

# Equality & Poverty Impact Assessment 00422 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Transformation, Communities & Corporate Services Housing & Communities	<b>Lead Officer Name:</b>	Crawford Bell
		<b>Team:</b>	Communities
		<b>Tel:</b>	+447483919745
		<b>Email:</b>	crawford.bell@falkirk.gov.uk
<b>Proposal:</b>	Dawson Community Education Centre & The Sub -SPR	<b>Reference No:</b>	422

<b>What is the Proposal?</b>	<b>Budget &amp; Other Financial Decision</b>	<b>Policy (New or Change)</b>	<b>HR Policy &amp; Practice</b>	<b>Change to Service Delivery / Service Design</b>
	Yes	No	No	Yes
<b>Who does the Proposal affect?</b>	<b>Service Users</b>	<b>Members of the Public</b>	<b>Employees</b>	<b>Job Applicants</b>
	Yes	Yes	Yes	No
<b>Other, please specify:</b>				

<b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b>	
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
07/01/2025	Proposal to retain building within Education Service as Inclusion and Wellbeing Service

## 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.

Please note the Dawson Centre and its small sub-building in its carpark are assessed together in this EPIA. the small building is known locally as 'the SUB'.

The Dawson Centre and SUB building are located in the Langlees and Bainsford area. This is an area with high levels of deprivation ranked by the SMID Index. It has a 34% child poverty rate (in comparison with the average of 24%) and a high volume of single parents live in the area.

Monthly usage sample - 2261 users over 4 weeks.

Community: socialising and play, community talking space, Community Café, Community Food Pantry (The Sub), Youth Club activities various, Social gathering, Community Lunch Group, Pensioners social dancing, Learning & listening to music, Community cooking class, Wellbeing, music, socialising, socialising and play, Various arts & crafts, gardening activities & games, Cycling UK members meeting, Various activities indoor and outdoors (the SUB) Youth Café, gardening , Parent & Toddlers, Fitness Group - Healthy Body, Healthy Mind, Community coffee afternoon, Coe Park Community Café, Coe Park Food Pantry, Change, Grow, Live substance use support, Bethankit Lunch Club, CLD Community Group, Coe Park AFC, Bainsford War Memorial Group, CWD Art Class, Pensioners Bingo night.

Private Sector: Fitness Activities, Sequence Dancing Group.

Public Sector: Assessment of Parenting, Meeting/Training, Liaising with client, Desk Space, Councillor surgeries, Patient consultation, Staff meetings, English Learning class, Youth Activities various, Educational activity, Family Support Aberlour, Corra Foundation, ETU, CLD Staff, CLD Youth Club, Langlees Primary,

Private Parties.

Religious Group.

4 of 7 survey respondents, expressed they have a Protected Characteristic.

**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**

**Comments from those who identify as having a Protected Characteristic:**

I work in this building, it is our team's base. Without a base, just using hot desking facilities does not provide an environment conducive to maintaining strong teams. Strong teams require shared values and goals a sense of belonging and feeling valued. Our team is vital to the wellbeing and success of vulnerable families throughout the Falkirk Council area.

We hold a youth club and art group for youth people from all over falkirk in this centre who all have a disability.

Moving to another space solely for the FSS and IFSS's use. Staying in the Dawson Centre would be best though as we can use rooms available to provide group work.

Accessibility.

**Comments from those who do not identify as having a Protected Characteristic but have made comments on impact of closure on those who do:**

This area needs this facility, it is tied into the Astro pitch where my son and many teenage friends go for a kick about to close this facility especially after covid is absolute insane. We have so many teenagers with mental health issues so to take this away from them is just bloody ridiculous- there has been no help with regards to mental status of teenagers - lots of talk but no real action.

We'll use do nothing for the mental status of children at the moment so I don't think it matters what the public suggest.

