Essential Information		
Name of Officer(s) completing this forms		32
Name of Officer(s) completing this form:		
Aubrey Fawcett		
Designation (s):		
Corporate Director Environment Regener	otion 9 Docesius	
Corporate Director – Environment, Regeneral Directorate/Service:	alion & Resource	es
Environment, Regeneration & Resources		
Date of Impact Assessment:		£
8 March 2016		
Proposed Budget saving:		
Environmental Services Management Restru	ıcture	
Aims and Objectives		
	y y	
 Does the proposed budget saving impact of 	on people?	☑ Yes No
2. If, Yes, which (if any) of the following prote	cted characterist	ics will the proposed
oudget saving have an impact upon?		and this proposed
	No.	
Age	Yes	No
, 190	ı	1 3/
		X
Disability		X
Disability Gender reassignment		X
Disability Gender reassignment Pregnancy and maternity		X X X
Disability Gender reassignment Pregnancy and maternity Race		X X X
Disability Gender reassignment Pregnancy and maternity Race Religion or Belief		X X X X
Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex		X X X X X
Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex Sexual orientation		X X X X X
Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex Sexual orientation "no" is selected for all of the above, then the	ere is no requiren	X X X X X X
Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex	ere is no requiren	X X X X X X
Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex Sexual orientation "no" is selected for all of the above, then the fine form.		X X X X X X
Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex Sexual orientation "no" is selected for all of the above, then the		X X X X X X

4.11.4		
sential Information		
me of Officer(s) completing this form:		
orey Fawcett		
signation (s):		
manufa Biranta - E		
porate Director – Environment, Regenera ectorate/Service:	ation & Resource	es
30101010		
vironment, Regeneration & Resources		
e of Impact Assessment:		
arch 2016		
posed Budget saving:		
rgy Savings – LED Lighting		
s and Objectives		
oes the proposed budget saving impact of	on people?	☑ Yes
Yes, which (if any) of the following proteget saving have an impact upon?	ected characterist	ics will the proposed
	Yes	No
- 1.111		X
ability nder reassignment		X
gnancy and maternity		X
Ce		X
igion or Belief		X
K Dollor		X
rual orientation		X
is selected for all of the above, then the	ere is no requiren	nent to complete the re
e form.		
o" is a sleet of the sleet		
s is selected, then please proceed to the	e next page.	
s" is selected, then please proceed to the	e next page.	_

Essential Information		
Name of Officer(s) completing this form:		
Aubrey Fawcett		
Designation (s):		(2)
Corporate Director – Environment, Regeneration 8	Resources	
Directorate/Service:	x 1100001003	
Environment Pogenoration & Poseurosa		
Environment, Regeneration & Resources Date of Impact Assessment:		* 1 E
2.14		
8 March 2016 Proposed Budget saving:		
Troposod Budget Saving.		
Accountancy Restructure		
Aims and Objectives	2	
Does the proposed budget saving impact on per	ople? ☑ Yes	No
2. If, Yes, which (if any) of the following protected of budget saving have an impact upon?	characteristics v	vill the proposed
	Yes	No
Age		X
Disability		X
Gender reassignment		X
Pregnancy and maternity		X
Race		X
Religion or Belief		X
Sex Sexual orientation		X
Sexual orientation		X
8 90 U 90		
If "no" is selected for all of the above, then there is a of the form.	no requirement	to complete the rest

