

# Equality & Poverty Impact Assessment 00454 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Corporate & Housing Services Housing & Communities	<b>Lead Officer Name:</b>	Crawford Bell
		<b>Team:</b>	Communities
		<b>Tel:</b>	+447483919745
		<b>Email:</b>	crawford.bell@falkirk.gov.uk
<b>Proposal:</b>	Airth Community Hall - SPR	<b>Reference No:</b>	454

<b>What is the Proposal?</b>	<b>Budget &amp; Other Financial Decision</b>	<b>Policy (New or Change)</b>	<b>HR Policy &amp; Practice</b>	<b>Change to Service Delivery / Service Design</b>
	Yes	No	No	Yes
<b>Who does the Proposal affect?</b>	<b>Service Users</b>	<b>Members of the Public</b>	<b>Employees</b>	<b>Job Applicants</b>
	Yes	Yes	No	No
<b>Other, please specify:</b>				

<b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b>	
01/04/2023	Considering closure or alternative delivery model of this community building.
22/01/2024	Ongoing support to explore a Community Asset Transfer throughout 2023

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:		Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	
Reduction to this service budget (£'0000s)	Per Annum:	Financial savings detailed in the report; Strategic Property Review Update, Falkirk Council, 31st January 2024
Increase to this service budget (£'000s)	Per Annum:	
If this is a change to a charge or concession please complete.	Current Annual Income Total:	
	Expected Annual Income Total:	
If this is a budget decision, when will the saving be achieved?	Start Date:	
	End Date (if any):	

**SECTION THREE: EVIDENCE**

Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

**A - Quantitative Evidence**

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

4 Weekly usage sample: 212 users.

Activities taking place weekly Rollebladder, OAP group, zumba group, Dog training, School of dance (30+ attendees).

Of 13 survey respondents, 4 expressed they have a protected characteristic that disadvantaged them.

**B - Qualitative Evidence**

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social - case studies; personal / group feedback / other**

**Those who identified as having a Protected Characteristic:**

Well used in village.

We have little enough facility's in this area and the transport to get out is very poor, no transport on a Sunday to visit family in hospital, senior citizens use the community hall to meet and play dominoes and find out who is still here with us, local post office is closed, this is a very poor existence, don't make it any worse.

Residents of Airth parish will be badly affected by the closure of the Airth Community Hall. It is widely used by community groups of all ages for activities and social events. The currently intermittent and unreliable public transport serving the parish would make it difficult for many individuals and groups to travel to other areas and towns to use similar facilities which may or may not be available to use or hire.

Airth has very little for our children to do and to take away our community centre would mean they have even less, e.g. youth club, highland dancing.

Support could be practical and financial support to a community management team to run, maintain the property and have it available for community groups and individuals to use at a reasonable charge.

**Those who did not identify as having a Protected Characteristic but commented on impact for those that do:**

Currently run a successful youth club in the community centre which typically has around 40 kids every week. We currently have a waiting list and the kids all enjoy being together and working as a team in various activities. Besides the social aspect, we have several young volunteers who are working towards a young leaders' award so taking away the community centre would severely impact the opportunities these young people have.

I teach a highland dance school in Airth Community a centre and have done for over 20 years. We have approx. 70 pupils ranging from age 2-30yrs who attend from the local area. We would be left without a venue if the hall were to close.

There is nothing to do for kids in Airth I have a 4 year old boy and a 15 year old and there is no groups or nothing here absolutely nothing for kids to do.

**Best Judgement:**

<b>Has best judgement been used in place of data/research/evidence?</b>	No
<b>Who provided the best judgement and what was this based on?</b>	
<b>What gaps in data / information were identified?</b>	
<b>Is further research necessary?</b>	Yes / No
<b>If NO, please state why.</b>	

**SECTION FOUR: ENGAGEMENT**

Engagement with individuals or organisations affected by the policy or proposal must take place