<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>	
<b>Is further research necessary?</b>	Yes / No
<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>	7 Respondents in relation to Dawson Centre and SUB all 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. While all events were open to anyone from any area, there was an event held in Langlees Primary 12th January 20th 2023.  Ongoing support to explore a CAT throughout 2023 and 2024.	
<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	7 respondents.
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	Yes	Langlees Primary 12th January 20th 2023.
<b>Other: please specify</b>		
<b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>	Yes	
<b>Have the results of the engagement been fed back to the consultees?</b>	Yes	
<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.
Age			✓	Unknown as, no impact information received from respondents.  Only one comment that lack of access to astro pitch would impact on young people's mental health. There is a high volume of youth work and parenting support activities undertaken from these buildings. Reduction in these services would have a negative impact on children's health, wellbeing and development.
Disability			✓	Unknown as, no impact information received from respondents. However there are comments relating to mental health
Sex				
Ethnicity				
Religion / Belief / non-Belief			✓	Faith based groups use this facility
Sexual Orientation				
Transgender				
Pregnancy / Maternity				
Marriage / Civil Partnership				
Poverty			✓	Unknown as, no impact information received from respondents. Food pantries and community cafes are in place to support low income households in the area.
Care Experienced				
Other, health, community justice, carers etc.				
<b>Risk (Identify other risks associated with this change)</b>	This is a very well used building in an area of significant deprivation indicators. It is not unusual to have low participation rates in a survey. More engagement should be undertaken face to face with user groups in order to better understand the impact of potential closure or alternative service delivery would have on these groups.			

**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>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	Inclusive consultation and engagement to include protected characteristics groups and individuals
<b>Advance Equality of Opportunity:</b>	Faith based groups use this building for worship - removing this facility would reduce the opportunities available to this group.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	A wide range of groups use this hall. Closure would restrict opportunities of groups to come together to meet 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.
<b>Business</b>	Yes	Some private businesses operate from this building.
<b>Councils</b>	Yes	Councillor Surgeries and CLD and ETU services operate from this building.
<b>Education Sector</b>	No	
<b>Fire</b>	No	
<b>NHS</b>	Yes	Patient consultations take place in this building.
<b>Integration Joint Board</b>	No	
<b>Police</b>	No	
<b>Third Sector</b>	Yes	Third sector services for vulnerable people operate from this building- Aberlour and Change Grown Live. Possible 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.
<b>Other(s): please list and describe the nature of the relationship / impact.</b>		

## 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
Young People would be impacted by closure of this building	Young People	Prioritise the most vulnerable in these groups 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
Low income households would be affected by closure of this building.	Low Income Households	Prioritise the most vulnerable in these groups 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

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Disability	disability	<p>Prioritise the most vulnerable in these groups if alternative location is required.</p> <p>Alternative Delivery Model – Community Asset Transfer</p>	Place Services	01/04/2024	<p>Council Plan:</p> <ul style="list-style-type: none"> <li>- Supporting stronger and healthier communities</li> <li>- Supporting a thriving economy and green transition</li> </ul> <p>Falkirk Plan:</p> <ul style="list-style-type: none"> <li>- Theme 1: Working in Partnership with Communities</li> <li>Theme 2: Poverty</li> </ul>
Faith based groups	faith based groups	<p>Prioritise the most vulnerable in these groups if alternative location is required.</p> <p>Alternative Delivery Model – Community Asset Transfer</p>	Place Services	01/04/2024	<p>Council Plan:</p> <ul style="list-style-type: none"> <li>- Supporting stronger and healthier communities</li> <li>- Supporting a thriving economy and green transition</li> </ul> <p>Falkirk Plan:</p> <ul style="list-style-type: none"> <li>- Theme 1: Working in Partnership with Communities</li> <li>Theme 2: Poverty</li> </ul>

**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>	Strategic Property Review reported to Members in March 2023, and an updated report to Members in 2024. Further report in January 2025.

**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**

<b>OVERALL ASSESSMENT OF EPIA:</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?	Yes
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<b>ASSESSMENT FINDINGS</b>  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	Information gathering of groups who use this facility has been recorded, with further opportunity of participation through a survey.
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<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 proposal for mitigation is to retain the building within Education Service as part of Inclusion and Wellbeing Service. The impact of this model should continue to be monitored and assessed.
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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 / No	
MEDIUM	Yes	A wide range of groups use this facility and would be negatively impacted by closure -most notable age, disability, low income, and faith based groups.
LOW	Yes / No	

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>			
<b>Signature:</b>	<i>Karen Algie</i>	<b>Date:</b>	09/01/2025