If "no" is selected for all of the above, then there is no requirement to complete the rest of the form.

If "yes" is selected, then please proceed to the next page.

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**  
**Budget Savings Proposals**

**Essential Information**

Name of Officer(s) completing this form:

Aubrey Fawcett

Designation (s):

Corporate Director – Environment, Regeneration & Resources

Directorate/Service:

Environment, Regeneration & Resources

Date of Impact Assessment:

8 March 2016

Proposed Budget saving:

Increase prior years Council Tax to match 2014/2015 performance

**Aims and Objectives**

1. Does the proposed budget saving impact on people?  Yes  No

2. If, Yes, which (if any) of the following protected characteristics will the proposed budget saving have an impact upon?

	Yes	No
Age		x
Disability		x
Gender reassignment		x
Pregnancy and maternity		x
Race		x
Religion or Belief		x
Sex		x
Sexual orientation		x

If "no" is selected for all of the above, then there is no requirement to complete the rest of the form.

If "yes" is selected, then please proceed to the next page.

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**  
**Budget Savings Proposals**

**Essential Information**

Name of Officer(s) completing this form:

Aubrey Fawcett

Designation (s):

Corporate Director – Environment, Regeneration & Resources

Directorate/Service:

Environment, Regeneration & Resources

Date of Impact Assessment:

8 March 2016

Proposed Budget saving:

Merge Corporate & Registrars reception desk

**Aims and Objectives**

1. Does the proposed budget saving impact on people?  Yes  No

2. If, Yes, which (if any) of the following protected characteristics will the proposed budget saving have an impact upon?

	Yes	No
Age		x
Disability		x
Gender reassignment		x
Pregnancy and maternity		x
Race		x
Religion or Belief		x
Sex		x
Sexual orientation		x

If "no" is selected for all of the above, then there is no requirement to complete the rest of the form.

If "yes" is selected, then please proceed to the next page.

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE  
Budget Savings Proposals**

<b>Essential Information</b>
Name of Officer(s) completing this form: Aubrey Fawcett
Designation (s): Corporate Director – Environment, Regeneration & Resources
Directorate/Service: Environment, Regeneration & Resources
Date of Impact Assessment: 8 March 2016
Proposed Budget saving: ICT Restructure

**Aims and Objectives**

1. Does the proposed budget saving impact on people?  Yes  No

2. If, Yes, which (if any) of the following protected characteristics will the proposed budget saving have an impact upon?

	Yes	No
Age		X
Disability		X
Gender reassignment		X
Pregnancy and maternity		X
Race		X
Religion or Belief		X
Sex		X
Sexual orientation		X

If "no" is selected for all of the above, then there is no requirement to complete the rest of the form.

If "yes" is selected, then please proceed to the next page.



**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**Budget Savings Proposals for 2017/18  
(currently out for consultation Nov/Dec 2015)**

<b>Essential Information</b>
Name of Officer(s) completing this form:
<b>Linda Wilkie</b>
Designation (s):
<b>Quality Improvement Officer</b>
Directorate/Service:
<b>Education, Communities, OD and HR</b>
Date of Impact Assessment:
<b>March 2016</b>
Proposed Budget saving:
<b>Early Years Staffing</b>

<b>Aims and Objectives</b>
1. Does the proposed budget saving affect people? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. If, Yes, how have they been involved in the process? (e.g. consultation, stakeholders, council working groups)  <i>Consultation / meetings with Heads of Establishments</i>
3. What is the reason(s) for your proposed budget saving?  <i>Correct Early Years budget to reflect capacity and timing of cohorts</i>

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**4. Impact**

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)

<b>Equality Target Group</b>	<b>Positive Impact +</b>	<b>Neutral Impact =</b>	<b>Negative Impact -</b>
Age		=	
Disability		=	
Gender Reassignment		=	
Pregnancy and maternity		=	
Race		=	
Religion or Belief		=	
Sex			-
Sexual Orientation		=	
Other groups to consider		=	

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**5. Evidence**

What evidence do you have to help identify any potential impacts of the proposed budget saving? (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.)