<b>Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?</b>	Yes	
<b>If YES, please state who was engagement with.</b>	14 Respondents in relation to Airth Community Hall identifying as users and local affected residents.  A series of public events were held in libraries and schools across Falkirk during January 2023 and one online event.  Ongoing support to explore a CAT throughout 2023	
<b>If NO engagement has been conducted, please state why.</b>		
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>	
Focus Group	No	
Survey	Yes	13 respondents for Airth Community Hall.
Display / Exhibitions	No	
User Panels	No	
Public Event	Yes	A series of public events were held in libraries and schools across Falkirk during January 2023 and one online event.
Other: please specify		
<b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>	Yes	
<b>Have the results of the engagement been fed back to the consultees?</b>	Yes	
<b>Is further engagement recommended?</b>	Yes	

## SECTION FIVE: ASSESSING THE IMPACT

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, carers etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
Age			✓	Closure would stop activities for young people and older people, impacting on their wellbeing, opportunities and physical health.
Disability			✓	Limited transport in the area make it costly and difficult to go elsewhere for social activities.
Sex				
Ethnicity				
Religion / Belief / non-Belief				
Sexual Orientation				
Transgender				
Pregnancy / Maternity				
Marriage / Civil Partnership				
Poverty				
Care Experienced				
Other, health, community justice, carers etc.				
Risk (Identify other risks associated with this change)				

**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	Inclusive consultation and engagement to include protected characteristics groups and individuals
<b>Advance Equality of Opportunity:</b>	Inclusive consultation and engagement to include protected characteristics groups and individuals
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	Closure of this facility would restrict the opportunities for different groups of people to meet in an informal community setting.

**SECTION SIX: PARTNERS / OTHER STAKEHOLDERS**

<b>Which sectors are likely to have an interest in or be affected by the proposal / policy / project?</b>		<b>Describe the interest / affect.</b>
<b>Business</b>	Yes	A few businesses operate from this premise.
<b>Councils</b>	No	
<b>Education Sector</b>	No	
<b>Fire</b>	No	
<b>NHS</b>	No	
<b>Integration Joint Board</b>	No	
<b>Police</b>	No	
<b>Third Sector</b>	No	
<b>Other(s): please list and describe the nature of the relationship / impact.</b>		

## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Older persons and young people would be impacted by closure	Older Persons Young People and Children	Prioritise these groups if alternative location is required.  Alternative Delivery Model – Community Asset Transfer	Place Services	01/04/2024	Council Plan: - Supporting stronger and healthier communities - Supporting a thriving economy and green transition  Falkirk Plan: - Theme 1: Working in Partnership with Communities
Persons with disability would be impacted	Disability	Consider accessible forms of transport to other venues out with the area if alternative location is required.  Alternative Delivery Model – Community Asset Transfer	Place Services	01/04/2024	Council Plan: - Supporting stronger and healthier communities - Supporting a thriving economy and green transition  Falkirk Plan: - Theme 1: Working in Partnership with Communities

### No Mitigating Actions

**Please explain why you do not need to take any action to mitigate or support the impact of your proposals.**

**Are actions being reported to Members?**

Yes

**If yes when and how ?**

Strategic Property Review reported to Members in March 2023, and an updated report to Members in 2024.

**SECTION EIGHT: ASSESSMENT OUTCOME**

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

No major change required	No	
The proposal has to be adjusted to reduce impact on protected characteristic groups	No	
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	Yes	Mitigations identified.
Stop the proposal as it is potentially in breach of equality legislation	No	

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

Signature:	<i>Crawford Bell</i>	Date:	22/01/2024
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**SECTION TEN: EPIA TASK GROUP ONLY**

<b>OVERALL ASSESSMENT OF EPIA:</b>	<b>Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?</b>	Yes
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<b>ASSESSMENT FINDINGS</b>	Information gathering of groups who use this facility has been recorded, with further opportunity of participation through a survey.	
<b>If YES, use this box to highlight evidence in support of the assessment of the EPIA</b>		
<b>If NO, use this box to highlight actions needed to improve the EPIA</b>		

<b>Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?</b>	Yes / No	If YES, please describe: the mitigations identified are to prioritise groups affected for an alternate location or a community asset transfer. As the proposals for mitigation are developed impacts should continue to be monitored and assessed
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**LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA**

LEVEL		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes	The evidence shows that older and younger people and those with a disability will be negatively impacted by closure
LOW	Yes / No	

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>			
<b>Signature:</b>	<i>Karen Algie</i>	<b>Date:</b>	24/01/2024