

Equality & Poverty Impact Assessment 00431 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Place Services Growth, Planning & Climate	Lead Officer Name:	Carol Whyte
		Team:	Sport & Leisure
		Tel:	07872828983
		Email:	carol.whyte@falkirk.gov.uk
Proposal:	SPR - Closure of Pavilions as listed SPR Phase 2 (excluding Sunnyside)	Reference No:	

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

Other, please specify:	<p>Parents & Guardians of children attending activities.</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.</p>
-------------------------------	--

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

17/02/2023	Review operating model of Pavilions excluding Sunnyside to determine the position for the council going forward. The aim is to close the venue, or agree community asset transfer to clubs with no financial risk or costs associated to the council. A separate EPIA is being submitted for Sunnyside pavilion which is in advanced stages of completing an asset transfer to Falkirk Rugby Club.
20/02/2023	No information available on frequency and level of usage by clubs.
07/03/2023	Further consultation required with clubs to establish community asset transfers notes of interest.
16/01/2024	List venues with notes of interest in CAT or Community Benefit Lease

SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£112,880 net position (excluding central charges)	2022/23 year end projection For all pavilions identified in stage 2 and stage3.
		£135,090	2022/23 Year end expenditure (all pavilions identified in stage 2 and stage3.)
		£101,984	2022/23 year end net 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:	01/04/2024	
	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: poverty, age, sex

Performance data is not captured for usage of pavilions. Football and Rugby clubs apply annually for permits to access pitches across multiple locations for training and matches across the council area.

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 proposals. Email correspondence was also accepted.

No emails received pertaining to these venues

47 survey responses received from user of the facilities (22), resident in the ward (16), on behalf of a community group / organisation (8), not answered (1).

32 respondents stated they would be disproportionately affected by the SPR for pavilions.

Gender of responses received - females 21, male 19, not answered 7.

The age profile of respondents;

25 - 44 years - 8 responses, 45 - 64 years - 29 responses, 65+ years - 5 responses, not answered - 5 responses.

The majority of respondents did not select a protected characteristic

Summary of responses stating protected characteristics;

AGE - 7 responses received, DISABILITY - 3 responses, POVERTY, SEX and ETHNICITY - 2 responses, RELIGION & SEXUAL ORIENTATION - 1 response

Negative impact on young people and their health and wellbeing, lack of changing facilities and affordability were the most common concerns raised were the pavilions to close with no alternative provision provided.

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?

No information held by sports & leisure operations team on frequency and level of usage by clubs to measure against protected characteristics.

Is further research necessary?	Yes
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.	Service users had the opportunity to feedback in a series of council led public engagement meetings or complete an online survey. Email correspondence was also accepted.	
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	Council online survey for interested parties to provide feedback on SPR proposals.
Display / Exhibitions	No	
User Panels	No	
Public Event	Yes	Council carried out a series of public consultation meetings across the council area enabling communities to provide feedback on SPR proposals.
Other: please specify	On going Officer engagement with clubs noting interest in CAT or CBL being for the following pavilions listed in SPR Phase 2. Airth, Dawson Park, Douglas park, Duncan Stewart, Easter Carmuir, Gairdoch, Glensburgh, Inchyra Road, Letham, Lido, Loch Park, Overton, Rannoch Park, Shieldhall, Slamannan, Zetland Park	
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			✓	Negative impact on the community and their health & wellbeing. Further work required to understand the impact of pavilion closures.
Disability			✓	Negative impact the community and their health & wellbeing. Further work required to understand the impact of pavilion closures.
Sex			✓	Negative impact on the community and their health & wellbeing. Further work required to understand the impact of pavilion closures.
Ethnicity				
Religion / Belief / non-Belief				
Sexual Orientation				
Transgender				
Pregnancy / Maternity				
Marriage / Civil Partnership				
Poverty			✓	Negative impact on the community and their health & wellbeing. Further work required to understand the impact of pavilion closures.
Care Experienced				
Other, health, community justice, carers etc.				
Risk (Identify other risks associated with this change)	Potential impact on teams ability to compete in leagues if no changing facilities are available.			

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):	
Advance Equality of Opportunity:	A survey was carried out to capture the diversity of users. However, we note that detailed information required to understand the impact to customers and the wider community against each of the protected characteristics. This has also led to an area of improvement as no information held by sports & leisure operations team on frequency and level of usage by clubs to measure against protected characteristics.
Foster Good Relations (promoting understanding and reducing prejudice):	

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	Yes	Negative impact on the council's ability to deliver its physical and mental health & wellbeing agenda as stated in the council plan.
Education Sector	No	
Fire	No	
NHS	No	
Integration Joint Board	No	
Police	Yes	Potential risk of increase in antisocial behaviour
Third Sector	No	
Other(s): please list and describe the nature of the relationship / impact.	Sportscotland & sports governing bodies - impact on participation in grass roots sports.	

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 community asset transfer to community groups.</p> <p>Continue to explore notes of interests from community groups to take on ownership of pavilions. Pavilions with live interest are listed in section 4.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport.</p>	P Finnie R Macaloney		Council Plan Supporting stronger & healthier communities.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
SEX	Community	<p>Mitigate against closure through delivery of a community asset transfer to community groups.</p> <p>Continue to explore notes of interests from community groups to take on ownership of pavilions. Pavilions with live interest are listed in section 4.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport.</p>	<p>P Finnie</p> <p>R Macaloney</p>		<p>Council Plan</p> <p>Supporting stronger & healthier communities.</p>
DISABILITY	Community	<p>Mitigate against closure through delivery of a community asset transfer to community groups.</p> <p>Continue to explore notes of interests from community groups to take on ownership of pavilions. Pavilions with live interest are listed in section 4.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport.</p>	<p>P Finnie</p> <p>R Macaloney</p>		<p>Council Plan</p> <p>Supporting stronger & 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	Community	<p>Mitigate against closure through delivery of a community asset transfer to community groups.</p> <p>Continue to explore notes of interests from community groups to take on ownership of pavilions. Pavilions with live interest are listed in section 4.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport .</p>	<p>P Finnie</p> <p>R Macaloney</p>		<p>Council Plan</p> <p>Supporting stronger & 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.

Are actions being reported to Members?	Yes
If yes when and how ?	<p>Council meeting 29th March 2023 SPR update to elected members.</p> <p>Council meeting 31st January 2024 SPR update to elected members.</p>

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	Where asset transfer is a viable option this should be fully explored before the decision to close each pavilion is ratified.
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:	16/01/2024
------------	--------------------	-------	------------

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?	Yes
------------------------------------	--	-----

ASSESSMENT FINDINGS	The community consultation shows a negative impact on age, sex and income	
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: A community asset transfer (CAT) is proposed as mitigation to closure. The impact on the community should continue to be assessed and monitored as the proposal is developed to further reduce impact
---	-----	--

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	Medium impacts identified arising from venues that are ratified for closure. A list venues with notes of interest in CAT or Community Benefit Lease is provided.
LOW	Yes / No	

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:			
Signature:	<i>Michael McGuinness</i>	Date:	25/01/2024