<b>Evidence</b>	<b>Details</b>
Consultation/Engagement	<i>Response from Heads of Establishment Information from HR and Finance</i>
Research	<i>None</i>
Officer's knowledge and experience (inc feedback from frontline staff).	<i>Formalises historical underspend which reflected capacity of establishments.</i>
Equalities monitoring data.	<i>6.5 affected temporary employees, 100% female</i>
User feedback(inc complaints)	<i>None</i>
Stakeholders Other	<i>No impact on service being provided.</i>
What information gaps are there?	<i>None</i>

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

6. From the Protected Characteristics Groups you have highlighted above describe the positive and negative impacts and the groups affected.

Positive impacts (describe groups affected)	Negative impacts (describe groups affected)
	<p>Of the 14 posts being removed, 6.5 posts are occupied by temporary or sessional staff and all are women</p>

7. Which part(s) of the Equality Duty is your proposed budget saving impacting on?

- Eliminate unlawful discrimination, harassment and victimisation and Other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people of different groups
- Foster good relations between people from different groups

8. How will the implementation of the proposed budget saving be monitored?

*As there is no anticipated impact of this saving no additional monitoring is required.*

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

*Information will be captured as part of normal admissions and staffing monitoring processes.*

9. When is the budget due to be reviewed?

*In accordance with Council timelines.*

10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process.

*The saving equates to removing 14 Early Years and Education Officers posts to match staffing levels to registration rather than capacity. This will ensure a more equitable distribution of staff across the service.*

*Although the impact of this proposal will affect females only, this is being done with due regard and a legitimate aim to eliminate a regular underspend. There will be no impact on service users.*

*Fourteen posts are being removed – 8 at end of March 2016 and 6 at end of June 2016. There are 6.5 posts which are currently vacant. Another will be vacated due to retirement and the remaining 6.5 posts are occupied by temporary staff. Temporary staff with contracts until June 2016 will move into alternative posts which are currently being covered by sessional staff*

Name of Person (s) who completed the Assessment	Name: <b>Linda Wilkie</b>
	Position: <b>Quality Improvement Officer</b>
	Date: <b>04.03.16</b>
Authorised by:	Name:
	Position:
	Date:

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

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**Budget Savings Proposals for 2017/18  
(currently out for consultation Nov/Dec 2015)**

<b>Essential Information</b>
Name of Officer(s) completing this form: Beth Culshaw
Designation (s): Head of Service
Directorate/Service: HSCP Health and Community Care
Date of Impact Assessment: 08/03/16
Proposed Budget saving:  Reduce client package within physical disabilities

<b>Aims and Objectives</b>
1. Does the proposed budget saving affect people? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. If, Yes, how have they been involved in the process? (e.g. consultation, stakeholders, council working groups) All service users are consulted through the on-going assessment and care management review process. Following a community care assessment of need an individual support package is identified to enable people to live as independently as possible within the community.
3. What is the reason(s) for your proposed budget saving? With the implementation of self directed support individual service funds are developed to enable people to meet personal outcomes. Consultation shows people want to remain part of their community and to enjoy local activities. It is essential capacity in communities and amongst people with a disability is maximised. To achieve this engagement of the community and third sector provides a greater variety of support and interest based activities.

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### 4. Impact

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		=	
Disability			-
Gender Reassignment		=	
Pregnancy and maternity		=	
Race		=	
Religion or Belief		=	
Sex		=	
Sexual Orientation		=	
Other groups to consider		=	

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**5. Evidence**

What evidence do you have to help identify any potential impacts of the proposed budget saving? (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.)

<b>Evidence</b>	<b>Details</b>
Consultation/Engagement	Through the care management process there is regular consultation with service users and carers.
Research	Nationally there is a move to more independent living within the community.
Officer's knowledge and experience (inc feedback from frontline staff).	Service users and carers are consulted on an individual basis involving the appropriate care provider.
Equalities monitoring data.	The provision of support is dependent on an assessment of need.
User feedback(inc complaints)	Any concerns raised would be dealt with on an individual basis, contract monitoring with all providers will continue to ensure standards are maintained.
Stakeholders Other	There is a continued ethos of joint working.
What information gaps are there?	



**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

6. From the Protected Characteristics Groups you have highlighted above describe the positive and negative impacts and the groups affected.

Positive impacts (describe groups affected)	Negative impacts (describe groups affected)
<p>Disability In recent years there has been a move away from residential resources with an emphasis on provision of support which meets personalised individual outcomes.</p>	<p>Disability There will be a reduction in resources for individual packages.</p>

7. Which part(s) of the Equality Duty is your proposed budget saving impacting on?

- Eliminate unlawful discrimination, harassment and victimisation and Other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people of different groups
- Foster good relations between people from different groups

8. How will the implementation of the proposed budget saving be monitored?  
Through assessment and care management review process, contract monitoring and governance structure.



