

# Equality & Poverty Impact Assessment 00460 (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>	Broompark Community Hall - SPR	<b>Reference No:</b>	460

<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.

Monthly usage sample - 450 users in 4 week sample.  
 Community Activity - Nifty Fiftys.  
 Private Business- Dog Training, Dance Class.  
 Councillor Surgery x 2.  
 Party lets- Xmas Party, children’s part.  
 Of 2 survey respondents, both 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**

Only 1 comment from respondents:  
 'I used the building throughout my youth for dance classes, for work purposes as an adult and now attend yoga classes there. The building is an asset to the community and would be a sore loss. I would be reluctant to attend elsewhere as it is so convenient to where I live.'

**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>	2 Respondents in relation to Broompark 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>	
<b>Focus Group</b>	No	
<b>Survey</b>	Yes	2 respondents for this building.
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	Yes	A series of public events were held in libraries and schools across Falkirk during January 2023 and one online event.
<b>Other: please specify</b>		
<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			✓	A nifty fifty's group operate from this venue.
Disability				Unknown. No impact information received from respondents.
Sex				
Ethnicity				
Religion / Belief / non-Belief				
Sexual Orientation				
Transgender				
Pregnancy / Maternity				
Marriage / Civil Partnership				
Poverty				
Care Experienced				
Other, health, community justice, carers etc.				
<b>Risk (Identify other risks associated with this change)</b>	There is not enough information to complete this assessment of impact on inequalities. There does not appear to be a lot of community activity taking place in the venue. This should be confirmed before identify a low impact.			

**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 will reduce the opportunities that people in the community will have to come together and participate in a range of activities.

**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	Small businesses operate from this building.
<b>Councils</b>	Yes	Councillors hold surgeries in the building twice per week.
<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
Closure of this building may have an impact on age	Nifty Fifties club	Prioritise this group for relocation should the centre close.  Alternative delivery model- CAT	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. Further research required to fully assess wider impact on equalities.
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>	The consultation has noted that this will have an impact on age - the nifty fifties is a long running older persons group.	
<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	If YES, please describe: The proposed mitigation for this hall is alternative delivery model. The impact of the mitigation should continue to be monitored to ensure that older people in community still have access to informal community services.
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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	
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