



Equality and Fairer Scotland Impact Assessment (EFSIA) Summary of Assessment

Title: Clackmannanshire Council Budget Engagement 2026/27

Key findings from this assessment (or reason an EFSIA is not required):

The Council is undertaking a period of consultation on its budget engagement for 2026/27. The engagement period will commence on the 11th of December and will conclude on the 18th of January 2026. Findings on the feedback and impacts of the proposals contained in the engagement will be shared as part of the decision-making process to set a balanced budget for the Council for 2026/27.

The key findings from this assessment will not be known or understood until the budget engagement process is complete. Sections 9-16 of this assessment will be updated following the conclusion of the budget engagement exercise.

Summary of actions taken because of this assessment:

An initial review of budget proposals has been undertaken to understand where there may be potential Equality and Fairer Scotland Impacts with high level details on these impacts included in this assessment. This assessment will be further updated following the conclusion of the budget engagement process.

Ongoing actions beyond implementation of the proposal include:

Actions are not known at this stage and will be developed in due course.

Lead person(s) for this assessment: Cherie Jarvie, Senior Manager Partnership and Transformation

Senior officer approval of assessment: Chris Alliston, Strategic Director, Partnership and Performance

DATE: 8/12/2025

Equality and Fairer Scotland Impact Assessment (EFSIA)

An Equality and Fairer Scotland Impact Assessment (EFSIA) must be completed in relation to any decisions, activities, policies, strategies or proposals of the Council (referred to as 'proposal' in this document). The first stage of the assessment process will determine the level of impact assessment required.

This form should be completed using the guidance contained in the document: ['NAME']. Please read the guidance before completing this form.

The aim of this assessment is to allow you to critically assess:

- the impact of the proposal on those with protected characteristics and, where relevant, affected by socio-economic disadvantage (referred to as 'equality groups' in this document);
- whether the Council is meeting its legal requirements in terms of Public Sector Equality Duty and the Fairer Scotland Duty;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised.

The Fairer Scotland Duty requires public authorities to pay 'due regard' to how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making **strategic decisions**. Strategic decisions are key, high-level decisions such as decisions about setting priorities, allocating resources, delivery or implementation and commissioning services and all decisions that go to Council or committee for approval.

Step A – Confirm the details of your proposal

1. Describe the aims, objectives and purpose of the proposal.

The purpose of the proposal is to set a balanced budget for Clackmannanshire Council for 2026/27. A range of options are subject to public consultation to understand EFSIA impacts and any amendments or adjustments which will be required. The options which are included in the consultation are as follows:

Reduce the level of physiotherapy, speech language and occupational therapy services provided to pupils
Reduce school resources budgets in line with reduction in pupil numbers
Review of music tuition in schools
Reduce winter services budgets
Reduce Forthbank recycling centre opening hours
Review how we run the Bowmar Centre
Reduce the number of countryside rangers from two to one
Reduction of four teachers to reflect reduction in pupil numbers
Changes to school janitors
Increase Council Tax by 8, 10 or 15%
Increase the price of school meals
Increase the cost of private citizenship ceremonies
Increase fees and charges by 4%

2. Why is the proposal required?

Clackmannanshire Council is required by law to set a balanced budget for 26/27. Clackmannanshire Council is required under the Equality Act 2010 and related public sector duties to engage on and assess impacts on any decisions, activities, policies, strategies, or proposals of the Council.

3. Who is affected by the proposal?

Potentially all Clackmannanshire residents and Council employees.

4. What other Council policies or activities may be related to this proposal? The EFSIAs for related policies might help you understand potential impacts.

Consultation feedback on previous budget proposals/previous Equality and Fairer Scotland Impact Assessments.

5. Is the proposal a strategic decision? If so, please complete the steps below in relation to socio-economic disadvantage. If not, please state why it is not a strategic decision:

Yes

Step B – Consider the level of EFSIA required

You should consider the available evidence and data relevant to your proposal. You should gather information in order to:

- help you to understand the importance of your proposal for those from equality groups,
- inform the depth of EFSIA you need to do (this should be proportionate to the potential impact), and
- provide justification for the outcome, including where it is agreed an EFSIA is not required.