**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**Budget Savings Proposals for 2017/18  
(currently out for consultation Nov/Dec 2015)**

<b>Essential Information</b>
Name of Officer(s) completing this form: Beth Culshaw
Designation (s): Head of Service
Directorate/Service: HSCP Health and Community Care
Date of Impact Assessment: 08/03/16
Proposed Budget saving:  Renegotiate physical disabilities commissioned service.

<b>Aims and Objectives</b>
1. Does the proposed budget saving affect people? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. If, Yes, how have they been involved in the process? (e.g. consultation, stakeholders, council working groups)  All service users living within the commissioned service, which is a 24 hour residential home, are consulted through the on-going assessment and care management review process. Governance meetings have taken place with the service providers who are currently undertaking a scoping exercise to consider future development of the service.
3. What is the reason(s) for your proposed budget saving?  There is an increase in the number of people with a disability choosing to live within the community as an alternative to the more traditional care setting.

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**4. Impact**

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)

<b>Equality Target Group</b>	<b>Positive Impact +</b>	<b>Neutral Impact =</b>	<b>Negative Impact -</b>
Age		=	
Disability			
Gender Reassignment		=	
Pregnancy and maternity		=	
Race		=	
Religion or Belief		=	
Sex		=	
Sexual Orientation		=	
Other groups to consider		=	

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**5. Evidence**

What evidence do you have to help identify any potential impacts of the proposed budget saving? (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	Through the care management process there is regular consultation with service users and carers. This budget saving will not impact on current residents.
Research	Nationally there is a move to more independent living within the community.
Officer's knowledge and experience (inc feedback from frontline staff).	The Occupational Therapy Team have regular contact with the service and are involved in governance meetings. There is an established staff group providing a good quality service.
Equalities monitoring data.	Admission to the service is dependent on an assessment of need.
User feedback(inc complaints)	Overall there has been no concerns raised by service users, contract monitoring will continue to ensure standards are maintained.
Stakeholders Other	There is a continued ethos of joint working.
What information gaps are there?	

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

6. From the Protected Characteristics Groups you have highlighted above describe the positive and negative impacts and the groups affected.

Positive impacts (describe groups affected)	Negative impacts (describe groups affected)
<p>Disability The service affected provides a 24 hour care service to adults with a disability. There is evidence of a decline in applications for this type of living environment as people prefer to be supported within their own home in the community.</p>	<p>Disability There will be a reduction of one place within the service.</p>

7. Which part(s) of the Equality Duty is your proposed budget saving impacting on?

- Eliminate unlawful discrimination, harassment and victimisation and Other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people of different groups
- Foster good relations between people from different groups

8. How will the implementation of the proposed budget saving be monitored?  
Through assessment and care management review process, contract monitoring and governance structure.

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

9. When is the budget due to be reviewed?

17/18

10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process.

Name of Person (s) who completed the Assessment

Name: Joyce allan

Position: Service Manager

Date: 08/03/16

Authorised by:

Name: Beth Culshaw

Position: Head of service

Date: 08/03/16

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

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**Budget Savings Proposals for 2017/18  
(currently out for consultation Nov/Dec 2015)**

<b>Essential Information</b>
Name of Officer(s) completing this form: Aubrey Fawcett
Designation (s): Corporate Director
Directorate/Service: Environment Regeneration and Resources
Date of Impact Assessment: 21 <sup>st</sup> December 2015
Proposed Budget saving: Reduction in Regeneration funding

<b>Aims and Objectives</b>
1. Does the proposed budget saving affect people? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. If, Yes, how have they been involved in the process? (e.g. consultation, stakeholders, council working groups) Riverside Inverclyde(ri)has previously benefitted from this funding and ri has been made aware that this saving is under consideration.
3. What is the reason(s) for your proposed budget saving? To save £77,000 from a total residual budget of £375,000



**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**4. Impact**

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)

<b>Equality Target Group</b>	<b>Positive Impact +</b>	<b>Neutral Impact =</b>	<b>Negative Impact -</b>
Age		X	
Disability		X	
Gender Reassignment		X	
Pregnancy and maternity		X	
Race		X	
Religion or Belief		X	
Sex		X	
Sexual Orientation		X	
Other groups to consider		X	

