

# Equality & Poverty Impact Assessment 00417 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Place Services Growth, Planning & Climate	<b>Lead Officer Name:</b>	Carol Whyte
		<b>Team:</b>	Sport & Leisure
		<b>Tel:</b>	07872828983
		<b>Email:</b>	carol.whyte@falkirk.gov.uk
<b>Proposal:</b>	SPR - Carron Gymnastics Centre	<b>Reference No:</b>	

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

<b>Other, please specify:</b>	<p>The proposal effects service users including: Stenhousemuir and Tryst Gymnastics Clubs, Sports Development Gymnastics Classes. Classes are a pathway into the clubs.</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. This could negatively impact the delivery of sports development classes in the interim period.</p>
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### Identify the main aims and projected outcome of this proposal (please add date of each update):

06/02/2023	Review operating model of Carron Gymnastics Centre to determine options for the council going forward. The aim is to identify an alternative net zero operating model or community asset transfer to the clubs with no financial risk or costs associated to the council.
20/02/2023	Gap in information on gymnastic club members and coaches to measure against protected characteristics.
06/03/2023	SPR update to elected member on 29th March 2023 is proposing to close the venue. The S & L team recommend mitigation of commercial performance improvement as the appropriate course of action for Carron Gymnastics Centre. Retaining the venue will provide young people with a positive destination to participate in sport and deliver on the councils health & wellbeing objectives.
06/03/2023	Further engagement with Gymnastics Clubs, Scottish Gymnastics, Sportscotland and sports development team to develop an agreed plan to increase income and reduce costs to achieve net zero subsidy.
15/01/2024	New business approaches are being explored for this venue to make it financially viable. There is no further EPIA impact at this time.

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

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## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£56,590 net (excluding central budget charges)	2023 projected year end position.
		£181,610	2023/24 budgeted expenditure
		£39,200	2023/24 budgeted net operating subsidy
Reduction to this service budget (£'0000s)	Per Annum:		
Increase to this service budget (£'0000s)	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:	01/04/2025	
	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 - age, poverty, sex

2021/22 total admissions = 36,981 visits

2022/23 year end projected total admissions = 37,500

2022/23 Sports Development Classes to end Q3 = 13,909 admissions

Gender split - 67% female, 32% male, 1% not specified.

95% of participants in the sports development programme are aged under 12 years. The remaining 5% are aged under 16 years,

**JAN 2024 Update**

2022/23 ACTUAL Admissions = 29,249

2023/24 year end projected total admissions = 38,235 \* Admissions impacted by extended closure to replace heating system.

2023/24 Sports Development Classes to end Q3 = 13,288 admissions

Gender split - 4% female, 2% male, 92% not specified.

96% of participants in the sports development programme are aged under 12 years. The remaining 4% are aged under 16 years,

**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 the SPR proposals. Email correspondence was also accepted.

2 emails received.

Poverty - Concern over the transfer of the venue to gymnastics clubs to operate will result in significant rise in cost of classes. Access to the venue will become limited to a select few.

Gender - Closure would deprive predominantly young girls, and a few boys access to fitness and development of physical and social skills.

100 Survey responses received from; users of the facility (89), residents in the ward (49), on behalf of a community group/ organisation (5), not answered (1).

82 respondents state they would be disproportionately affected by the SPR proposal for this venue.

gender of responses received - female 76, male 22, not answered 2

The age profile of respondents

16 - 24 years - 3 response, 25 - 44 years - 64 responses, 45 - 64 years - 23 responses, 65+ - 7 responses, not answered - 2 response

The majority of the responses received did not select a protected characteristic when completing the survey.

Summary of comments received:

Negative impact on the loss of sport specific venue, age discrimination against young people, ability to travel to an alternative venue, risk of increased costs to participation, viability of an asset transfer to clubs and the councils decision were the most common concerns raised.

Summary of responses stating protected characteristics

**AGE** - 8 responses received from parents on the impact to their children. All responses were from females in 25 - 44 years category.

Closure of a purpose built venue for gymnastics that recently receive significant investment and negative impact on mental health & well being were the most common concerns raised. Concerns over physical health, affordability and ability to travel to alternative location were also noted.

**SEX** - 3 responses received from females in the 25 - 44 years category.

Closure of a purpose built venue for gymnastics that recently receive significant investment and negative impact on mental health & well being, physical health, social interaction, affordability and ability to travel to alternative location were the most common concerns raised.

**POVERTY** - 2 responses received from females in the 25 - 44 years category.

Closure of a purpose built venue for gymnastics that recently receive significant investment and negative impact on mental health & well being, physical health, social interaction, affordability and ability to travel to alternative location were the most common concerns raised.