Name of Officer(s) completing this fo	orm:	
Aubrey Fawcett		
Designation (s):		
Corporate Director – Environment, Ro Directorate/Service:	egeneration & Resour	ces
Environment Begannette & B		
Environment, Regeneration & Resoult Date of Impact Assessment:	rces	
8 March 2016		
Proposed Budget saving:		
Realigning Winter Maintenance budge	et hased on recent voc	
	or based on recent year	irs expenditure
Aims and Objectives		
Aims and Objectives . Does the proposed budget saving in	npact on people?	Yes No
. Does the proposed budget saving in		
. Does the proposed budget saving in . If, Yes, which (if any) of the following udget saving have an impact upon?		
Does the proposed budget saving in If, Yes, which (if any) of the following udget saving have an impact upon?	g protected characteris	stics will the proposed
Does the proposed budget saving in If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability	g protected characteris	stics will the proposed
Does the proposed budget saving in If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Gender reassignment	g protected characteris	No X X
Does the proposed budget saving in If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Bender reassignment Pregnancy and maternity	g protected characteris	No X X
Does the proposed budget saving in If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Sender reassignment Pregnancy and maternity Race	g protected characteris	No X X
Does the proposed budget saving in If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Bender reassignment Pregnancy and maternity Race Religion or Belief	g protected characteris	No X X X X X X
Does the proposed budget saving in If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex	g protected characteris	No X X X X X X X X X X X
Does the proposed budget saving in If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Gender reassignment Pregnancy and maternity Race Religion or Belief	yes	No X X X X X X X X X X X X X

Name of Officer(s) completing this form:			
Aubrey Fawcett			
Designation (s):			
Corporate Director – Environment, Rege	poration ? D		
Directorate/Service:	neration & Resour	ces	
Environment, Regeneration & Resources			
Date of Impact Assessment:	5		
8 March 2016			
Proposed Budget saving:			
			,
Restructure of Internal Audit			
Aims and Objectives I. Does the proposed budget saving impa	ct on people?	7 Yes No	
Aims and Objectives I. Does the proposed budget saving impa I. If, Yes, which (if any) of the following propudget saving have an impact upon?		Yes No	
I. Does the proposed budget saving impa 2. If, Yes, which (if any) of the following propudget saving have an impact upon?	otected characteris	stics will the proposed	
I. Does the proposed budget saving impact. If, Yes, which (if any) of the following propudget saving have an impact upon? Age		stics will the proposed	
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I. Does the proposed budget saving impa I. If, Yes, which (if any) of the following propudget saving have an impact upon? Age Disability Gender reassignment Pregnancy and maternity Race	otected characteris	No x x	
Age Disability Gender reassignment Pregnancy and maternity Race Religion or Belief	otected characteris	No X X X	
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Age Disability Gender reassignment Pregnancy and maternity Race Religion or Belief	otected characteris	No X X X X X X X	

Name of Officer(s) completing this for	m:	
Aubrey Fawcett		
Designation (s):		
Corporate Director – Environment, Re Directorate/Service:	egeneration & Resourc	es
Directorate/Service:		
Environment, Regeneration & Resource	ces	
Date of Impact Assessment:		
8 March 2016		
Proposed Budget saving:		
Dudget Saving.		
Increase prior years Council Tax to ma	atch 2014/2015 perform	nance
Aims and Objectives		
Does the proposed budget saving in	npact on people?	Yes No
1. Does the proposed budget saving in 2. If, Yes, which (if any) of the following budget saving have an impact upon?		
2. If, Yes, which (if any) of the following budget saving have an impact upon?		
2. If, Yes, which (if any) of the following budget saving have an impact upon? Age	protected characteris	tics will the proposed
e. If, Yes, which (if any) of the following budget saving have an impact upon? Age Disability	protected characteris	tics will the proposed
2. If, Yes, which (if any) of the following pudget saving have an impact upon? Age Disability Gender reassignment	protected characteris	tics will the proposed No
2. If, Yes, which (if any) of the following pudget saving have an impact upon? Age Disability Gender reassignment Pregnancy and maternity	protected characteris	tics will the proposed No x x
Age Disability Gender reassignment Pregnancy and maternity Race	protected characteris	tics will the proposed No x x
2. If, Yes, which (if any) of the following pudget saving have an impact upon? Age Disability Gender reassignment Pregnancy and maternity Race Religion or Belief	protected characteris	No X X X
2. If, Yes, which (if any) of the following pudget saving have an impact upon? Age Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex	protected characteris	No X X X X X X X X
2. If, Yes, which (if any) of the following pudget saving have an impact upon? Age Disability Gender reassignment Pregnancy and maternity Race Religion or Belief	protected characteris	No X X X X X X
2. If, Yes, which (if any) of the following pudget saving have an impact upon? Age Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex Sexual orientation	y protected characteris	No X X X X X X X X X X X X X
2. If, Yes, which (if any) of the following pudget saving have an impact upon? Age Disability Gender reassignment Pregnancy and maternity Race Religion or Belief Sex	y protected characteris	No X X X X X X X X X X X X X