6. What information is available about the experience of those with protected characteristics in relation to this proposal? Does the proposal relate to an area where there are already known inequalities? Refer to the guidance for sources of evidence and complete the table below.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Age	<p>Engagement exercise being undertaken December-January 2026.</p> <p>Data and evidence from previous EFSIA and/or other forms of engagement and consultation such as surveys and feedback from residents.</p> <p>Data on provision of service delivery.</p> <p>Information on the groups and services provided at the Bowmar Centre.</p>	<p>Several proposals which are being consulted on are likely to impact school-age children and young people. This includes the reduction of teachers; changes to school janitors, reduction in levels of physiotherapy, speech language and occupational therapy provided to pupils, reduction in school resources, review of music tuition in schools and review of the Bowmar Centre.</p> <p>Whilst these proposals are likely to have some impact on all school age children and young people evidence suggests those with additional support needs and disability will be disproportionately impacted as will those children and young people impacted by social and economic disadvantage. This includes access to the Bowmar Centre which currently hosts PE sessions for Park Primary and community learning and development events for both young people and adults in Clackmannanshire.</p> <p>Older residents will also be impacted through the Bowmar Centre proposal through the cessation of community learning and development activities, the community café, and active communities' programmes at this venue.</p> <p>Older residents may be impacted by any reduction to the winter services budget, although this is anticipated to be minimal.</p>
Disability	<p>Engagement exercise being undertaken December-January 2026.</p> <p>Data and evidence from previous EFSIA and/or other forms of engagement and consultation such as surveys and feedback from residents.</p> <p>Data on provision of service delivery.</p>	<p>The proposal relating to a reduction in levels of physiotherapy, speech language and occupational therapy provided to pupils is likely to disproportionately impact young people with additional support needs and/or disability. Further evidence is required to understand the extent of this impact and whether alternative support is accessible which mitigates the impact on this protected group.</p> <p>In addition, evidence suggests that children and young people with a disability (or cared for by someone with a disability) or in a caring role are more likely to face financial</p>