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**5. Evidence**

What evidence do you have to help identify any potential impacts of the proposed budget saving? (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	Consultants were appointed to undertake a review of the delivery of regeneration services within Inverclyde and 25 individuals within 7 organisations were consulted including ri staff. Ri Management team were made aware of proposed saving.
Research	<p>The Consultants, New Skills Consulting Ltd, were commissioned in mid 2015 to undertake a review of current delivery of regeneration services within Inverclyde and to advise if any changes be made in the future. The study activity involved:</p> <ul style="list-style-type: none"> <li>• Desk-research - economic performance, policy and funding (national, regional, local)</li> <li>• Single Operating Plan performance review</li> <li>• Desk-research and interviews with other local authorities with URCs</li> <li>• Workshop with Members on 10<sup>th</sup> December 2015.</li> </ul>
Officer's knowledge and experience (inc feedback from frontline staff).	The extent of impact of saving is unclear as ri benefits from internal income from rent of properties and also attracts other external funding for projects.
Equalities monitoring data.	n/a
User feedback(inc complaints)	n/a

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

Stakeholders  Other	All stakeholders engaged in relation to review.
What information gaps are there?	unknown

6. From the Protected Characteristics Groups you have highlighted above describe the positive and negative impacts and the groups affected.	
<b>Positive impacts</b> (describe groups affected)	<b>Negative impacts</b> (describe groups affected)
Ri may benefit from residual regeneration funding should the Council decide to allocate this to ri.	Ri staff may be impacted on but extent is unknown as ri benefits from other internal and external funding

<p>7. Which part(s) of the Equality Duty is your proposed budget saving impacting on?</p> <p><input type="checkbox"/> Eliminate unlawful discrimination, harassment and victimisation and Other conduct prohibited by the Equality Act 2010</p> <p><input type="checkbox"/> Advance equality of opportunity between people of different groups</p> <p><input type="checkbox"/> Foster good relations between people from different groups</p>
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**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

8. How will the implementation of the proposed budget saving be monitored?

Direct engagement with ri and Regeneration staff within the Council.

9. When is the budget due to be reviewed?

February 2106

10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process.

Name of Person (s) who completed the Assessment

Name: Aubrey Fawcett

Position: Corporate director

Date: 21<sup>st</sup> December 2015

Authorised by:

Name:

Position:

Date:

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

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this form: Wilma Bain
Designation (s): Corporate Director of Education, Communities and Organisational Development
Directorate/Service: Education, Communities and Organisational Development
Date of Impact Assessment: 7 March 2016
Proposed Budget saving: Reduction in Waivers

<b>Aims and Objectives</b>																											
1. Does the proposed budget saving impact on people? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No																											
2. If, Yes, which (if any) of the following protected characteristics will the proposed budget saving have an impact upon?																											
<table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>X</td> <td></td> </tr> <tr> <td>Disability</td> <td></td> <td></td> </tr> <tr> <td>Gender reassignment</td> <td></td> <td></td> </tr> <tr> <td>Pregnancy and maternity</td> <td></td> <td></td> </tr> <tr> <td>Race</td> <td></td> <td></td> </tr> <tr> <td>Religion or Belief</td> <td></td> <td></td> </tr> <tr> <td>Sex</td> <td></td> <td></td> </tr> <tr> <td>Sexual orientation</td> <td></td> <td></td> </tr> </tbody> </table>		Yes	No	Age	X		Disability			Gender reassignment			Pregnancy and maternity			Race			Religion or Belief			Sex			Sexual orientation		
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If "no" is selected for all of the above, then there is no requirement to complete the rest of the form.																											

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If "yes" is selected, then please proceed to the next page.

**3. Impact**

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)

<b>Equality Target Group</b>	<b>Positive Impact +</b>	<b>Neutral Impact =</b>	<b>Negative Impact -</b>
Age	*		*
Disability			
Gender Reassignment			
Pregnancy and maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			
Other groups to consider			

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**4. Evidence**

What evidence do you have to help identify any potential impacts of the proposed budget saving? (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.)

