

Equality and Fairer Scotland Impact Assessment - Screening

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| Title of Policy: | Stop providing leisure and community services at the Bowmar Centre, Alloa |
| Service: | Clackmannanshire Council |
| Team: | N/a |

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| Will the policy have to go to Council or committee for approval | Yes |
| Is it a major policy, significantly affecting how functions are delivered? | Yes |
| Does it relate to functions that previous involvement activities have identified as being important to particular protected groups? | Yes |
| Does it relate to an area where the Council has set equality outcomes? | Yes |
| Does it relate to an area where there are known inequalities? | Yes |
| Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes? | Yes |

IF YES - Move on to an Equality & Fairer Scotland Assessment

IF NO - Explain why an Equality & Fairer Scotland Assessment is not required

| APPROVAL | | |
|-----------------|---------------------------|--------------|
| NAME | DESIGNATION | DATE |
| B Forbes | Customer Services Manager | January 2019 |

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

Equality and Fairer Scotland Impact Assessment - Scoping

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| Purpose of the proposed policy or changes to established policy |
| <p>The purpose of the change is to deliver financial savings needed to ensure that Clackmannanshire Council is able to set a balanced budget, as required by statute, for the year 2019/20.</p> <p>Use of the Bowmar Centre has changed in recent years. The building is no longer fit for purpose. This proposal will only be taken forward if a regeneration bid submitted to the Scottish Government to transform the centre into a modern learning and community facility is unsuccessful.</p> |
| Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty? |
| General Equality Duty - |
| ➤ Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct |
| Impacts if any are likely to be minimal. |
| ➤ Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not |
| <p>Some aspects of the proposal may have a significant impact on user groups. There are currently only nine regular user groups of the centre. It is expected that all groups except one (Boxing Club) can re-locate their activities to other council facilities in Alloa. Further engagement with the Boxing Club and other user groups is needed to better understand the nature of the impact and whether any mitigating actions (such as use of alternative locations such as Alloa Academy, Alloa Town Hall or the Speirs Centre) can take place.</p> |
| ➤ Fostering good relations between people who share a protected characteristic and those who do not. |
| Impacts if any are likely to be minimal. |
| Fairer Scotland Duty - |
| ➤ Reducing inequalities of outcome caused by socioeconomic disadvantage |
| <p>The closure of the Bowmar Centre may have a significant impact on people who already experience socioeconomic disadvantage if they cannot relocate their activities to other facilities. Depending on whether all groups can re-locate, the proposal may impact on those families and people on low incomes, those in work poverty, receiving key benefits and affected by universal credit. Groups most likely to be affected are the Boxing Club users, Over 60s (Bowling and Boccia class), tenants and the wider local community.</p> |

| To which of the equality groups is the policy relevant? | | |
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| Protected Characteristic | Yes/No* | Explanation |
| Age | Yes | The proposals are likely to impact on all age groups - young people, families with children, through to the elderly who use the facility. Further engagement is required to better understand the impact on this protected characteristic. |
| Disability | Yes | There may be impacts on people with disabilities e.g. there is a lower limb exercise class which may have to relocate to another venue. Further engagement is required to better understand the impact on this protected characteristic. |
| Gender Reassignment | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Pregnancy and Maternity | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Race | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Religion and Belief | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Sex | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Sexual Orientation | No | There is no indication at this stage that this protected characteristic would be impacted. |

* Delete as required

What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?

Analysis informing the LOIP and the corporate plan indicate that child poverty and women's inequalities are significant issues for Clackmannanshire. Health inequalities continue to present challenges for our older population, and those with disabilities. We know that the community of Alloa South and East experience longstanding challenges associated with deprivation. Particular deprivation profile evidences inequality in these communities around income, employment and health. Further engagement with Bowmar Centre user groups is required to understand the nature of the socioeconomic impact arising from the proposal and any mitigating actions.

Which equality groups and communities might it be helpful to involve in the development of the policy?

User groups – Liaise with individual user groups to understand impact and most effective engagement approach.

Communities – Alloa South & East (liaise with community council) – to understand Fairer Scotland impacts and impacts on women, families and those experiencing socioeconomic disadvantage.

Council Employees and Trades Unions – To understand the potential impacts on protected groups within Council workforce.

Young People – Liaise with Council's Youth Services and Youth Council to plan most effective engagement approach.

Next steps

Face to face engagement will be arranged during January 2019 to enable impacts to be better understood. An online consultation will also be available from 9th January 2019 allowing for comments and feedback on the proposals. Following these engagement events, we will update this equality and fairer Scotland impact assessment.

Equality and Fairer Scotland Impact Assessment - Decision

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| Evidence findings | | |
| Feedback was received as part of the overall budget engagement exercise carried out online and via public drop in sessions. | | |
| Details of engagement undertaken and feedback received | | |
| Particular impacts would be experienced by young people who regularly attend groups and activities at Bowmar. Impact would also be experienced in a community with significant socio-economic concerns and little by way of alternative provision for use by community and third sector groups. | | |
| Decision/recommendation | | |
| Having considered the potential or actual impacts of this policy, the following decision/ recommendation is made: | | |
| Tick | Option 1: No major change The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review. | |
| | Option 2: Adjust the policy – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact. | |
| | Option 3: Continue the policy – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council’s obligations under the duty. | |
| X | Option 4: Stop and remove the policy – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed. | |
| Justification for decision | | |
| The Council met on 6th March 2019 and set the budget for 2019/20. Funding for leisure and community services will continue for 2019/20. | | |
| APPROVAL | | |
| NAME | DESIGNATION | DATE |
| Cherie Jarvie | Strategy and Performance Manager | 7 th March 2019 |