

Equality & Poverty Impact Assessment 00421 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Transformation, Communities & Corporate Services Housing & Communities	Lead Officer Name:	Crawford Bell
		Team:	Communities
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Proposal:	Tryst Community Education Centre	Reference No:	421

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 and 2024

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 - 918 users.

Community: Warm Hub, Knit / Natter, Recovery Café, Boys Brigade, Falkirk Autistic Bairns Support Group, One - One meeting recovery group.

Private Sector: Yoga Class, Paracise Class, Tai Chi.

Public Sector: ESOL Class, CLD Meeting, Ukraine English Class, Training for Young People, St Mungos School Group, Housing -Ukraine Family Meeting, CLD School Group, MP Surgery.

5 of 6 survey respondents, expressed they have a Protected Characteristic that disadvantaged them.

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 have no idea from the information how groups using the building might be affected when sold or given away.

There are very few activities for the older age group in the area.

For those unable to travel there will be NOWHERE to go for indoor activities.

I use regularly for my exercise class pacifically for elderly. Not many places for elderly to have regular exercise.

As a retired person I rely on the activities on offer to allow me to mix with other people.

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.	6 Respondents in relation to Tryst Centre 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 locally in Stenhousemuir Library January 20th 2023. Ongoing support to explore a CAT throughout 2023	
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	6 respondents for this building.
Display / Exhibitions	No	
User Panels	No	
Public Event	Yes	Stenhousemuir Library 12:00-14:00 January 20th 2023.
Other: please specify		
Has the proposal / policy/ project been reviewed / changed as a result of the engagement?	Yes	
Have the results of the engagement been fed back to the consultees?	Yes	
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			✓	Older people stated they would have less access to opportunities to socialise and be active resulting in an impact on their health and wellbeing. Unknown impact on children and young people as, no impact information received from respondents. Further engagement should be carried out. There are youth activities in this building.
Disability				Unknown as, no impact information received from respondents. There is a specific autism support group operating from this building. further engagement with users should be carried out. A number of recovery groups operate from this facility
Sex				
Ethnicity				Unknown as, no impact information received from respondents. There are ESOL courses operating from this building and support services for Ukrainian families. Further engagement should be undertaken to better asses impact.
Religion / Belief / non-Belief				
Sexual Orientation				
Transgender				
Pregnancy / Maternity				
Marriage / Civil Partnership				
Poverty				
Care Experienced				
Other, health, community justice, carers etc.				

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:	This facility is used by a number of groups with a disability - closure would restrict opportunities to have a full life.
Foster Good Relations (promoting understanding and reducing prejudice):	This facility is used by a large number of groups. Closure would restrict ability of community 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	Yes	Some businesses operate from this building.
Councils	Yes	Some service delivery from this building.
Education Sector	No	
Fire	No	
NHS	No	
Integration Joint Board	No	
Police	No	
Third Sector	Yes	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.
Other(s): please list and describe the nature of the relationship / impact.		

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
Older persons would be impacted	Older Persons	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
Disability	disability	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
Ethnicity	ethnicity	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

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.

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. 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 where impact could be identified. Further engagement with user groups is recommended.
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

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
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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: Proposed mitigations were to develop an alternate delivery model or a Community Asset Transfer. There has been ongoing support for Community Asset Transfer in 2023 and 2024. By 07/01/2025 the Centre Co-ordinator has taken Voluntary Redundancy and usage of the building has reduced dramatically with groups relocating to other community facilities. If the current alternative delivery model mitigation continues to be developed the impact 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	Closure of this facility potentially most notably impacts on age, disability and ethnicity. Groups have relocated to other community facilities however further work is needed to determine the full impact of closure.
LOW	Yes / No	

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:			
Signature:		Date:	