

Equality & Poverty Impact Assessment 00459 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Corporate & Housing Services Housing & Communities	Lead Officer Name:	Crawford Bell
		Team:	Communities
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Proposal:	Brightons Community Hall - SPR	Reference No:	459

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	No	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

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 - 1977 users in 4 week sample.

Community Activity – Café x 2, Toddlers Group, Ladies Group, Brownies, Guides, Town Break dementia Carers sessions, Drama.

Private Businesses - Dog Training, Tae Kwon Do, Circuit Training, Paracise, Physio Pilates, Central Scotland Ballet School, Ball Room Dancing , Zumba, Yoga, Baby Ballet Class, Boxercise.

Public Sector – Councillor Surgery, Safety Group.

Religious- Sunday School.

Private parties.

Of 31 survey respondents, 12 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**Those with protected Characteristics commented on impact and mitigations:**

Having a local community hall for children’s exercise, dance and community events is good for health and the environment, as it reduces car use.

The centre is a hub for local events especially for Community Council.....and senior citizen meetings

Need overflow facilities for Church youth activities

Our organisation uses the community hall every week and for other additional events from time to time. Due to the nature and time of these events, it is not feasible for us to use another space in another community, as we need something right next to our building due to large numbers of users - the hall acts as an overflow space for our children and young people’s groups. If we didn’t have the community hall, it would detrimentally impact the work done with under 18s in our local community.

"The Brightons Community centre is a very valuable asset for Brightons Parish Church (BPC) as we use the Community centre every Sunday morning between 10.30am and 12.30pm for two of our five children's/youth work groups. As the community centre is right next door to the church, our children and their leaders/parents can easily and safely move between both buildings.

The ability to use the Community Centre is critical for us as we cannot easily fit these groups into the church halls thus our children's and youth work would be severely impacted and some may not all be able to take place at all."

The hall is used occasionally for a new group set up for people suffering from Long COVID. People from all regions of Scotland attend here.

Rethinking the environmental and mental and physical health impact of closing buildings where there is no alternative within walking distance, and spelling out alternatives before closing or selling them.

We need the hall to be kept open and available at the current times of usage. We would be willing to be involved in a future management team, alongside other local parties. If necessary, we would be willing to explore taking on sole running of the hall, but would prefer a joint venture with other local parties.

We recognise the community centre is a very valuable asset for the community and BPC would be keen to keep it open, and be involved in helping manage the centre, as part of a group of parties. If the centre wasn't available for use, a mitigation could be use of another building, however, this would not be as convenient or safe for us, and is therefore not a desirable or feasible option.

Ensure facilities are well served by public transport including in the evening. Ensure access to parking free or cheap to enable access to classes and groups

Supply a hall that can be accessed by less able people (I have all sorts of people in my classes that have illnesses, disabilities and mental health issues)

Which is warm clean and at a low cost as everyone is worried about the cost of living crisis

Those without protected characteristics also expressed concern for those with:

We had a lady join us the class today who was very lonely after her husband's death and went to the Dr surgery asking about groups in the community where she could go to to meet others.

No longer able to play sport

"My yoga classes are valuable to the community as they help people ms mental health and wellbeing.

Our children's classes would have nowhere to run meaning a lack of children's activities in the area

I teach gentle exercise classes for the 50+/retired age group. This building if closed would affect my business but most importantly the health and well being of my participants.

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.	30 Respondents in relation to Brightons Hall 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. 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	30 respondents relating specifically to this building.
Display / Exhibitions	No	
User Panels	No	
Public Event	Yes	Braes Highschool Public Meeting 10th January 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			✓	Access for young Children and Older Persons activities for their development and wellbeing.
Disability			✓	Loss of a meeting space for persons affected by Long Covid and A Dementia Carers Cafe.
Sex				
Ethnicity				
Religion / Belief / non-Belief			✓	The loss of space to run Church Youth Activities.
Sexual Orientation				
Transgender				
Pregnancy / Maternity				
Marriage / Civil Partnership				
Poverty				Unknown as, no impact information received from respondents.
Care Experienced				
Other, health, community justice, carers etc.				
Risk (Identify other risks associated with this change)				

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:	Inclusive consultation and engagement to include protected characteristics groups and individuals
Foster Good Relations (promoting understanding and reducing prejudice):	Closure of building would have impact on the potential of different groups of people 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	Many small businesses operate from this premise. Most of which provide fitness and wellbeing related activity.
Councils	Yes	Councillors' Surgeries.
Education Sector	No	
Fire	No	
NHS	No	
Integration Joint Board	Yes	Unpaid Carers Support and prevention activity.
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. Many comments from respondents requested this option and a few identified the support required to take this forward.
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
Closure would have an impact on persons sharing the protected characteristics of Age and Disability	Children Older Persons Dementia Carers	Prioritise these groups if alternative location is required. Alternative Delivery Model - CAT	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
Closure would have an impact on low income households having to pay more to travel to other venues or increased prices in a CAT model	Low income households	Consider transport costs if alternative location is required. Alternative Delivery Model - CAT	Places 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

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.

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

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	The consultation shows a potential negative impact on age (older and younger people) disability and faith.	
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 proposal for mitigation is to develop an alternate delivery model for the centre, the impact on different groups needs to continue to be monitored as proposal developed.
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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

Director / Head of Service:			
Signature:	<i>Karen Algie</i>	Date:	24/01/2024