Essential Information		¥ v	
Name of Officer(s) completing this form:			
Aubrey Fawcett			
Designation (s):			
Corporate Director – Environment, Regeneration Directorate/Service:	n & Resource	ces	
Environment Deserved to a D			
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 pe	oonlo?	Yes	No
2. If, Yes, which (if any) of the following protected budget saving have an impact upon?			
	Yes	No	
Age		X	
Disability		X	
Gender reassignment		X	
Pregnancy and maternity Race		X	
Religion or Belief		X	
Sex	-	X	
Sexual orientation		X	
Coxual offernation		X	
"no" is selected for all of the above, then there is f the form.	no requirer	ment to complet	e the rest
"yes" is selected, then please proceed to the nex			

Name of Officer(s) completing this f	orm:	
Aubrey Fawcett	(4)	
Designation (s):		
Corporate Director – Environment, F Directorate/Service:	Regeneration & Resource	ces
Environment, Regeneration & Resou		
Date of Impact Assessment:	ırces	
March 2016		
Proposed Budget saving:		
CT Restructure		
or restructure		
Doos the present LL		
If, Yes, which (if any) of the following		Yes No
If, Yes, which (if any) of the following udget saving have an impact upon?	g protected characteris	
If, Yes, which (if any) of the followinudget saving have an impact upon?		tics will the proposed
If, Yes, which (if any) of the followinudget saving have an impact upon? Age Disability	g protected characteris	tics will the proposed No
If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Gender reassignment	g protected characteris	tics will the proposed No x x
If, Yes, which (if any) of the following udget saving have an impact upon? age Disability Gender reassignment regnancy and maternity	g protected characteris	tics will the proposed No x x
If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Gender reassignment regnancy and maternity ace	g protected characteris	tics will the proposed No x x x
If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Bender reassignment regnancy and maternity ace eligion or Belief	g protected characteris	tics will the proposed No X X X X X
If, Yes, which (if any) of the following udget saving have an impact upon? age bisability beender reassignment regnancy and maternity ace eligion or Belief ex	g protected characteris	tics will the proposed No x x x
If, Yes, which (if any) of the following udget saving have an impact upon? Age Disability Gender reassignment regnancy and maternity ace	g protected characteris	tics will the proposed No x x x x x

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

Essential Information
Name of Officer(s) completing this form:
Linda Wilkie Designation (s):
Quality Improvement Officer
Directorate/Service:
Education, Communities, OD and HR
Date of Impact Assessment:
March 2016
Proposed Budget saving:
Early Years Staffing
Aims and Objectives
Does the proposed budget saving affect people? Yes No
2. If, Yes, how have they been involved in the process? (e.g. consultation, stakeholders, council working groups)
Consultation / meetings with Heads of Establishments
What is the reason(s) for your proposed budget saving?
Correct Early Years budget to reflect capacity and timing of cohorts

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		=	
Disability			
Gender Reassignment		=	
Pregnancy and maternity		=	
Race		=	-
Religion or Belief		=	
Sex			-
Sexual Orientation	* *	= ,	
Other groups to consider	,	=	at a set

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.)

	T
Evidence	Details
Consultation/Engagement	Response from Heads of Establishment Information from HR and Finance
Research	None
Officer's knowledge and experience (inc feedback from frontline staff).	Formalises historical underspend which reflected capacity of establishments.
Equalities monitoring data.	6.5 affected temporary employees, 100% female
User feedback(inc complaints)	None
Stakeholders Other	No impact on service being provided.
What information gaps are there?	None

From the Protected Characteristics (positive and negative impacts and th	Groups you have highlighted above describe the ne groups affected.	
Positive impacts (describe groups affected)	Negative impacts (describe groups affected)	
	Of the 14 posts being removed, 6.5 posts are occupied by temporary or sessional staff and all are women	
7. Which part(s) of the Equality Duty is	your proposed budget saving impacting on?	
Eliminate unlawful discrime Other conduct prohibited I	ination, harassment and victimisation and by the Equality Act 2010	
Advance equality of opportunity between people of different groups		
Foster good relations beto	ween people from different groups	
8. How will the implementation of the p	roposed budget saving be monitored?	
	s saving no additional monitoring is required.	

