

# Equality & Poverty Impact Assessment 00429 (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 - Grangemouth Stadium	<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	Yes	Yes

<b>Other, please specify:</b>	<p>Separate EPIA required for employees effected by the proposed closure.</p> <p>Parents and guardians of children attending classes or clubs.</p> <p>Potential impact on candidates applying for jobs in a venue that has been identified for closures. This could negatively impact the delivery of sports development classes in the interim period.</p>
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### Identify the main aims and projected outcome of this proposal (please add date of each update):

10/02/2023	Review operating model of Grangemouth Stadium to determine the position for the council going forward. The aim is to adopt a different operating model or community asset transfer to the clubs with no financial risk or costs associated to the council.
20/02/2023	Gaps in information on athletics club members, coaches and Pay As You Go customers to measure against protected characteristics.
06/03/2023	Further discussion required with Scottish Athletics, Sportscotland and athletics clubs to develop a partnership agreement, adopting a similar operating model to Carron Gymnastics Centre, to increase income and reduce costs.
18/01/2024	Phase 3 property and EPIA will be updated during 2024.

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£613,910 net position (excluding central charges)	2023 projected 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:	01/04/2025	
	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.

Protected characteristics - age, disability, sex, poverty

2022/23 projected year end total = 55,115 visits

2021/22 total General activity admissions = 35,019 visits

Adult 18,328 (52%), Junior 13,548 (38%) Go Card 3,143 (10%). Gender, age and postcode are not captured for general admissions.

2022/23 Sports Development Classes to end Q3 = 5,247 admissions

Gender split - 40% female, 57% male, 3% not specified.

96% of participants in the sports development programme are aged under 12 years. The remaining 4% are aged under 16 years,

**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.

983 survey responses received from users of the facility (833), on behalf of a community group / organisation (95), residents of the ward (54), not answered (1)

Gender of responses received - female 518, male 430, not answered 27. other 8.

798 respondents stated they would be disproportionately affected by the SPR proposal for this venue.

The age profile of respondents

Under 16 years - 43 responses, 16 - 24 years - 125 responses, 25 - 44 years - 251 responses, 45 - 64 years - 456 responses, 65+ years - 82 responses, not answered - 26 responses.

The majority of the responses received did not select a protected characteristic when completing the survey.

Summary of comments received:

Negative impact on the loss of sport specific venue, impact on people with disabilities having access to suitable adapted training facilities, age discrimination against young people, ability to travel to an alternative venue, personal safety, viability of an asset transfer to clubs and the councils decision were the most common concerns raised.

Summary of responses stating protected characteristics:

**AGE:** 82 responses, 19 state they have a physical or mental health condition expected to last longer than 12 months. Of the 82 responses, 50 are female, 27 male, 2 not answered and 3 other. 45 - 64 years received the most responses with 30, all other age groups and not answered received less than 16 responses in each age group.

Negative impact on physical and mental health, social interaction, ability to travel to an alternative venue and loss of sport specific venue were the most common concerns raised. Concerns over age discrimination against young people, affordability, personal safety, viability of an asset transfer to clubs and the councils decision making process were also noted.

**DISABILITY:** 68 responses, 41 state they have a physical or mental health condition expected to last longer than 12 months. Of the 68 responses, 38 are female, 26 male, 3 not answered and 1 other. 45 - 64 years received the most responses with 22, closely followed by 25 - 44 years with 21 responses all other age groups and not answered received less than 16 responses in each age group.

Negative impact on the loss of sport specific venue and the impact on people with disabilities having access to suitable adapted training facilities were the most common concerns raised. Concerns over age discrimination against young people, ability to travel to an alternative venue, personal safety, viability of an asset transfer to clubs and the councils decision making process were also noted.

**SEX:** - 45 responses, 14 state they have physical or mental health condition expected to last longer than 12 months. Of the 45 responses 39 are female, 2 male, other 4. 25 - 44 years received the most responses with 15, closely followed by 16 -24 and 45 - 64 years years with 11 responses , all other age groups were represented receiving less than 5 responses in each age group.

Negative impact on the loss of sport specific venue, young people, females participation in sport, physical & mental health were the most common concerns raised were the venue to close with no suitable alternative. Concerns over personal safety, travel, affordability and impact on disabled athletes were also noted.

**ETHNICITY:** 14 responses, 2 state they have physical or mental health condition expected to last longer than 12 months. Of the 14 responses 7 are female, 5 male, other 1, not answered 1. 16 - 24 years received the most responses with 5, closely followed by 25 - 44 years with 4 responses, all other age groups received less than 2 or no response.

Negative impact on the loss of sport specific venue and young people were the most common concerns raised were the venue to close with no suitable alternative. Concerns over females participation in sport, physical & mental health, personal safety, travel, affordability and impact on disabled athletes were also noted.

**RELIGION:** 14 responses, 6 state they have physical or mental health condition expected to last longer than 12 months. Of the 14 responses 6 are female, 6 male, other 1, not answered 1. 25 - 44 years received the most responses with 6, closely followed by 45 - 64 years with 5 responses, all other age groups received less than 2 or no response.

Negative impact on the loss of sport specific venue and young people were the most common concerns raised were the venue to close with no suitable alternative. Concerns over females participation in sport, physical & mental health, personal safety, travel, affordability, impact on disabled athletes viability of an asset transfer to clubs and the councils decision making process were also noted.

**SEXUAL ORIENTATION:** 15 responses, 6 state they have physical or mental health condition expected to last longer than 12 months. Of the 15 responses 11 are female, 3 male, not answered 1. 25 - 44 years received the most responses with 8, closely followed by 16 - 24 years with 5 responses, all other age groups received less than 1 or no response.

Negative impact on the loss of sport specific venue and young people were the most common concerns raised were the venue to close with no suitable alternative. Concerns over females participation in sport, physical & mental health, personal safety were also noted.

**TRANSGENDER:** 5 responses, 1 states they have physical or mental health condition expected to last longer than 12 months. Of the 5 responses 3 are female, 1 male, not answered 1. 45 - 64 years received the most responses with 3, 16 - 24 and 65+ years received 1 response.

Negative impact on the loss of sport specific venue and young people were the most common concerns raised were the venue to close with no suitable alternative. Concerns over physical & mental health, personal safety and impact on disabled athletes were also noted.

**PREGNANCY / MATERNITY:** 3 responses, 1 states they have physical or mental health condition expected to last longer than 12 months. Of the 3 responses all are female in the 25 - 44 years age group.

Negative impact on the loss of sport specific venue and young people were the most common concerns raised were the venue to close with no suitable alternative. Concerns over physical & mental health, affordability and viability of an asset transfer to clubs and the councils decision making process were also noted.

**MARITAL STATUS:** 12 responses, 6 state they have physical or mental health condition expected to last longer than 12 months. Of the 12 responses 8 are female, 2 male, 2 other. 25 - 44 years received the most responses with 8, 45 - 64 years and 65+ received less than 3 responses in each category.

Negative impact on the loss of sport specific venue and young people were the most common concerns raised were the venue to close with no suitable alternative. Concerns over physical & mental health, safety, affordability and viability of an asset transfer to clubs and the councils decision making process were also noted.

**POVERTY:** 21 responses, 8 state they have physical or mental health condition expected to last longer than 12 months. Of the 21 responses 12 are female, 7 male, other 2. 25 - 44 years and 45 - 64 years received the most responses with 8 in each category, 16 - 24 years with 4 responses, 65 + years with 1 response.

Negative impact on the loss of sport specific venue, affordability and young people were the most common concerns raised were the venue to close with no suitable alternative. Concerns over physical & mental health, girls and their safety, and viability of an asset transfer to clubs and the councils decision making process were also noted.

<b>Best Judgement:</b>	
<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>	Gaps in information on athletic club members, coaches and Pay As You Go customers to measure against protected characteristics.
<b>Is further research necessary?</b>	Yes
<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>	Service users and the local community has 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.  983 Survey responses received from; users of the facility (833), on behalf of a community group / organisation (95), residents of the ward (54), not answered (1)  798 respondents stated they would be disproportionately affected by the SPR proposal for this venue.
<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 Grangemouth Stadium
<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>	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.
<b>Age</b>			✓	See evidence in section 3 on split of age groups. Further work required to understand the impacts on each age group should the venue close.
<b>Disability</b>			✓	See evidence in section 3 on Disability. .  Further work required to understand the impact on customers with disabilities, their carers should the venue close.
<b>Sex</b>			✓	See evidence in section 3 on Sex . Further work required to understand the impact on customers should the venue close.
<b>Ethnicity</b>			✓	See evidence in section 3 on Ethnicity. Further work required to understand the impact on customers should the venue close.
<b>Religion / Belief / non-Belief</b>			✓	See evidence in section 3 on Religion.
<b>Sexual Orientation</b>			✓	See evidence in section 3 on Sexual Orientation  Further work required to understand the impact on customers should the venue close.
<b>Transgender</b>			✓	See evidence in section 3 on Transgender . Further work required to understand the impact on customers should the venue close.



**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:**

				Further work required to understand the impact on customers should the venue close.
<b>Marriage / Civil Partnership</b>	✓			See evidence in section 3 on Marriage/ Civil Partnership . Further work required to understand the impact on customers should the venue close.
<b>Poverty</b>			✓	See evidence in section 3 on Poverty .  Further work required to understand the impact on income SIMD demographics, customers should the venue close.  Concern over potential price increases and cost of travel will result in user no longer being able to afford to continue in athletics.
<b>Care Experienced</b>				
<b>Other, health, community justice, carers etc.</b>				
<b>Risk (Identify other risks associated with this change)</b>	<p>Reputational damage to the council on the impact of the closure will have on its ability to deliver physical and mental health &amp; wellbeing agenda as stated in the council plan.</p> <p>Reputational damage within the sporting community and Scottish Athletics delivery of national athletics events.</p> <p>Young people do not have the opportunity to start early habits of physical activity that they carry on with them into later life.</p>			

	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	

<b>Advance Equality of Opportunity:</b>	Detailed information required to understand the impact to customers and the wider community against each of the protected characteristics.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	Closure of the venue would have a significant impact on the opportunity for different groups in the community to meet in an informal 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.
<b>Business</b>	Yes	Potential impact to the local economy with loss of sporting events attracting visitors to the area.  Closure of the venue will impact on local businesses employees physical and mental health & wellbeing.
<b>Councils</b>	Yes	Negative impact on the council's ability to deliver its physical and mental health & well being agenda as stated in the council plan.
<b>Education Sector</b>	Yes	Delivery of PE Curriculum. Falkirk schools athletics championships. Active schools events.
<b>Fire</b>	No	
<b>NHS</b>	Yes	Reduction in service, different operating model, closure of the venue will impact on the council's ability to deliver its physical and mental health & well being agenda as stated in the council plan. Additional strain on NHS Services.
<b>Integration Joint Board</b>	Yes	Reduction in service, different operating model, closure of the venue will impact on the council's ability to deliver its physical and mental health & well being agenda as stated in the council plan. Additional strain on IJB Services.
<b>Police</b>	No	
<b>Third Sector</b>	Yes	Athletics Club faced with significant disruption, additional cost, travel and time to travel to an alternative location out with Falkirk should different operating model not be achieved.
<b>Other(s): please list and describe the nature of the relationship / impact.</b>	Scottish Athletics – Would lose an important asset within their sporting network. Meeting held with Sportscotland and Scottish Athletics to inform them of the potential closure of this venue should an alternative operating model not be adopted by the athletic clubs.	

**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	All age categories	<p>Mitigate against closure through delivery of an alternative delivery model and commercial performance improvement plan.</p> <p>Develop action plan to create partnership access agreement with athletics clubs and Scottish Athletics similar to agreement in place for Carron Gymnastics Centre, increase income generation and reduce costs.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport, health &amp; fitness and deliver on the councils health &amp; wellbeing objectives.</p> <p>Further analysis required on impact of closure against protected characteristics on customers, clubs, coaches and the wider community.</p>	P Finnie		Falkirk Plan

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Disability	Community	<p>Mitigate against closure through delivery of an alternative delivery model and commercial performance improvement plan.</p> <p>Develop action plan to create partnership access agreement with athletics clubs and Scottish Athletics similar to agreement in place for Carron Gymnastics Centre, increase income generation and reduce costs.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport, health &amp; fitness and deliver on the councils health &amp; wellbeing objectives.</p> <p>Further analysis required on impact of closure against protected characteristics on customers, clubs, coaches and the wider community.</p>	P Finnie		Falkirk Plan

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Poverty	Community SIMD	<p>Mitigate against closure through delivery of an alternative delivery model and commercial performance improvement plan.</p> <p>Develop action plan to create partnership access agreement with athletics clubs and Scottish Athletics similar to agreement in place for Carron Gymnastics Centre, increase income generation and reduce costs.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport, health &amp; fitness and deliver on the councils health &amp; wellbeing objectives.</p> <p>Further analysis required on impact of closure against protected characteristics on customers, clubs, coaches and the wider community.</p>	P Finnie		Falkirk Plan

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Sexual Orientation	Community	<p>Mitigate against closure through delivery of an alternative delivery model and commercial performance improvement plan.</p> <p>Develop action plan to create partnership access agreement with athletics clubs and Scottish Athletics similar to agreement in place for Carron Gymnastics Centre, increase income generation and reduce costs.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport, health &amp; fitness and deliver on the councils health &amp; wellbeing objectives.</p> <p>Further analysis required on impact of closure against protected characteristics on customers, clubs, coaches and the wider community.</p>	P Finnie		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
<b>If yes when and how ?</b>	Council meeting 29th March 2023 SPR update 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	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	Adopting an alternative operating is the most viable option to retain activities and services within this venue. Further discussion required with Scottish Athletics, Sportscotland and athletics clubs to develop a partnership agreement and adopt a similar operating model to Carron Gymnastics Centre.
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:	06/03/2023
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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 shows that closure of this building would impact negatively on all protected characteristics	
<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 is to develop a partnership agreement with Scottish Athletics and an alternative delivery model with a income performance plan . Whilst this is being developed the impact on the community should continue to be monitored and assessed
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<b>LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA</b>		
<b>LEVEL</b>	<b>COMMENTS</b>	
<b>HIGH</b>	Yes / No	
<b>MEDIUM</b>	Yes	
<b>LOW</b>	Yes / No	

**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