

Equality & Poverty Impact Assessment 00680 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Place Services Growth, Planning & Climate	Lead Officer Name:	Carol Whyte
		Team:	Sport & Leisure
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Proposal:	Callendar Park Kiosk & Toilet - Alternative Delivery Model	Reference No:	

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):

17/01/2024	<p>Following the successful tender process The tender to operate the Kiosk and Toilets was awarded on 1/8/23 for 5 year period</p> <p>The council receives payment of £110k over the period of the contract.</p> <p>The contractor is committed to £140k investment into the facilities over the duration of the contract.</p> <p>The contractor is responsible for all operating costs including repairs and maintenance of the Kiosk and Toilets. The council has responsibility to maintain mains plumbing.</p>

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:		
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:	YR 1 = £10k YR 2 & 3 = £20k YR 4 & = £30k	The council receives payment of £110k over the period of the contract.
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.

No user data available for this venue.

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

Improved customer experience for visitors to the park.

Contractor investment will improve disability access to kiosk.

Contractor Investment in animation (bouncy castles, crazy golf) and additional seating will improve the customer experience for al park users including people with protected characteristics.

Extended opening hours of toilets.

Contractor will facilitate community fundraising events, offering some activities free of charge.

Best Judgement:

Has best judgement been used in place of data/research/evidence?	Yes
Who provided the best judgement and what was this based on?	Officers experience of managing similar contracts in Zetland Park and Muiravonside Country Park.
What gaps in data / information were identified?	
Is further research necessary?	No

If NO, please state why.

Tender awarded August 2023

SECTION FOUR: ENGAGEMENT

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

Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?	No	
If YES, please state who was engagement with.		
If NO engagement has been conducted, please state why.	Following the successful tender process The tender to operate the Kiosk and Toilets was awarded.	
How was the engagement carried out?	What were the results from the engagement? Please list...	
Focus Group	No	
Survey	No	
Display / Exhibitions	No	
User Panels	No	
Public Event	No	
Other: please specify		
Has the proposal / policy/ project been reviewed / changed as a result of the engagement?	No	
Have the results of the engagement been fed back to the consultees?	No	
Is further engagement recommended?	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.
Age		✓		Contractor Investment in animation (bouncy castles, crazy golf) and additional seating will improve the customer experience for al park users including people with protected characteristics.
Disability		✓		Contractor investment will improve disability access to kiosk. Extended opening hours of toilets.
Sex		✓		Improved customer experience for visitors to the park. Extended opening hours of toilets.
Ethnicity		✓		Improved customer experience for visitors to the park.
Religion / Belief / non-Belief		✓		Improved customer experience for visitors to the park.
Sexual Orientation		✓		Improved customer experience for visitors to the park.
Transgender		✓		Improved customer experience for visitors to the park.
Pregnancy / Maternity		✓		Improved customer experience for visitors to the park. Extended opening hours of toilets.
Marriage / Civil Partnership		✓		Improved customer experience for visitors to the park.
Poverty		✓		Contractor will facilitate community fundraising events, offering some activities free of charge.
Care Experienced		✓		Contractor will facilitate community fundraising events, offering some activities free of charge.
Other, health, community justice, carers etc.		✓		Contractor will facilitate community fundraising events, offering some activities free of charge.
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:

	Evidence of Due Regard
Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):	The proposed works will bring a number of improvements to various groups as noted in the impact assessment above.
Advance Equality of Opportunity:	As above, the proposed works will bring a number of improvements to various groups as noted in the impact assessment above.
Foster Good Relations (promoting understanding and reducing prejudice):	The improvements for the various protected characteristics are considerate of the need to embed additional support needs provision within a mainstream setting.

SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

Which sectors are likely to have an interest in or be affected by the proposal / policy / project?		Describe the interest / affect.
Business	Yes	Tender process identified opportunities for local business to engage with the successful supplier to provide services to the community.
Councils	No	
Education Sector	No	
Fire	No	
NHS	No	
Integration Joint Board	No	
Police	No	
Third Sector	No	
Other(s): please list and describe the nature of the relationship / impact.		

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

No Mitigating Actions

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

No negative impacts identified.

Are actions being reported to Members?

Yes

If yes when and how ?

Council previously informed of tender award and lease arrangements

Council meeting 31st March 2024 SPR update report presented to elected members.

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	No negative impacts identified.
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:	17/01/2024
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SECTION TEN: EPIA TASK GROUP ONLY

OVERALL ASSESSMENT OF EPIA:	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?	Yes
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ASSESSMENT FINDINGS 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	Whilst engagement was not undertaken for this proposal, the design considerations included in the tender specification are reflective of current standards to improve accessibility overall.	
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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>?	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	No negative impacts identified.

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:		
Signature:	<i>Michael McGuinness</i>	Date: 22/01/2024