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: Linda Wilkie
, needed morn	Position: Quality Improvement Officer
	Date: 04.03.16
Authorised by:	Name:
	Position:
	Date:

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

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

Essential Information	2
Name of Officer(s) completing this form: Beth Culshaw	e.*
Designation (s): Head of Service	E
Directorate/Service: HSCP Health and Community Care	
Date of Impact Assessment: 08/03/16	
Proposed Budget saving:	
Reduce client package within physical disabilities	
Aims and Objectives	
Does the proposed budget saving affect people? Yes	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 nee individual support package is identified to enable people to live as independen possible within the community.	d an tly as
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 activities. It is essential capacity in communities and amongst people with a disis maximised. To achieve this engagement of the community and third sector pagement variety of support and interest based activities.	sability

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		=	7
Pregnancy and maternity		=	
Race		=	
Religion or Belief			
Sex		=	
Sexual Orientation		=	
Other groups to consider	- 2	=	



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.
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?	

Positive impacts (describe groups affected)	Negative impacts (describe groups affected)
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.	Disability There will be a reduction in resources for individual packages.
7. Which part(s) of the Equality Duty is	your proposed budget saving impacting on?
Eliminate unlawful discrimir Other conduct prohibited b	nation, harassment and victimisation and y the Equality Act 2010
	unity between people of different groups reen people from different groups
8. How will the implementation of the pro	

9. When is the budget	due to be	reviewed?				
17/18						
10. Please use the spa Impact Assessment pro	ace below ocess.	to detail any o	ther matte	ers arisin	g from the E	quality
	,					
						,a 2

Name: Joyce allan
Position:Service Manager
Date:08/03/16
Name: Beth Culshaw
Position: Head of service
Date:08/03/16

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

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

Essential Information
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.
Aims and Objectives
Does the proposed budget saving affect people? Yes 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.
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.

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		=	



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.)

Details
Through the care management proces there is regular consultation with service users and carers. This budget saving will not impact on current residents.
Nationally there is a move to more independent living within the community.
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.
Admission to the service is dependent on an assessment of need.
Overall there has been no concerns raised by service users, contract monitoring will continue to ensure standards are maintained.
There is a continued ethos of joint working.

From the Protected Characteristics Compositive and negative impacts and the positive impacts and the protected Characteristics Compositive Characteristics Characterist	Groups you have highlighted above describe the e groups affected.
Positive impacts (describe groups affected)	Negative impacts (describe groups affected)
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.	Disability There will be a reduction of one place within the service.
Eliminate unlawful discrimi	your proposed budget saving impacting on? nation, harassment and victimisation and
Other conduct prohibited by Advance equality of oppore	by the Equality Act 2010 tunity between people of different groups
Foster good relations bety	ween people from different groups
8. How will the implementation of the participation	roposed budget saving be monitored? ement review process, contract monitoring and

9. When is the	e budget due to l	be reviewed?			
17/18					
		,			
10. Please us mpact Assess	e the space belo sment process.	w to detail any	other matters	arising from	the Equality

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.