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		hardship or poverty than children who do not share these circumstances. This could mean that proposals resulting in increased service costs, or additional financial pressure on these groups will compound impacts, although concessions and other financial support may be already in place to offset these impacts. The proposal relating to the Bowmar Centre will also impact disability and additional support needs groups who are accessing activities and programmes including physical activities at the venue.
Race	Engagement exercise being undertaken December-January 2026. Data and evidence from previous EFSIA and/or other forms of engagement and consultation such as surveys and feedback from residents. Data on citizenship ceremonies.	The proposal relating to the increased cost of private citizenship ceremonies will impact residents from a range of ethnic backgrounds and those seeking British citizenship. This proposal, however, has been made following a benchmarking exercise to bring the costs in line with other Councils and the increased charge applies to the optional full ceremony with other options available by choice.
Sex	Engagement exercise being undertaken December-January 2026. Data and evidence from previous EFSIA and/or other forms of engagement and consultation such as surveys and feedback from residents.	Current evidence indicates limited impact on this protected characteristic. Further insights will be gathered through the budget engagement process to ensure any potential effects are fully understood.
Gender Reassignment	Engagement exercise being undertaken December-January 2026. Data and evidence from previous EFSIA and/or other forms of engagement and consultation such as surveys and feedback from residents.	Current evidence indicates limited impact on this protected characteristic. Further insights will be gathered through the budget engagement process to ensure any potential effects are fully understood.
Sexual orientation	Engagement exercise being undertaken December-January 2026. Data and evidence from previous EFSIA and/or other forms of engagement and consultation such as surveys and feedback from residents.	Current evidence indicates limited impact on this protected characteristic. Further insights will be gathered through the budget engagement process to ensure any potential effects are fully understood.
Religion or Belief	Engagement exercise being undertaken December-January 2026. Data and evidence from previous EFSIA and/or other forms of engagement and consultation such as surveys and feedback from residents.	Current evidence indicates limited impact on this protected characteristic. Further insights will be gathered through the budget engagement process to ensure any potential effects are fully understood.
Pregnancy or maternity	Engagement exercise being undertaken December-January 2026. Data and evidence from previous EFSIA and/or other forms of engagement and consultation such as surveys and feedback from residents.	Current evidence indicates limited impact on this protected characteristic. Further insights will be gathered through the budget engagement process to ensure any potential effects are fully understood.
Marriage or civil partnership (only the first aim of the Duty is relevant to this protected	Engagement exercise being undertaken December-January 2026. Data and evidence from previous EFSIA and/or other forms of engagement and	Current evidence indicates limited impact on this protected characteristic. Further insights will be gathered through the budget engagement process to ensure any potential effects are fully understood.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
characteristic and only in relation to work matters)	consultation such as surveys and feedback from residents.	
Socio economic disadvantage (if required)	Engagement exercise being undertaken December-January 2026. Data and evidence from previous EFSIA and/or other forms of engagement and consultation such as surveys and feedback from residents.	<p>The proposals on increasing Council Tax, increasing the price of school meals and increasing fees and charges may impact residents who already experience social and economic disadvantage. There are already mitigations and measures in place for those in low income groups, facing poverty, lone parents, care experienced and residents who are disabled including council tax relief, free school meals and clothing, financial security advice and support and hardship funding, however the compounding impacts of rising costs and inflation may impact families not eligible for existing concessions and support.</p> <p>The proposal on the reduction of school resources may negatively impact children and young people from low-income households, or those most likely to experience financial hardship. This proposal may contribute to exclusion or stigma for some children and their families as schools would be required to fund raise with families for supplies.</p> <p>The proposal on the review of the Bowmar Centre will impact families from Alloa South and East which is a known deprived (income, employment, and health) community. The programmes provided at this venue are targeted to those experiencing disadvantage and the cessation of these services will have fairer Scotland impacts unless alternative provision/venues are identified. The proposal includes a review on alternative operating models for the Bowmar Centre.</p>

7. Based on the evidence above, is there relevance to some or all of the equality groups?

Yes, although further information on the impacts on protected groups is required through the budget engagement process. The main impacts identified through the initial review predominantly affect children and young people, older residents, residents with a disability and residents already experiencing socio-economic disadvantage. There is potential for a compounding effect on residents experiencing some or all of these identified impacts. Further evidence is sought and will be reviewed upon the conclusion of the budget engagement exercise.

If yes or unclear, proceed to further steps and complete full EFSIA

If no, explain why below and then proceed to Step E:

Step C – Stakeholder engagement

This step will help you to address any gaps in evidence identified in Step B. Engagement with people who may be affected by a proposal can help clarify the impact it will have on different equality groups. Sufficient evidence is required for you to show 'due regard' to the likely or actual impact of your proposal on equality groups.

- 8. Based on the outcome of your assessment of the evidence under Step B, please detail the groups you intend to engage with or any further research that is required in order to allow you to fully assess the impact of the proposal on these groups. If you decide not to engage with stakeholders, please state why not:**

The objectives of the engagement were:

To gather feedback and evidence from Clackmannanshire residents on the EFSIA impacts relating to the proposals outlined in section 1. The budget engagement will specifically seek to understand Equality and Fairer Scotland impacts which may arise from the proposals and understand any mitigations or adjustments which the Council should consider as part of its decision making. Where we already have evidence that a particular protected group may be impacted by one or more of the proposals we will seek to engage directly with groups/representatives of groups and invite specific representation to understand the extent of impacts and mitigations and adjustments which need to be considered. We will do this through targeted engagement with known networks and groups and invite evidence of impacts to be shared through the engagement process. We will also review previous EFSIA and consultation feedback and evidence to enable a full assessment of the impacts of the proposals contained at section 1 and mitigations which are already in place.

Methodologies:

On-line citizen space consultation survey over a 5-week period with support available in key Council offices

Engagement promoted through the Councils main communication channels including website, citizen space site, social media, and local media with reminders at key intervals.

Direct contact made with local groups and representative organisations inviting feedback and evidence.

