

# Equality & Poverty Impact Assessment 00469 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Corporate & Housing 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>	Reddingmuirhead Community Hall - SPR	<b>Reference No:</b>	469

<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	No	No
<b>Other, please specify:</b>				

<b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b>	
01/04/2024	Considering closure or alternative delivery model of this community building.

## 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:		
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:		Financial savings detailed in the report; Strategic Property Review Update, Falkirk Council, 31st January 2024
If this is a budget decision, when will the saving be achieved?	Start Date:	01/04/2024	
	End Date (if any):	31/03/2025	

**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.

No usage survey was provided by the Management Committee of this venue- User Groups and numbers are unknown.

Of 9 survey respondents, 4 expressed they have a Protected Characteristic that disadvantaged them -Age, Disability, and one person identified 3 Characteristics - Sex, Gender and Marital Status.

**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**

Unknown - comments below are from those identifying as having Protected Characteristic but do not identify impact of decision.

- As a member of the Reddingmuirhead Halls Committee we have been in discussion since 2016 about transfer of hall to the halls committee for its financial running. As a committee who are all volunteers, we undertake the management of the hall with little or no input from the council. Since 2016 we have asked the council to provide costs for the running of the hall. You cannot take on a commitment without knowing what commitment is. We only receive some figures on 10th Feb this year and only some items included.
- I and the rest of the population use ALL of the above buildings whether for personal use or being "prescribed" the use of sports centres for health reasons. Just where are all the groups who currently PAY for the use of the buildings supposed to go? On the street!
- This hall hosts yoga and community events vital for health and well-being.

<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>	9 Respondents in relation to Reddinmuirhead Hall identifying as users and local affected residents and committee members. A series of public events were held in libraries and schools across Falkirk during January 2023 and one online event and an event in Braes Highschool event 10th January 2023 7-9pm attended by members of this community.  Ongoing support to explore a CAT throughout 2023	
<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	9 Respondents in relation to Reddingmuirhead Hall identifying as users and local affected residents and committee members. 4 of these identified has having a protected characteristic that disadvantaged them.
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	Yes	Braes High School event 10 January 2023, 7-9pm: Hall Committee Members were in attendance and commented on the information they had received from the Council. No other comments were made during the public meetings about this building.

<b>Other: please specify</b>	Falkirk Council has been working with this committee during the year to consider a way forward for community ownership of this building. It is not an asset transfer as Falkirk Council do not own this building or have any responsibility for its upkeep. It will however be treated the same as the other buildings in the Strategic Property Review for resources, support and phasing.
<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>	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			✓	One respondent with this protected characteristic, however no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Disability			✓	One respondent with this protected characteristic, however no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Sex			✓	One respondent with this protected characteristic, however no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Ethnicity				Unknown, no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Religion / Belief / non-Belief				Unknown, no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Sexual Orientation				Unknown, no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Transgender				Unknown, no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Pregnancy / Maternity				Unknown, no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Marriage / Civil Partnership			✓	One respondent with this protected characteristic, however no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Poverty				Unknown, no impact information received from respondents. No user group information provided by the Committee to asses other impacts.
Care Experienced				

**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>Risk (Identify other risks associated with this change)</b>	We do not have enough information to assess the impact. Further engagement required.
	<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>	Inclusive consultation and engagement to include protected characteristics groups and individuals
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	This hall provides a means where people with protected characteristics come together closure will have a negative impact.

**SECTION SIX: PARTNERS / OTHER STAKEHOLDERS**

<b>Which sectors are likely to have an interest in or be affected by the proposal / policy / project?</b>		<b>Describe the interest / affect.</b>
<b>Business</b>	No	
<b>Councils</b>	No	
<b>Education Sector</b>	No	
<b>Fire</b>	No	
<b>NHS</b>	No	
<b>Integration Joint Board</b>	No	
<b>Police</b>	No	
<b>Third Sector</b>	No	
<b>Other(s): please list and describe the nature of the relationship / impact.</b>	Unknown as no user group information provided by the Committee to asses other impacts.	



## 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

### No Mitigating Actions

**Please explain why you do not need to take any action to mitigate or support the impact of your proposals.**

No impact identified from the assessment. Respondents who identified as having a protected characteristic, did not provide impact information. Further engagement required to assess impact.

**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	Further user group information should be sought as this proposal progresses.
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>	<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>	No
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<b>ASSESSMENT FINDINGS</b>	The evidence showed that people completing survey had protected characteristics that would be negatively impacted -more information is needed to determine what this impact is.	
<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: An asset transfer approach is being considered for this building, it is hoped that more information on the users of the hall will be available through this process and impact properly determined.
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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	
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>	24/01/2024