**DISABILITY** - 1 response received female in 45 - 64 years category

Closure of a purpose built venue for gymnastics that recently receive significant investment and negative impact on mental health & well being, physical health, affordability and ability to travel to alternative location were noted.

<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>	Gaps in information on the profile of gymnastic club members and coaches against protected characteristics. Admissions data does not identify the number of unique users or record protected characteristics.
<b>Is further research necessary?</b>	Yes
<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>	Service users and sports clubs had the opportunity to feedback in a series of council led public engagement meetings or completing online surveys. Email correspondence was also accepted.	
<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	Council online survey for interested parties to provide feedback. on SPR proposals.  100 responses received. 82 state that they would be disproportionately affected by the closure of the venue. The 3 main protected characteristics identified are - age, gender and poverty
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	Yes	Council officers carried out a series of public meetings across the council area enabling communities to feedback on the SPR proposals, including the closure of Carron Gymnastics Centre.
<b>Other: please specify</b>	Two comments received to the SPR email, Poverty - 1, Disability - 1	
<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>	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			✓	See evidence in section 3 on Age.
Disability			✓	See evidence in section 3 on Disability.  Children with various additional support needs attend sports development classes and gymnastics clubs.
Sex			✓	See evidence in section 3 on Sex
Ethnicity				
Religion / Belief / non-Belief				
Sexual Orientation				
Transgender				
Pregnancy / Maternity				
Marriage / Civil Partnership				
Poverty			✓	See evidence in section 3 on Poverty
Care Experienced				
Other, health, community justice, carers etc.				
<b>Risk (Identify other risks associated with this change)</b>	The venue has received significant investment to change use into a purpose built venue for gymnastics.			

**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>	
<b>Advance Equality of Opportunity:</b>	Closure of this venue would reduce the opportunities that local people have to train in a facility that is specific to the sport of gymnastics
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	

**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>	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>	Yes	Carron gymnastics centre is home to 2 gymnastics clubs – Stenhousemuir and Tryst GC. Both of whom would be left without a base for their clubs. The availability of alternative, suitable, venues in the local area is nil. Therefore these clubs would be faced with significant disruption, additional cost, travel and time to travel to an alternative location out with Falkirk.
<b>Other(s): please list and describe the nature of the relationship / impact.</b>	<p>Scottish Gymnastics – Would lose an important asset within their sporting network. Gymnastics as a sport has a historic issue in terms of attracting and retaining those from lower SIMD demographics. Something which would be made worse should the participants in Carron cease to have access to our programme.</p> <p>Sportscotland &amp; Scottish Gymnastics – Both view the partnership model established at Carron as an exemplar for local authorities, leisure trusts and clubs to strive for. It provided an excellent outlet for clubs to grow, while remaining within their local community.</p>	

**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.

<b>Identified Impact</b>	<b>To Who</b>	<b>Action(s)</b>	<b>Lead Officer</b>	<b>Evaluation and Review Date</b>	<b>Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes</b>
Age	Young people	Mitigate against closure through delivery of a commercial performance improvement plan.  Develop action plan to increase income generation and reduce costs.  Retaining the venue will provide young people with a positive destination to participate in sport and deliver on the councils health & wellbeing objectives.	P Finnie		Falkirk Plan

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Sex	Young people, families	<p>Mitigate against closure through delivery of a commercial performance improvement plan.</p> <p>Develop action plan to increase income generation and reduce costs.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport and deliver on the councils health &amp; wellbeing objectives.</p>	P Finnie		Falkirk Plan
Poverty	Low income families	<p>Mitigate against closure through delivery of a commercial performance improvement plan.</p> <p>Develop action plan to increase income generation and reduce costs.</p> <p>Retaining the venue will provide the community with a positive destination to participate in sport and deliver on the councils health &amp; wellbeing objectives.</p>	P Finnie		Falkirk Plan

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.**

<b>Are actions being reported to Members?</b>	Yes
<b>If yes when and how ?</b>	<p>Council meeting on 29th March SPR update to elected members</p> <p>Council meeting on 31st March 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	Yes	Mitigate closure by approving the venue to be retained and identified as a commercial performance improvement venue within the SPR. The recommendation is to develop an agreed plan to increase income generation and reduce cost with the aim to achieve net zero subsidy.
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	No	
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
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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>	Yes
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<b>ASSESSMENT FINDINGS</b>	The consultation shows that closure would have a negative impact on age, sex and disability	
<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: The proposed mitigation against closure is an alternate operating model. The impact on the community should continue to be assessed and monitored as this proposal is progressed
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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 / No	
LOW	Yes	A new business approach is being explored for this venue to make it financially viable. There is no further EPIA impact at this time.

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

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