

Equality and Fairer Scotland Impact Assessment - Screening

Title of Policy:	Clackmannanshire Council Budget Proposal 2019/2020 – Reduce annual grants to Devonvale, Clackmannan and Coalsnaughton Halls.
Service:	Partnership and Performance
Team:	Strategy and Performance

Will the policy have to go to Council or committee for approval	Yes
Is it a major policy, significantly affecting how functions are delivered?	No
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?	No
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 TO ANY - Move on to an Equality & Fairer Scotland Assessment

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

APPROVAL		
NAME	DESIGNATION	DATE
Cherie Jarvie	Strategy and Performance Manager	25 th Jan 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

Purpose of the proposed policy or changes to established policy
<p>The purpose of the change is to ensure that Clackmannanshire Council is able to set a balanced budget, as required by statute, for the year 2019/20.</p> <p>The proposal is to reduce the grant funding provided to 3 community halls – Devonvale, Clackmannan and Coalsnaughton. The proposal is to reduce the level of funding each hall receives from £4k to £2k per annum. Each hall is managed by a community trust, and each has a long term lease with the Council.</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
Impact 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>The proposal may impact on the nature and number of some activities that take place in the halls. There may be some impact on the number of activities that are delivered in the halls and therefore opportunities that bring all groups of people in communities together. For example, events and activities for young people; older people; intergenerational.</p> <p>There is potential that the halls will no longer be viable and that the trusts will choose to return the building to the Council. In this event a decision would be required on disposal of the buildings.</p> <p>The proposal may have a negative impact on community cohesion, particularly in communities where there are no other halls/venues. Impacts on communities affected by other proposals are likely to see a disproportionate impact (Coalsnaughton).</p>
➤ Fostering good relations between people who share a protected characteristic and those who do not.
<p>In the event that community halls closed or reduced operating times, It is likely that this proposal would impact older and younger people and people with a disability. In this event Clackmannanshire residents would be required to travel elsewhere to access services provided in halls. This may require additional use of public transport which is likely to disproportionately impact people with a disability.</p> <p>In the event that community halls closed or reduced operating times the range of services which are delivered in local communities – these services are often the only services in smaller communities would be impacted. These services are often aimed at supporting people who are already vulnerable and/or isolated and excluded. Again this is likely to have a disproportionate impact on those with a disability (physical and mental).</p> <p>A range of age groups benefit from activities provided through local community halls. Many of the services provided however are targeted at younger people (through youth clubs; sport activities and holiday clubs) and this age group will therefore be affected. Older age groups are likely to be impacted by social isolation through the removal of some services in communities.</p>

Fairer Scotland Duty -

➤ Reducing inequalities of outcome caused by socioeconomic disadvantage

The halls currently provide services to people who are vulnerable to the impact of poverty in local communities. This includes people with protected characteristics. In the event that the community halls closed or reduced operating times it is highly likely that those already affected by socio-economic disadvantage would be disproportionately impacted. It is unlikely that they would be in a position to travel elsewhere to access similar services.

To which of the equality groups is the policy relevant?

Protected Characteristic	Yes/No*	Explanation
Age	Yes/	<p>In the event of hall closure or a significant reduction in operating times older people accessing the range of services provided via the halls would be impacted in terms of health and wellbeing but also in terms of social isolation. The benefits of intergenerational activities would also impact this group. This group would be unlikely to travel to access similar services elsewhere.</p> <p>In the event of hall closure or a significant reduction in operating times younger people access a range of services provided via the halls would also be impacted in terms of the benefits of socialisation, health and wellbeing. The benefits of intergenerational activities would also impact this group.</p>
Disability	Yes	In the event of hall closure or a significant reduction in operating times people with a disability accessing the range of services provided via the halls would be impacted in terms of health and wellbeing but also socialisation and the risk of social isolation. The benefits of intergenerational activities would also impact this group. This group would be unlikely to travel to access similar services elsewhere.
Gender Reassignment	No	
Marriage and civil partnership	No	
Pregnancy and Maternity	No	
Race	No	
Religion and Belief	No	
Sex	No	
Sexual Orientation	No	

* Delete as required

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

Community halls gather feedback from older people, disabled people and people experiencing socio economic disadvantage about the impact of their activities and they have shared this information with the Council through the budget engagement process.

The Council has not directly consulted these groupings specifically on the impact of this particular policy.

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

The community halls have engaged with users of their services and have provided written responses on the impact of the proposals. Feedback on these proposals was also captured during the budget engagement through the online and face to face engagement.

Next steps

Use the feedback and information provided on the proposal to develop mitigations for consideration as part of the budget setting process.

Equality and Fairer Scotland Impact Assessment - Decision

Evidence findings		
All evidence gathered was presented to elected members prior to the budget setting Council meeting.		
Details of engagement undertaken and feedback received		
The community halls have engaged with users of their services and have provided written responses on the impact of the proposals. Feedback on these proposals was also captured during the budget engagement through the online and face to face engagement.		
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 the Community Halls will be maintained at 2018/19 levels.		
APPROVAL		
NAME	DESIGNATION	DATE
Cherie Jarvie	Strategy and Performance Manager	7 th March 2019