

# Equality & Poverty Impact Assessment 00417 (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 - Carron Gymnastics Centre	<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>The proposal effects service users including: Stenhousemuir and Tryst Gymnastics Clubs, Sports Development Gymnastics Classes. Classes are a pathway into the clubs.</p> <p>Separate EPIA required for employees effected by the proposed closure.</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):

06/02/2023	Review operating model of Carron Gymnastics Centre to determine options for the council going forward. The aim is to identify an alternative net zero operating model or community asset transfer to the clubs with no financial risk or costs associated to the council.
20/02/2023	Gap in information on gymnastic club members and coaches to measure against protected characteristics.
06/03/2023	SPR update to elected member on 29th March 2023 is proposing to close the venue. The S & L team recommend mitigation of commercial performance improvement as the appropriate course of action for Carron Gymnastics Centre. Retaining the venue will provide young people with a positive destination to participate in sport and deliver on the councils health & wellbeing objectives.
06/03/2023	Further engagement with Gymnastics Clubs, Scottish Gymnastics, Sportscotland and sports development team to develop an agreed plan to increase income and reduce costs to achieve net zero subsidy.
15/01/2024	New business approaches are being explored for this venue to make it financially viable. There is no further EPIA impact at this time.

**Identify the main aims and projected outcome of this proposal (please add date of each update):**

12/12/2024	<p>SPR update report to elected members will advise Sport &amp; Leisure submitted a proposal to the Sport &amp; Leisure Board to relocate the gymnastics programme to non-SPR venues. The building would then close and become available for CAT to other interested sporting groups as change of use.</p> <p>Section 2 - financial information updated Section 3A - Admission updated Section 5 &amp; 6 - Updated Section 7 - Lead Officer updated Section 8 - Updated.</p>

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
<b>Current spend on this service (£'0000s)</b>	<b>Total:</b>	£56,590 net (excluding central budget charges)	2023 projected year end position.
		£181,610	2023/24 budgeted expenditure
		£39,200	2023/24 budgeted net operating subsidy
		£196,630	2023/ 24 Year end expenditure
		£70,807	2023/24 Year end net position
		£200,150	2024/25 Projected year end expenditure
		£35740	2024/25 Projected year end net position
<b>Reduction to this service budget (£'0000s)</b>	<b>Per Annum:</b>		
<b>Increase to this service budget (£'0000s)</b>	<b>Per Annum:</b>		
<b>If this is a change to a charge or concession please complete.</b>	<b>Current Annual Income Total:</b>		
	<b>Expected Annual Income Total:</b>		
<b>If this is a budget decision, when will the saving be achieved?</b>	<b>Start Date:</b>	01/04/2025	
	<b>End Date (if any):</b>	31/03/2026	

**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, poverty, sex

2021/22 total admissions = 36,981 visits

2022/23 year end projected total admissions = 37,500

2022/23 Sports Development Classes to end Q3 = 13,909 admissions

Gender split - 67% female, 32% male, 1% not specified.

95% of participants in the sports development programme are aged under 12 years. The remaining 5% are aged under 16 years,

### **JAN 2024 Update**

2022/23 ACTUAL Admissions = 29,249

2023/24 year end projected total admissions = 38,235 \* Admissions impacted by extended closure to replace heating system.

2023/24 Sports Development Classes to end Q3 = 13,288 admissions

Gender split - 4% female, 2% male, 92% not specified.

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

### **DEC 2024 Update**

2023/24 Actual admissions = 41,510

**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 the SPR proposals. Email correspondence was also accepted.

2 emails received.

Poverty - Concern over the transfer of the venue to gymnastics clubs to operate will result in significant rise in cost of classes. Access to the venue will become limited to a select few.

Gender - Closure would deprive predominantly young girls, and a few boys access to fitness and development of physical and social skills.

100 Survey responses received from; users of the facility (89), residents in the ward (49), on behalf of a community group/ organisation (5), not answered (1).

82 respondents state they would be disproportionately affected by the SPR proposal for this venue.

gender of responses received - female 76, male 22, not answered 2

The age profile of respondents

16 - 24 years - 3 response, 25 - 44 years - 64 responses, 45 - 64 years - 23 responses, 65+ - 7 responses, not answered - 2 response

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, age discrimination against young people, ability to travel to an alternative venue, risk of increased costs to participation, viability of an asset transfer to clubs and the councils decision were the most common concerns raised.

Summary of responses stating protected characteristics

**AGE** - 8 responses received from parents on the impact to their children. All responses were from females in 25 - 44 years category.

