

Equality & Poverty Impact Assessment 00451 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

| | | | |
|--------------------------------|---|---------------------------|------------------------------|
| Service & Division: | Corporate & Housing Services Housing & Communities | Lead Officer Name: | Crawford Bell |
| | | Team: | Communities |
| | | Tel: | +447483919745 |
| | | Email: | crawford.bell@falkirk.gov.uk |
| Proposal: | Westquarter Wing - SPR | Reference No: | 451 |

| 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 | 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 - 386 users.

Activities mainly community ones: Knitting and Crochet Class, Bingo, Youth Club, Babies & Toddlers, Memories Group, Cooking Classes, Youth Club, Family History Group, weekly Food Pantry.

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

There were no respondents to the survey about this building.

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. | <p>No one responded to the survey in relation to Westquarter Wing identifying as users and local affected residents.</p> <p>A series of public events were held in libraries and schools across Falkirk during January 2023 and one online event.</p> <p>Further research and information is required to complete this assessment.</p> <p>Ongoing support to explore a CAT throughout 2023</p> | |
| 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 | No respondents - further engagement required. |
| Display / Exhibitions | No | |
| User Panels | No | |
| Public Event | Yes | Braes High School January 10th 2023. |
| Other: please specify | Management Committee members have discussed the idea of a partnership with Falkirk Council or an alternative venue. Discussions are still being taken forward. | |
| 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? | 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 wide range of ages use this facility including babies and toddlers, a youth group and a memories group |
| Disability | | | | |
| Sex | | | | |
| Ethnicity | | | | |
| Religion / Belief / non-Belief | | | | |
| Sexual Orientation | | | | |
| Transgender | | | | |
| Pregnancy / Maternity | | | | |
| Marriage / Civil Partnership | | | | |
| Poverty | | | ✓ | Impact unknown as no respondents. A weekly food Pantry attended by 40 persons will have a negative impact on low income families. |
| Care Experienced | | | | |
| Other, health, community justice, carers etc. | | | | |
| Risk (Identify other risks associated with this change) | Unknown. There is not enough information to inform this assessment from the engagement exercise. Further engagement is required with building users and the management committee. | | | |

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): | A wide range of groups use this facility. Closure will restrict ability of these groups to come together in an informal community 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 | No | |
| 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. | Unknown - there is not enough information to inform this assessment from the engagement exercise. Further engagement is required with building users and the management committee. | |

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 |
|--|-----------------------|--|--|----------------------------|---|
| Low income households would be affected by closure of this building. | Low Income Households | Prioritise the most vulnerable in this group if alternative location is required. Alternative Delivery Model – Community Asset Transfer | 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 - Theme 2: Poverty |
| Younger and older people would be impacted by closure of building | AGE | Prioritise the most vulnerable in this group if alternative location is required. Alternative Delivery Model – Community Asset Transfer | Prioritise the most vulnerable in this group if alternative location is required. Alternative Delivery Model – Community Asset Transfer | 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 - Theme 2: Poverty |
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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 | Mitigation identified but further engagement required to assess and mitigate a wider equalities impact in this building. |
| 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 |
|------------|----------------------|-------|------------|

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 |
|------------------------------------|--|-----|

| | | |
|--|--|--|
| ASSESSMENT FINDINGS | Information gathering of groups who use this facility has been recorded, with further opportunity of participation through a survey. | |
| 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> | Yes | If YES, please describe: The proposed mitigations is community asset transfer or alternate delivery model. The impact on community needs to continue to be monitored and assessed. |
|---|-----|--|

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 | Although no survey responses were received, it is clear a wide range of groups use this hall including older and younger age groups. |
| LOW | Yes / No | |

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

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