<b>Evidence</b>	<b>Details</b>
Consultation/Engagement	Consultation exercise was undertaken from November 2015 to January 2016
Research	
Officer's knowledge and experience (including feedback from frontline staff).	Officer's knowledge of the current waiver system and beneficiaries of this system
Equalities monitoring data.	
User feedback (including complaints)	
Stakeholders  Other	Feedback from recent Budget savings consultation exercise
Are there information gaps and, if so, what are these?	

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5. From the Protected Characteristics Groups you have highlighted above describe the positive and negative impacts and the groups affected.

Positive impacts (describe groups affected)	Negative impacts (describe groups affected)
<p>The proposed saving will involve a review of the current waivers scheme which will mean that the scheme will be available to all sports clubs in Inverclyde who meet a set criteria for application</p>	<p>The current waivers scheme is predominately used to support pitch hire for under-19 football clubs. This saving means there will be less funding available which will require to be distributed to a wider range of sports clubs and not just team sports as is the current situation</p>

6. Which part(s) of the Equality Duty is your proposed budget saving impacting on?

- Eliminate unlawful discrimination, harassment and victimisation and Other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people of different groups
- Foster good relations between people from different groups



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7. Please use the space below to detail any other matters arising from the Equality Impact Assessment process.

Football (under 19) is the main beneficiary of the current Waivers scheme. No other sport receives this level of subsidy.

The proposed review of the current waiver scheme is likely to result in a new Grants-based system which will be open to all sports clubs and no longer only favour team sports (mainly football).

Name of Person (s) who completed the Assessment

Name: Wilma Bain

Position: Corporate Director

Date: 7 March 2016

Authorised by:

Name:

Position:

Date:

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

**Please send a copy of all completed forms to Janice Boyd, Equalities Officer at [janice.boyd@inverclyde.gov.uk](mailto:janice.boyd@inverclyde.gov.uk)**

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals for 2017/18 (currently out for consultation Nov/Dec 2015)

<b>Essential Information</b>
Name of Officer(s) completing this form: John Arthur
Designation (s): Head of Safer & Inclusive Communities
Directorate/Service: Education, Communities and Organisational Development
Date of Impact Assessment: 2 March 2016
Proposed Budget saving: re-structure within Safer Communities (deletion of community safety team leader's post)

<b>Aims and Objectives</b>
1. Does the proposed budget saving affect people? <input checked="" type="checkbox"/> * Yes <input type="checkbox"/> No
2. If, Yes, how have they been involved in the process? (e.g. consultation, stakeholders, council working groups) Post holder for the team leader's post being deleted consulted. Relevant Trade Union consulted
3. What is the reason(s) for your proposed budget saving? Team leader post no longer required – post has been vacant for 18 months due to secondment of team leader into Education Services. Post holder has now secured

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permanent post in Education Services.

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### 4. Impact

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		*	
Disability		*	
Gender Reassignment		*	
Pregnancy and maternity		*	
Race		*	
Religion or Belief		*	
Sex		*	
Sexual Orientation		*	
Other groups to consider		*	

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<p><b>5. Evidence</b></p> <p>What evidence do you have to help identify any potential impacts of the proposed budget saving? (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.)</p>	
<b>Evidence</b>	<b>Details</b>
Consultation/Engagement <ul style="list-style-type: none"> <li>•</li> </ul>	Team members consulted on interim arrangements following secondment of post holder. Arrangements have proved successful over 18 months.
Research	
Officer's knowledge and experience (inc feedback from frontline staff).	Interim arrangements since secondment of postholder have revealed no impact on service users or employees.
Equalities monitoring data.	
User feedback(inc complaints)	
Stakeholders	
Other	
What information gaps are there?	none

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6. From the Protected Characteristics Groups you have highlighted above describe the positive and negative impacts and the groups affected.

Positive impacts (describe groups affected)	Negative impacts (describe groups affected)
No groups affected	No groups affected

7. Which part(s) of the Equality Duty is your proposed budget saving impacting on?

- Eliminate unlawful discrimination, harassment and victimisation and Other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people of different groups
- Foster good relations between people from different groups

**None**

8. How will the implementation of the proposed budget saving be monitored?

Staff and unions will be consulted on final measures put in place re line management

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and responsibilities.

9. When is the budget due to be reviewed?

10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process.

Name of Person (s) who completed the Assessment	Name: John Arthur Position: Head of Service Date: 2/2/16
Authorised by:	Name: Position: Date:

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



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