Closure of a purpose built venue for gymnastics that recently receive significant investment and negative impact on mental health & well being were the most common concerns raised. Concerns over physical health, affordability and ability to travel to alternative location were also noted.

**SEX** - 3 responses received from females in the 25 - 44 years category.

Closure of a purpose built venue for gymnastics that recently receive significant investment and negative impact on mental health & well being, physical health, social interaction, affordability and ability to travel to alternative location were the most common concerns raised.

**POVERTY** - 2 responses received from females in the 25 - 44 years category.

Closure of a purpose built venue for gymnastics that recently receive significant investment and negative impact on mental health & well being, physical health, social interaction, affordability and ability to travel to alternative location were the most common concerns raised.

**DISABILITY** - 1 response received female in 45 - 64 years category

Closure of a purpose built venue for gymnastics that recently receive significant investment and negative impact on mental health & well being, physical health, affordability and ability to travel to alternative location were noted.

<b>Best Judgement:</b>	
<b>Has best judgement been used in place of data/research/evidence?</b>	Yes
<b>Who provided the best judgement and what was this based on?</b>	Financial performance and viability of the building.
<b>What gaps in data / information were identified?</b>	Gaps in information on the profile of gymnastic club members and coaches against protected characteristics. Admissions data does not identify the number of unique users or record protected characteristics.
<b>Is further research necessary?</b>	No
<b>If NO, please state why.</b>	Direct communication to all clubs advising of SPR proposals to close venue outlining opportunities for groups to take ownership of venue.

**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.	Service users and sports clubs had the opportunity to feedback in a series of council led public engagement meetings or completing online surveys. Email correspondence was also accepted.	
If NO engagement has been conducted, please state why.		
<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.  100 responses received. 82 state that they would be disproportionately affected by the closure of the venue. The 3 main protected characteristics identified are - age, gender and poverty
<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 Carron Gymnastics Centre.
<b>Other: please specify</b>	Two comments received to the SPR email, Poverty - 1, Disability - 1	
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.
<b>Age</b>			✓	<p>See evidence in section 3 on Age. 95% of participants in the sports development programme are aged under 12 years.</p> <p>Dec 2024 Update Negative impact on physical and mental health, social interaction, ability to travel to an alternative venue and access public transport were the most common concerns raised.</p>
<b>Disability</b>			✓	<p>See evidence in section 3 on Disability.</p> <p>Children with various additional support needs attend sports development classes and gymnastics clubs.</p> <p>Dec 2024 Update Negative impact on physical health and transport were the most common concerns raised closely followed mental health. Concerns over mental health, affordability, social isolation and suitable disabled facilities being available at alternative venue were also noted.</p>
<b>Sex</b>			✓	<p>See evidence in section 3 on Sex</p> <p>Dec 2024 Negative impact on young females participation in sport, physical &amp; mental health and social interaction were the most common concerns raised were the venue to close with no suitable alternative. Concerns over travel and affordability were also noted.</p>
<b>Ethnicity</b>	✓			No specific impacts have been identified.
<b>Religion / Belief / non-Belief</b>	✓			No specific impacts have been identified.

**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:**

<b>Pregnancy / Maternity</b>	✓			No specific impacts have been identified.
<b>Marriage / Civil Partnership</b>	✓			No specific impacts have been identified.
<b>Poverty</b>			✓	Concerns over public transport, additional costs and impact on the general health of the community were also noted.  Dec 2024 Update The main concern for for this groups is access to travel should the venue close and no suitable alternative venue be available locally. Additional costs and impact on the general health of the community were also noted.
<b>Care Experienced</b>	✓			No specific impacts have been identified.
<b>Other, health, community justice, carers etc.</b>	✓			No specific impacts have been identified.
<b>Risk (Identify other risks associated with this change)</b>	The venue has received significant investment to change use into a purpose built venue for gymnastics.			

	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	The closure of this venue will affect all users and some negative impacts on specific characteristic groups have been identified, however there is scope for mitigation by relocating activities to alternative venues.  Dec-24 Update: A relocation plan has been developed to support current users of the gymnastics facility who will be relocated to alterative venues.
<b>Advance Equality of Opportunity:</b>	Closure of this venue would reduce the opportunities that local people have to train in a facility that is specific to the sport of gymnastics Community engagement was undertaken to ensure the views of all interested parties were considered.  Dec-24 Update: A relocation plan has been developed to support current users of the gymnastics facility who will be relocated to alterative venues.

**Foster Good Relations (promoting understanding and reducing prejudice):**

There is scope to foster good relation by relocating the gymnastics programme to alternative venues.