Targeted and direct engagement with protected groups where we have identified that further assessment of the impacts is required.

- 9. Please detail the outcome of any further engagement, consultation and/or research carried out:**

Sections 9-16 of this assessment will be updated once the budget engagement process is concluded in January 2026.

Step D - Impact on equality groups and steps to address this

10. Consider the impact of the proposal in relation to each protected characteristic under each aim of the general duty:

- Is there potential for discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010? How will this be mitigated?
- Is there potential to advance equality of opportunity between people who share a characteristic and those who do not? How can this be achieved?
- Is there potential for developing good relations between people who share a relevant protected characteristic and those who do not? How can this be achieved?

If relevant, consider socio-economic impact.

Age	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination				
potential for developing good relations				
potential to advance equality of opportunity				

Disability	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination				
potential for developing good relations				
potential to advance equality of opportunity				

Race	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination				
potential for developing good relations				
potential to advance equality of opportunity				

Sex	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination				
potential for developing good relations				
potential to advance equality of opportunity				

Gender Reassignment	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination				
potential for developing good relations				
potential to advance equality of opportunity				

Sexual Orientation	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination				
potential for developing good relations				
potential to advance equality of opportunity				

Religion or Belief	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination				
potential for developing good relations				
potential to advance equality of opportunity				

Pregnancy/maternity	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination				
potential for developing good relations				
potential to advance equality of opportunity				

Marriage/civil partnership	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)				

Socio-economic disadvantage	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Yes	No	No impact	
(If required) Will the proposal reduce inequalities of outcome caused by socio-economic disadvantage?				

11. Describe how the assessment might affect the proposal or project timeline?

Examples of the items you should consider here include, but are not limited to:

- **Communication plan:** do you need to communicate with people affected by proposal in a specific format (e.g. audio, subtitled video, different languages) or do you need help from other organisations to reach certain groups?
- **Cost:** do you propose any actions because of this assessment which will incur additional cost?
- **Resources:** do the actions you propose require additional or specialist resource to deliver them?
- **Timing:** will you need to build more time into the project plan to undertake research, consult or to complete any actions identified in this assessment?

12. **Having considered the potential or actual impacts of your proposal, you should now record the outcome of this assessment.** Choose from one of the following:

Please select (X)	Implications for the proposal
	<p>No major change Your assessment demonstrates that the proposal shows no risk of unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.</p>
	<p>Adjust the proposal and/or implement mitigations You have identified ways of modifying the proposal to avoid discrimination or to better advance equality of opportunity or foster good relations. In addition, or alternatively, you will introduce measures to mitigate any negative impacts. Adjustments and mitigations should be recorded in the tables under Step D above and summarised in the summary sheet at the front of the document.</p>
	<p>Continue the proposal with adverse impact The proposal will continue despite the potential for adverse impact. Any proposal which results in direct discrimination is likely to be unlawful and should be stopped and advice taken. Any proposal which results in indirect discrimination should be objectively justified and the basis for this set out in the tables under Step D above and summarised in the summary sheet at the front of the document. If objective justification is not possible, the proposal should be stopped whilst advice is taken.</p>
	<p>Stop the proposal The proposal will not be implemented due to adverse effects that are not justified and cannot be mitigated.</p>

Step E - Discuss and review the assessment with decision-makers

- 13. You must discuss the findings of this assessment at each stage with senior decision makers during the lifetime of the proposal and before you finalise the assessment. Record details of these discussions and decisions taken below:**

Step F – Post-implementation actions and monitoring impact

It is important to continue to monitor the impact of your proposal on equality groups to ensure that your actual or likely impacts are those you recorded. This will also highlight any unforeseen impacts.

- 14. Record any post-implementation actions required.**
15. Note here how you intend to monitor the impact of this proposal on equality groups.
16. Note here when the EFSIA will be reviewed as part of the post-implementation review of the proposal:

Step G – Assessment sign off and approval

Lead person(s) for this assessment:

Signed:

Date:

Senior officer approval of assessment:

Signed:

Date: