

Equality & Poverty Impact Assessment 00462 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

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|--------------------------------|---|---------------------------|------------------------------|
| Service & Division: | Corporate & Housing Services Housing & Communities | Lead Officer Name: | Jennifer Kerr |
| | | Team: | Communities |
| | | Tel: | 07483913623 |
| | | Email: | Jennifer.kerr@falkirk.gov.uk |
| Proposal: | Carronshore Community Hall - SPR | Reference No: | 462 |

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|--------------------------------------|--|-------------------------------|---------------------------------|--|
| 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): | |
|--|---|
| 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 |
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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 - 2080 users in 4 week sample.

- Community led - Mother & toddlers, playgroup, dickie tickers badminton, Finding your feet, Friday night club, gala day committee, Carronshore Heritage Forum
- Private business- Taekwondo, Elite Beat Dance & Cheer
- Public sector Health care staff training
- Weekend events -Children’s birthday parties, Christmas Fayre

Of 21 survey respondents, none expressed they have a protected Characteristic that disadvantaged them, but many were parents commenting on the impact closure would have on young people and local children. One parent noted their child was disabled.

The hall is busy and has a regular weekly set of customers and is booked all weekends in the sample for children's parties. There are many community led activities that suggest children and older persons specific activities for health and wellbeing.

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

Child has a disability.

Many groups are starting to fold due to economic issues which is devastating as they are critical for well being of all and especially children with additional support needs.

This space is used by my kids clubs which help keep them active and social without this is will be negatively impacting their weekly lives to socialise and keep active.

Worried about my where any kids in area go for groups etc.

Best Judgement:

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

SECTION FOUR: ENGAGEMENT

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

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| Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status? | Yes | |
| If YES, please state who was engagement with. | 20 Respondents in relation to Carronshore 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 | |
| If NO engagement has been conducted, please state why. | | |
| How was the engagement carried out? | What were the results from the engagement? Please list... | |
| Focus Group | No | |
| Survey | Yes | 20 responses specific to this building. |
| Display / Exhibitions | No | |
| User Panels | No | |
| Public Event | Yes | Stenhousemuir Public Meeting - Library 20th January 2023, 12:00-14:00pm. |
| Other: please specify | | |
| Has the proposal / policy/ project been reviewed / changed as a result of the engagement? | Yes | |
| Have the results of the engagement been fed back to the consultees? | Yes | |
| Is further engagement recommended? | 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 | | | ✓ | Comments and activity descriptions suggest an impact on children and older persons. |
| Disability | | | ✓ | 1 comment relating to disabled child noting lots of things closing due but not describing impact. |
| Sex | | | | |
| Ethnicity | | | | |
| Religion / Belief / non-Belief | | | | |
| Sexual Orientation | | | | |
| Transgender | | | | |
| Pregnancy / Maternity | | | | |
| Marriage / Civil Partnership | | | | |
| Poverty | | | | 2 respondents noted they were unemployed but looking for work. Did not comment on impact. |
| 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:

| | Evidence of Due Regard |
|--|---|
| Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct): | Inclusive consultation and engagement to include protected characteristics groups and individuals |
| Advance Equality of Opportunity: | Inclusive consultation and engagement to include protected characteristics groups and individuals |
| Foster Good Relations (promoting understanding and reducing prejudice): | Inclusive consultation and engagement to understand the impact of the withdrawal of this facility |

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 | Two private fitness activities operate from the building. |
| Councils | No | |
| Education Sector | No | |
| Fire | No | |
| NHS | No | |
| Integration Joint Board | Yes | Care staff training operates from the building. |
| Police | No | |
| Third Sector | Yes | May have Positive impact - Alternative delivery model would create a third sector social enterprise business model for this building with the potential to grow the third sector in many ways, employment, size, income, social benefits, community leadership role. |
| 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 |
|--|---|---|----------------|----------------------------|---|
| Closure would have an impact on Age and Disability | Children and a disabled child Older People | Prioritise these groups for alternative locations in the event of closure. Alternative Service 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 |
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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

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| 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 | Engagement with the community has indicated that there is a negative impact on younger people, older people and on people with a disability. | |
| 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 | | |

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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 | If YES, please describe: It is hoped to progress to an alternate model of delivery as a mitigation to closure or to prioritise groups access to alternate venues. The ongoing impact of this should be monitored to ensure that impacts monitored. |
|---|-----|---|

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

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