

Equality & Poverty Impact Assessment 00463 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Corporate & Housing Services Housing & Communities	Lead Officer Name:	Crawford Bell
		Team:	Communities
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Proposal:	Cowdenhill Community Hall - SPR	Reference No:	463

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):

01/04/2024	Considering closure or alternative delivery model of this community building.

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 - 686 users

- Community use- Cowdenhill Committee, Book Club, Stitch and Bitch, Donna Jackson Baby Massage, Adult Singing Group, Street Bratz
- Arts and wellbeing use- Heather McCann Music, , Murray Hunter Dance, Lauren Christie Dance, Breathe Yoga
- Religious Groups - 3
- Unclear or Private lets x 4 (2 of which are weekly)

Of 3 survey respondents, 1 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

'This hall provides a vital venue for events and clubs' There was no impact statements from the respondent.

Best Judgement:

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

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.	3 respondents in relation to 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 with a specific event held in Bo'nness where this building is located. 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	3 respondents .
Display / Exhibitions	No	
User Panels	No	
Public Event	Yes	Bo'nness Academy 24 January 2023.
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			✓	Baby Massage group operates which would impact on parent and baby.
Disability	✓			Unknown, no impact information received from respondents.
Sex	✓			Unknown, no impact information received from respondents.
Ethnicity	✓			Unknown, no impact information received from respondents.
Religion / Belief / non-Belief			✓	3 religious groups use this facility, therefore closure would impact on its members.
Sexual Orientation	✓			Unknown, no impact information received from respondents.
Transgender	✓			Unknown, no impact information received from respondents.
Pregnancy / Maternity	✓			Unknown, no impact information received from respondents.
Marriage / Civil Partnership	✓			Unknown, no impact information received from respondents.
Poverty	✓			Unknown, no impact information received from respondents.
Care Experienced				
Other, health, community justice, carers etc.	✓			Unknown, no impact information received from respondents.
Risk (Identify other risks associated with this change)	More information is required to complete this assessment. The only respondent identifying as having a protected characteristic did not provide any impact information.			

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):	This hall is used by a number of faith based groups and people with protected characteristics - this has not been taken into account in assessment.

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	Several of the groups using the centre will be small businesses letting the space.
Councils	No	
Education Sector	No	
Fire	No	
NHS	No	
Integration Joint Board	No	
Police	No	
Third Sector	Yes	Positive impact - This hall has reasonable occupancy levels with a diverse and regular set of letting groups. Alternative delivery model could create a third sector social enterprise business model for this building.
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.

We require more information to complete this assessment. The impact is unknown as no impact information received from respondents.

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	Further engagement with hall users recommended to identify if there would be more impact than the survey identifies.
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

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?	No
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ASSESSMENT FINDINGS	This hall is used by a number of faith based groups and respondents have said they would be disadvantaged because of protected characteristics - however no further information sought to clarify impact.	
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		

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>?	No	If YES, please describe: There needs to be further work to determine impact on faith based groups and other protected characteristics.
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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	The impact of closure on these groups needs further exploration.
MEDIUM	Yes / No	
LOW	Yes / No	

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

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