

# Equality & Poverty Impact Assessment 00430 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Place Services Growth, Planning & Climate	<b>Lead Officer Name:</b>	Carol Whyte
		<b>Team:</b>	Sport & Leisure
		<b>Tel:</b>	07872828983
		<b>Email:</b>	carol.whyte@falkirk.gov.uk
<b>Proposal:</b>	SPR - Bankier Sports Centre proposed closure	<b>Reference No:</b>	

What is the Proposal?	Budget & Other Financial Decision	Policy (New or Change)	HR Policy & Practice	Change to Service Delivery / Service Design
	Yes	No	No	Yes

Who does the Proposal affect?	Service Users	Members of the Public	Employees	Job Applicants
	Yes	Yes	No	No

**Other, please specify:**

### Identify the main aims and projected outcome of this proposal (please add date of each update):

10/02/2023	Proposed venue transfer from sport & leisure portfolio to school to operate. Should this not be achieved, the venue will close as proposed in the council's Strategic Property Review.
07/03/2023	Mitigate against closure by transfer of venue from sport & leisure portfolio to school estate.  Transfer of venue to school operation will benefit young people, women and families with the provision of after school activities.  The access and availability of after school provision for the local community in the event of a transfer of the facility is still to be scoped and then finalised
01/12/2023	Bankier PS staff informed by Children's Services colleagues there is no budget to transfer the venue into the school estate. School being supported by Asset Team to review use of the school dining hall and equipment requirements.
16/01/2024	Recommendation to defer to phase 3 to allow opportunities for CAT to be fully explored.

**SECTION TWO: FINANCIAL INFORMATION**

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£31,360	2022/ 23 year end position
Reduction to this service budget (£'0000s)	Per Annum:		
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:	01/04/2023	
	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.

The venue has remained closed post covid out with the school day.  
 No performance data available since 2019/20. Total admissions for the year = 2,681.

**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**

Council carried out a series of public consultation meetings and online surveys for communities to provide feedback on SPR proposal. Email correspondence was also accepted.

2 survey responses received. 1 male aged 25 - 44 age group and 1 female 45 - 64 age group.

Summary of responses stating protected characteristics

**AGE**

Lack of facilities for young people to participate in sports after school is the main concern for this protected characteristic. A suggested solution is for the school to take over the running of the venue.

**Best Judgement:**

<b>Has best judgement been used in place of data/research/evidence?</b>	Yes
<b>Who provided the best judgement and what was this based on?</b>	S & L operations team. Venue has remained closed for public access post covid.  Jan 24 Update - Children's Services colleagues provided feedback on school use. Confirmed relocation of activities will be delivered from this venue will be accommodated from the school going forward.
<b>What gaps in data / information were identified?</b>	

<b>Is further research necessary?</b>	No
<b>If NO, please state why.</b>	The venue has remained closed post covid.

**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>	The local community had the opportunity to feedback in a series of council led public engagement meetings or completing an online survey. Emails were also accepted.	
<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>	
<b>Focus Group</b>	No	
<b>Survey</b>	Yes	Council online survey for interested parties to provide feedback on SPR proposals. The main feedback was on the need for the provision of afterschool activities.
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	Yes	Council officers carried out a series of public meetings across the council area enabling communities to feedback on the SPR proposals, including the closure of Bankier Sports Centre
<b>Other: please specify</b>		
<b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>	No	
<b>Have the results of the engagement been fed back to the consultees?</b>	No	
<b>Is further engagement recommended?</b>	No	

## 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.
<b>Age</b>	✓			Post covid the venue has remained closed to public access.  Children's Services confirmed activities delivered from this venue will be accommodated in Bankier PS going forward.
<b>Disability</b>	✓			Post covid the venue has remained closed to public access.  Children's Services confirmed activities delivered from this venue will be accommodated in Bankier PS going forward.
<b>Sex</b>	✓			Post covid the venue has remained closed to public access.  Children's Services confirmed activities delivered from this venue will be accommodated in Bankier PS going forward.
<b>Ethnicity</b>				
<b>Religion / Belief / non-Belief</b>				
<b>Sexual Orientation</b>				
<b>Transgender</b>				
<b>Pregnancy / Maternity</b>				
<b>Marriage / Civil Partnership</b>				
<b>Poverty</b>	✓			Post covid the venue has remained closed to public access.  Children's Services confirmed activities delivered from this venue will be accommodated in Bankier PS going forward.
<b>Care Experienced</b>				
<b>Other, health, community justice, carers etc.</b>				

**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>	
<b>Advance Equality of Opportunity:</b>	Children's Services confirmed transfer of the venue into the school estate will not be progressed. Services Activities delivered from this venue will be accommodated in Bankier PS going forward.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	

**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>	No	
<b>Councils</b>	No	
<b>Education Sector</b>	Yes	Children's Services confirmed transfer of the venue into the school estate will not be progressed. Activities delivered from this venue will be accommodated in Bankier PS going forward.
<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
Age	Young People	Children's Services confirmed withdrawal of school use. Activities delivered from this venue will be accommodated in Bankier PS going forward.	P Finnie R Macaloney		Falkirk Plan
Sex	Women	Children's Services confirmed withdrawal of school use. Activities delivered from this venue will be accommodated in Bankier PS going forward.	P Finnie R Macaloney		Falkirk Plan
Disability	Community	Children's Services confirmed withdrawal of school use. Activities delivered from this venue will be accommodated in Bankier PS going forward.	P Finnie R Macaloney		Falkirk Plan
Poverty	Community	Children's Services confirmed withdrawal of school use. Activities delivered from this venue will be accommodated in Bankier PS going forward.	P Finnie R Macaloney		Falkirk Plan

### No Mitigating Actions

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

<b>Are actions being reported to Members?</b>	Yes
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<b>If yes when and how ?</b>	Council meeting 29th March 2023 SPR update report to elected members. Council meeting 31st January 2024 SPR update report to elected members.
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**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	Yes	Children's Services confirmed transfer of the venue into the school estate will not be progressed. Activities delivered from this venue will be accommodated in Bankier PS going forward.  Defer to to SPR phase 3 to allow opportunities for CAT to be fully explored.
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	No	
Stop the proposal as it is potentially in breach of equality legislation	No	

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

Signature:	<i>Carol Whyte</i>	Date:	15/01/2024
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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>  If YES, use this box to highlight evidence in support of the assessment of the EPIA  If NO, use this box to highlight actions needed to improve the EPIA	This venue is currently closed - any proposal re this building is an enhancement of service.	
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<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: N/A
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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 / No	
LOW	Yes	This building is currently closed any development in relation to this building is an enhancement of service. Recommendation to defer to phase 3 to allow opportunities for CAT to be fully explored.

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>			
<b>Signature:</b>	<i>Michael McGuinness</i>	<b>Date:</b>	23/01/2024