Dec-24 Update:

A relocation plan has been developed to support current users of the gymnastics facility who will be relocated to alterative venues.

**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	Yes	<p>Carron gymnastics centre is home to 2 gymnastics clubs – Stenhousemuir and Tryst GC. Both of whom would be left without a base for their clubs. The availability of alternative, suitable, venues in the local area is nil. Therefore these clubs would be faced with significant disruption, additional cost, travel and time to travel to an alternative location out with Falkirk.</p> <p>Dec 2024 Update            SPR update report to elected members will advise Sport &amp; Leisure submitted a proposal to the Sport &amp; Leisure Board to relocate the gymnastics programme to non-SPR venues. The building would then become available for CAT to other interested sporting groups as change of use.</p>
Other(s): please list and describe the nature of the relationship / impact.	<p>Scottish Gymnastics – Would lose an important asset within their sporting network. Gymnastics as a sport has a historic issue in terms of attracting and retaining those from lower SIMD demographics. Something which would be made worse should the participants in Carron cease to have access to our programme.</p> <p>Sportscotland &amp; Scottish Gymnastics – Both view the partnership model established at Carron as an exemplar for local authorities, leisure trusts and clubs to strive for. It provided an excellent outlet for clubs to grow, while remaining within their local community.</p> <p>Dec 2024 Update            SPR update report to elected members will advise Sport &amp; Leisure submitted a proposal to the Sport &amp; Leisure Board to relocate the gymnastics programme to non-SPR venues. The building would then become available for CAT to other interested sporting groups as change of use.</p>	

## 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	Young people	<p>Mitigate against closure through delivery of a commercial performance improvement plan.</p> <p>Develop action plan to increase income generation and reduce costs.</p> <p>Retaining the venue will provide young people with a positive destination to participate in sport and deliver on the councils health &amp; wellbeing objectives.</p> <p>Dec-24 Update: A relocation plan has been developed to support current users of the gymnastics facility who will be relocated to alterative venues.</p>	R Hammond R Macaloney		<p>Council Plan</p> <p>Supporting stronger &amp; healthier communities</p>

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Sex	Young people, families	<p>Mitigate against closure through delivery of a commercial performance improvement plan.</p> <p>Develop action plan to increase income generation and reduce costs.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport and deliver on the councils health &amp; wellbeing objectives.</p> <p>Dec-24 Update: A relocation plan has been developed to support current users of the gymnastics facility who will be relocated to alterative venues.</p>	R Hammond R Macaloney		<p>Council Plan</p> <p>Supporting stronger &amp; healthier communities</p>

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Poverty	Low income families	<p>Mitigate against closure through delivery of a commercial performance improvement plan.</p> <p>Develop action plan to increase income generation and reduce costs.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport and deliver on the councils health &amp; wellbeing objectives.</p> <p>Dec-24 Update: A relocation plan has been developed to support current users of the gymnastics facility who will be relocated to alterative venues.</p>	R Hammond R Macaloney		<p>Council Plan</p> <p>Supporting stronger &amp; healthier communities</p>

**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 on 29th March SPR update to elected members Council meeting on 31st March SPR update to elected members. Council Meeting 30th January 2025 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	SPR Jan 2025 update report to elected members will advise that Sport & Leisure submitted a proposal to the Sport & Leisure Board to relocate the gymnastics programme to non-SPR venues. The building would then become available for CAT to other interested sporting groups as change of use.
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:	12/12/2024
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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 will have a negative impact on age, sex and disability.	
<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	<p>If YES, please describe: The proposed mitigation against closure is an alternate operating model. The impact on the community should continue to be assessed and monitored as this proposal is progressed.</p> <p>January 2025 - update - mitigations amended to reflect that a relocation plan has been developed to support current users of the gymnastics facility who will be relocated to alternative venues.</p>
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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
<b>HIGH</b>	Yes / No	
<b>MEDIUM</b>	Yes	<p>A new business approach is being explored for this venue to make it financially viable. There is no further EPIA impact at this time.</p> <p>January 2025 - update - Assessed as medium impact. As noted in the document, SPR Jan 2025 update report to elected members will advise that Sport &amp; Leisure submitted a proposal to the Sport &amp; Leisure Board to relocate the gymnastics programme to non-SPR venues. The building would then become available for CAT to other interested sporting groups as change of use. Previous comment (above) no longer relevant but left in for posterity.</p>
<b>LOW</b>	Yes / No	

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

**Director / Head of Service:**

<b>Signature:</b>	<i>Michael McGuinness</i>	<b>Date:</b>	08/01/2025
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