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

Essential Information	
Name of Officer(s) completing this form: Aubrey Fawcett	
Designation (s): Corporate Director	
Directorate/Service:	
Environment Regeneration and Resources	
Date of Impact Assessment: 21 st December 2015	
Proposed Budget saving: Reduction in Regeneration funding	
Aims and Objectives	
Does the proposed budget saving affect people? X Yes	No
2. If, Yes, how have they been involved in the process? (e.g. consultat stakeholders, council working groups) Riverside Inverclyde(ri)has previously benefitted from this funding and made aware that this saving is under consideration.	een
3. What is the reason(s) for your proposed budget saving?	
To save £77,000 from a total residual budget of £375,000	

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	,	X	
Disability		X	
Gender Reassignment		X	
Pregnancy and maternity		X	
Race		X	47
Religion or Belief	- 1	X	
Sex		X	
Sexual Orientation		X	
Other groups to consider		X	

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	The Consultants, New Skills Consulting Ltd, were commissioned in mid 2015 to undertake a review of current delivery or regeneration services within Invercived
	and to advise if any changes be made in the future. The study activity involved: Desk-research - economic performance, policy and funding (national, regional, local) Single Operating Plan performance
	review Desk-research and interviews with other local authorities with URCs Workshop with Members on 10 th December 2015.
Officer's knowledge and experience (incleedback 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
lser feedback(inc complaints)	n/a

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE Stakeholders All stakeholders engaged in relation to review. Other 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. Positive impacts Negative impacts (describe groups affected) (describe groups affected) Ri may benefit from residual Ri staff may be impacted on but extent is regeneration funding should the unknown as ri benefits from other internal and Council decide to allocate this to ri external funding 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 imp	lementation of	the proposed b	oudget saving	be monitore	d?
Direct engagement	t with ri and Re	generation stat	ff within the C	Council.	
9. When is the bud	get due to be re	eviewed?			
February 2106					
10. Please use the Impact Assessmen	space below to t process.	detail any oth	er matters ari	sing from the	Equality

Name of Person (s) who completed the Assessment	Name: Aubrey Fawcett
	Position: Corporate director
	Date: 21st December 2015
Authorised by:	Name:
	Position:
	Date:

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

Budget Savings Proposals

Essential Information		
Name of Officer(s) completing this form:		
Wilma Bain		
Designation (s):		
Corporate Director of Education Communication		
Corporate Director of Education, Commun Directorate/Service:	ittles and Organisa	ational Development
- 11 - 11 - 11 - 11 - 11 - 11 - 11 - 1		
Education, Communities and Organisation	al Development	
Date of Impact Assessment:		
7 March 2016		
Proposed Budget saving:		
Reduction in Waivers		- 5
Aims and Objectives		
Does the proposed budget saving impact	t on people?	Yes No
2. If, Yes, which (if any) of the following pro oudget saving have an impact upon?	tected characteris	tics will the proposed
	Yes	No
Age	X	
Disability		
Gender reassignment		
Pregnancy and maternity		
Race		
Race Religion or Belief		
Race		

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)

Equality Target Group	Positive Impact +	Neutral Impact =	Negative Impact -
Age	*		*
Disability			
Gender Reassignment			
Pregnancy and maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation	2 1		
Other groups to consider			

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.)

Evidence	Details
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
Equalities monitoring data.	system
Jser feedback (including complaints)	
takeholders	
Other	Feedback from recent Budget savings consultation exercise
re there information gaps and, if so, what re these?	

5. From the Protected Characteristics C positive and negative impacts and the g	Groups you have highlighted above describe the roups affected.
Positive impacts	Negative impacts
(describe groups affected)	(describe groups affected)
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	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
	,
*	
*	
4	
6. Which part(s) of the Equality Duty is	your proposed budget saving impacting on?
Eliminate unlawful discrimi Other conduct prohibited b	nation, harassment and victimisation and by the Equality Act 2010
X Advance equality of oppor	tunity between people of different groups
Foster good relations between	ween people from different groups

Inverclyde

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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	
Assessment	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



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

Essential Information
Name of Officer(s) completing this form:
John Arthur Designation (a):
Designation (s):
Head of Safer & Inclusive Communities Directorate/Service:
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)
Aims and Objectives
Does the proposed budget saving affect people? * Yes No 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



permanent post in Education Services.		



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		*	



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 •	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



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				



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	Name: John Arthur			
Assessment	Position: Head of Service			
	Date: 2/2/16			
Authorised by:	Name:			
	Position:			

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

Date:

