
Report to: Clackmannanshire Council

Date of Meeting: 27th November 2025

Subject: Non-Domestic Rates Discretionary Relief (Charities and Sports Clubs)

Report by: Senior Manager Partnership and Transformation/Senior Manager Finance and Revenues, (S95 Officer)

1.0 Purpose

- 1.1. This report presents the findings of a consultation on potential changes to the discretionary non-domestic rates relief currently offered by Clackmannanshire Council.
- 1.2. The paper highlights that, while the original Council decision was to consult Community Amateur Sports Clubs (CASCs), the scope was extended for reasons of fairness and transparency to include all organisations currently benefiting from non-domestic rates relief.
- 1.3. The report further invites Council to determine whether this relief should be withdrawn.

2.0 Recommendations

Council is asked to:

- 2.1. Note and consider the findings of the consultation conducted with groups currently receiving discretionary rates relief.
- 2.2. Note that the consultation was broadened to include the removal of non-domestic relief for all organisations currently receiving such relief, rather than being limited solely to Community Amateur Sports Clubs (CASCs).
- 2.3. Review, and take into account, the Equality and Fairer Scotland Impact Assessment.

- 2.4. Decide whether:
- (a) to withdraw discretionary non-domestic rates relief from Community Amateur Sports Clubs , as per the original 2025/2026 budget proposal, or,
 - (b) to withdraw discretionary non-domestic rates relief from all the organisations listed in Appendix 1, Table 1, or
 - (c) to maintain the provision of non domestic relief to all organisations.
- 2.5. Note that, if agreed, the removal of discretionary rates relief would take effect from December 2026, resulting in a partial saving in the Council's 2026/27 budget and a full saving in the 2027/28 budget.
- 2.6. Note that, if agreed, this decision would represent a change to the policy position previously adopted by Council in September 2023 (see paragraph 3.12).

3.0 Considerations

- 3.1. Since 2015, local authorities have had discretion to reduce or remove the rating liability of those organisations required to pay non-domestic rates, this is in addition to the statutory or mandatory discounts available. In making or subsequently amending any scheme around discretionary relief, legislation requires that regard be given to the authority's income and expenditure together with the interests of the Council Tax payer.
- 3.2. The consultation process was undertaken following agreement at Special Clackmannanshire Council on the 27th of February 2025 with a commitment to bring a report on the findings back to Council for consideration. Council specifically agreed, *'The removal of savings for year 2026/27 in respect of the removal of non-domestic rates discretionary relief for charities and sports clubs (£4000) to allow for a period of consultation to take place with those affected leading to a review and subsequent report which can be considered by Council prior to budget setting in 2026/27'*.
- 3.3. On review, it was considered fair and appropriate to consult all organisations receiving discretionary relief, rather than restricting consultation solely to those eligible for CASC.
- 3.4. The consultation with the groups in receipt of non-domestic rates discretionary relief took place over a period of 10 weeks from 18th August to the 27th of October.
- 3.5. Thirty-five charities and sports groups were identified as being in receipt of discretionary rates relief in 2025 and all were invited to provide information and evidence as part of the consultation. Of those invited to participate thirty-one chose to do so¹.

¹ For note not all 31 organisations responded to every question in the consultation.

- 3.6. Clackmannanshire Third Sector Interface (CTSI) were engaged as part of the process and offered support to the named consultees in preparing submissions to the consultation. CTSI also provided a response as part of the consultation, representing the voluntary sector in Clackmannanshire. This response, along with the full responses from named consultees have been provided to Elected Members in advance of the Council meeting. A consultation summary report is provided at appendix 1. An equality and fairer Scotland impact assessment is provided at appendix 2 to this report.
- 3.7. Through the consultation, it is evident that the range and nature of organisations in receipt of discretionary rates relief is broad within the context of the scope of services provided and the extent to which organisations are working to tackle inequality and social deprivation across Clackmannanshire. Many of the organisations are well embedded in preventative and partnership working approaches and many are already working together to reduce duplication and silo working. Several of the groups operate halls and premises including those which would return to Council ownership if closed.
- 3.8. The majority of organisations rely heavily on grant funding to cover overheads and running costs and report high impacts in the event that discretionary rates relief was reduced or removed. A smaller number of organisations, and in particular sports groups and Scouts groups charge subsidies to cover modest running costs. Many of the organisations are run by volunteers and trustees, with a smaller number employing paid employees.
- 3.9. Most organisations participating in the consultation have provided detailed information on the services they provide, their work to tackle inequality and advance equality and diversity and inclusion. This work extends across all protected groups and socio-economic themes including services based in known deprived communities, and work with those residents affected by poverty, low incomes, unemployment, financial insecurity and adverse life experiences including trauma.
- 3.10. Each organisation has provided information on the impacts of any changes to discretionary rates relief for them specifically. Around 19% of all groups have stated closure of venues or premises would be a likely impact and just over 22% of groups reported they would have to revise budgets to cover costs and/or cut activities or services with specific groups impacted including those targeted on equality and tackling inequality.
- 3.11. Specific detail is provided by each group on the impacts on services and service users, again with reference to equalities. Many groups reported that premises and services operate as a vital hub for social connection especially for older adults facing isolation, services for people disabilities and those with additional support needs, children and young people needing safe spaces to meet and access services, those from ethnic minority groups and LGBTQ groups.

- 3.12. Many groups already work in partnership from these premises with these dependencies having the potential to multiply local impacts. Services range significantly in type and nature but included provision of food, clothing equipment and essential household goods including foodbanks and petfood banks, financial advice and support, advocacy work, mental health support, sport and active living, community cohesion, connectiveness and tackling isolation and wellbeing through creative programmes.
- 3.13. There is a strong emphasis on advancing equality across protected characteristic groups, intergenerational activities and support groups, accessible and inclusive premises and services, open-door policies, inclusive and culturally sensitive services and provision of subsidized and free access to services and essential goods for people from low-income groups. Impacts also highlight the pressure on Council and other public sector authorities from any change or reduction in services provided by the consultees.
- 3.14. The Council agreed its policy on non-domestic rates discretionary relief for eligible Community Amateur Sports Clubs (CASC) in September 2023 and implemented the change shortly after. This policy changed the non-domestic rates discretionary relief threshold from 80% to 100% for eligible groups including sports clubs and charity organisations, bringing the Councils policy in line with the discretionary relief offered to Non CASC charities and sports clubs and that operated by other Councils. Following implementation of this policy the Council claims 75% of the additionality (that is, the element above the 80% mandatory element) from the national pool and funds the remainder from its own budget (that is, 25% of the additionality above 80% mandatory element).

A mixture of charities and amateur sports clubs are currently eligible for discretionary rates relief with 35 Clackmannanshire organisations benefiting at the time of the consultation. The cost to the Council is £31k (in 2025/26) with £4k of those costs associated with relief for community amateur sports clubs (CASC) made up of golf, bowling and rugby clubs.

4.0 Sustainability Implications

- 4.1. None

5.0 Resource Implications

5.1. Financial Details

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes ☒
- 5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes ☒

5.4. *Staffing*

6.0 Exempt Reports

6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) Our Priorities

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all ☐

Our families; children and young people will have the best possible start in life ☐

Women and girls will be confident and aspirational, and achieve their full potential ☐

Our communities will be resilient and empowered so that they can thrive and flourish ☒

(2) Council Policies

Complies with relevant Council Policies ☒

8.0 Impact Assessments

8.1 Have you attached the combined equalities impact assessment to ensure compliance with the public sector equality duty and fairer Scotland duty? (All EFSIAs also require to be published on the Council's website)

Yes ☒

8.2 If an impact assessment has not been undertaken you should explain why:

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1) Consultation Summary Report

Appendix 2) Equality and Fairer Scotland Impact Assessment

11.0 Background Papers

- 11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☒ (please list the documents below) No ☐

All consultation responses including letters and supplementary evidence provided as part of the consultation.

Community Amateur Sports Clubs – Non Domestic Rates Relief presented to Council in September 2023

Author(s)

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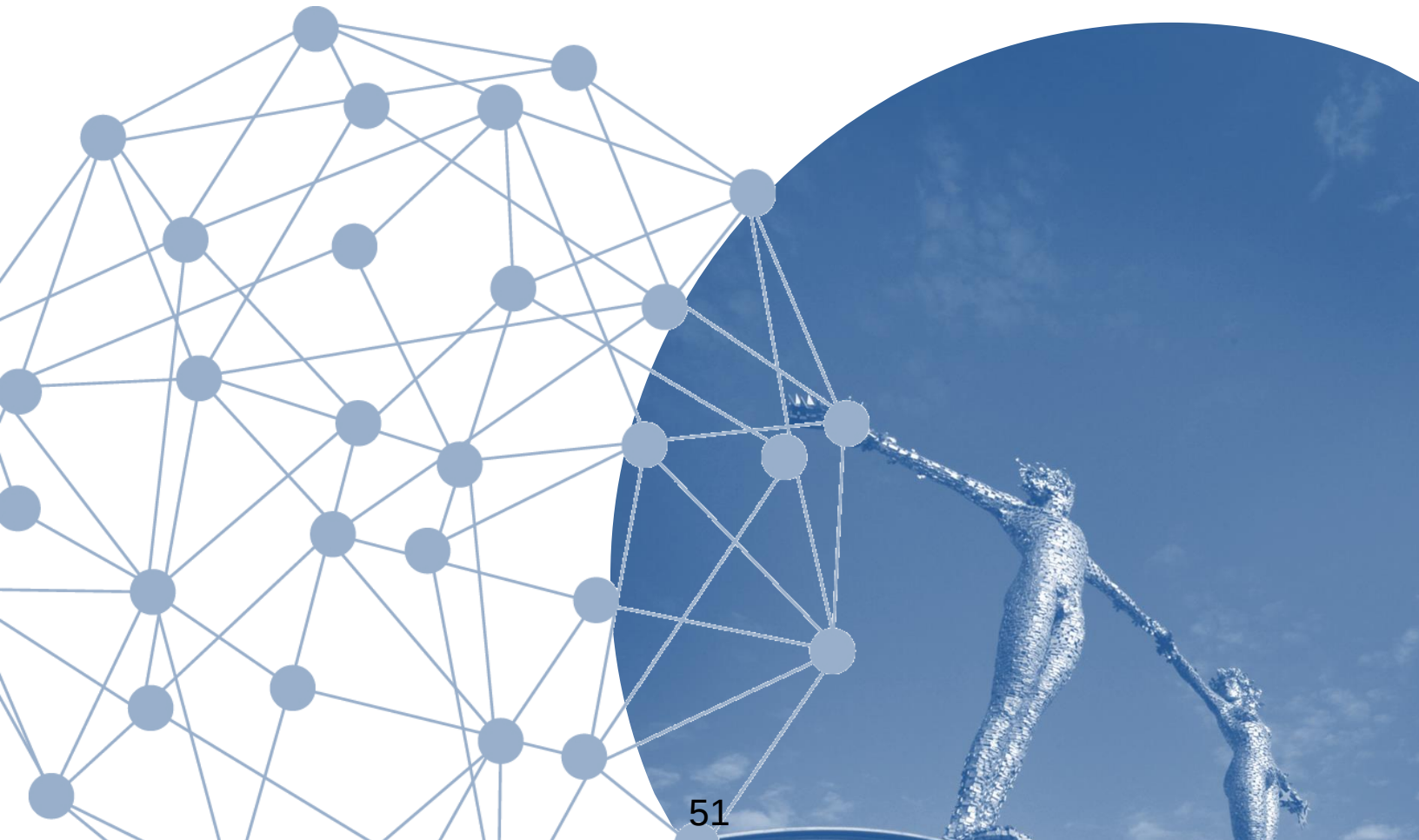
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NAME	DESIGNATION	SIGNATURE
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Appendix 1:

Consultation on the Impact of Discretionary Rates Relief - Summary Findings



- 1.1 The period of consultation ran from 18th August to the 27th of October over a period of 10 weeks. 35 organizations were invited to participate with 31 choosing to do so. The consultation asked a series of questions and provided the opportunity for organisation's to provide open feedback, evidence and supplementary evidence on the impact of any change to the current provision of non-domestic rates discretionary relief. The consultation provided organisation's with the opportunity to provide information on the range and types of services they provide as well as the ways that they support equality and diversity and tackle inequality. The consultation also asked groups to detail any alternative support or opportunities which could mitigate the impacts of any changes to rates relief.
- 1.2 All responses and supplementary evidence submitted as part of the consultation have been provided to all elected members. This report and the tables below summarises the findings and themes captured through the consultation.

Participants

- 1.3 The organizations participating in the consultation are provided at table 1 along with a summary of their activities.

Table 1: Participating Groups with a Summary of activities and services

Organisation	Summary of Activities & Services
Hawkhill Community Association Ltd	Offers dementia support, ESOL projects, mental health groups, breastfeeding support, and a community shop.
Tullibody and Cambus Scout and Guides	Provides life skills and inclusive activities for youths/young people.
Clackmannanshire Citizens Advice Bureau	Offers advice on benefits, energy, housing, and socio-economic issues.
Clackmannan Town Hall Trust	Hosts exercise, dance, and toddler groups.
Tillicoultry Bowling Club	Promotes social inclusion and physical activity across generations.
Tullibody Civic Centre	Provides space for social, religious, and outreach services.
The Cats Whiskers	Operates a cat rescue, pet foodbank, and charity shop.
Alloa Bowling Club	Offers inclusive sports and social activities, especially for older adults.
The Japanese Garden at Cowden SCIO	Provides accessible garden experiences and outreach.
The Gate Charity	Delivers food, crisis support, and social inclusion services.
Lodge St Servanus No. 771	Hosts community events and supports charities.
Devonvale Hall Company Ltd	Community hall for events and activities.
Alva Scout Group	Offers inclusive youth activities.
Home-Start Clackmannanshire	Supports families with children under 12 through home visits and volunteer-led services.
Menstrie Community Action Group	Hosts wellbeing and support groups.

Reachout With Arts In Mind	Provides mental health support through arts.
Braehead Golf Club	Inclusive sports club supporting all ages and abilities.
Clackmannanshire Women's Aid	Offers safe spaces and advocacy for women
MCAG T/A Our Dumyat Centre	Provides senior-friendly activities and inclusive community space.
Ochils Mountain Rescue Team	Volunteer rescue service.
Play Alloa	Supports children and adults with disabilities and ASN.
Alva Development Trust	Offers space for charities and community services.
Wasp Community Club	Provides youth engagement and sports.
Alloa Gymnastics Club	Inclusive gymnastics training.
Connect Alloa	Youth charity offering inclusive sessions and support.
Parklands Community Centre	Pensioner-led centre offering social activities.
Alloa Community Enterprises	Furniture recycling and community support.
Clackmannan Guide & Scout Hall	Community hall supporting youth and local groups.
Scottish Autism	Specialist services for autistic individuals.
Resonate Together	Cultural campus offering inclusive creative and wellbeing activities.
The Hive (Dollar CDT)	Community hub with classes, events, and CAB services.

- 1.4 Participants were asked to provide information on the main beneficiaries of their group's activities. Table 2 shows the responses to this question with the majority (around 67%) of groups supporting older people, people with a disability and those experiencing socio-economic deprivation. Around a quarter of groups support women, pregnant and new mothers and people from an ethnic minority.

Table 2: Main Beneficiary Groups

Option	Total	Percent
older people	21	67.74%
people with a disability	21	67.74%
men only	5	16.13%
women only	8	25.81%
people who have had or are undergoing gender reassignment	1	3.23%
pregnant women and new mothers	10	32.26%
people from an ethnic minority	8	25.81%
people who share the same religion or belief	3	9.68%
LGBTQ+	6	19.35%
people from the same geographic community	19	61.29%
people experiencing socio-economic deprivation	21	67.74%
none of the above (please comment below)	4	12.90%
Not Answered	0	0.00%

Summary of Impacts - Themes

Overview

- 1.5 The range and nature of the participating groups and the services they provide varies significantly. A number of organisations included in the consultation directly support residents and communities facing significant inequality and a number of groups also work well in partnership together to offer services such as outreach and referrals to access equipment, furniture, clothing food and supplies, specific and targetted support, financial advocacy and support, volunteering opportunities and premises for community and voluntary led service delivery. Council services and other public sector agencies also refer residents into many of these services. These groups are often heavily reliant on grant funding.
- 1.6 A number of organisations included in the consultation are groups which rely on subsidies or charge residents and groups to access services or use facilities or premises. This includes sports groups and halls and venues, although some of these also rely on grant funding to cover ongoing overheads and running/operating costs.

Financial Vulnerability and Risk of Closure

- 1.9 Participants were asked to provide information and evidence on the impact any changes to rates relief would have on how they operate and deliver services (see table 7). Many reported ongoing financial vulnerabilities in the context of high operating costs with the majority relying on grant funding, donations and income from users of services to cover overheads. Rising costs (utilities, insurance, maintenance) are a common pressure across participating organisations and many reports operating at a loss or facing unsustainable costs without continued financial support.
- 1.10 Whilst the proportion of annual income that the 20% rates relief represents for participating groups ranges from 10-30%, many groups state that the removal or loss of rates relief could or would lead to closure of premises, reduction or elimination of key services and potentially leading to greater pressure on public services and impacts on vulnerable and protected groups.
- 1.11 Participants were asked what options they would have if existing rates relief was removed or changed (on a worst-case scenario basis). Groups reported they would have to revise budgets to cover costs (22.5% of all groups), cut activities or services with specific groups impacted (22.5% of all groups) or close operations from premises in Clackmannanshire (19.3% of all groups).

“If we had to find the full rates package, we would have to close and that would be disastrous for our community.” (Hawkhill Community Association Ltd)

“We would have to close operations from our premises in Clackmannanshire entirely.” (Tullibody and Cambus Scout and Guides)

“Additional costs of over £3k would be unsustainable for us in our current form.” (Tillicoultry Bowling Club)

“Discretionary relief helps us keep our services financially viable and inclusive, supporting social mobility and equal access” (Scottish Autism)

Community Impact, Social Inclusion and Equalities

1.12 Participants were asked to provide information on the types of services and benefits they provide to the people using services, with specific reference to equalities groups. Many groups reported that premises and services operate as a vital hub for social connection especially for older adults facing isolation; services for people with disabilities and those with additional support needs; children and young people needing safe spaces to meet and access services and those from ethnic minority groups and LGBTQ groups. Services ranged in type and nature but included provision of food and clothing including foodbanks, financial advice and support, advocacy work, mental health support, sport and active living and wellbeing through creative programmes. Venues facilitating community connections, engagement, volunteering and training were also highlighted through the consultation (see tables 5 & 6).

1.13 There is a strong emphasis on advancing equality across protected characteristic groups, intergenerational activities and support groups, accessible and inclusive premises and services, open-door, inclusive and culturally sensitive services and provision of subsidized and free access to services and essential goods for people from low-income groups.

“We provided advice to 5,113 clients with over 38,000 issues resulting in a financial gain for clients of £3.6m.” (Clackmannanshire Citizens Advice Bureau)

“We offer outreach services including a satellite food larder... and Citizens Advice Bureau Drop In.” (Tullibody Civic Centre)

“We provide a safe and welcoming space where [older adults] can access hot meals, food parcels, and social contact.” (The Gate Charity)

“From October to March we operate a ‘Winter Warmers’ initiative... providing a warm lunch and cosy environment.” (Alloa Bowling Club)

“We have created a Pet Foodbank... 54 pallets of Dog, Cat and Small animal food and Litter brought to Clackmannanshire.” (The Cats Whiskers)

Collaborative and Preventative Solutions

- 1.14 Participants were asked to suggest alternative means of support, concessions and opportunities which could help them and advance equality within the current financial climate. A range of suggestions were made by participants which include multi-year funding and simplified grant processes, shared community spaces and resource pooling, subsidised utilities and maintenance support, stronger partnerships with councils and local services and recognition of social value in funding decisions (see table 8).

Responses to all questions

Question 1: Thinking primarily about the cost of running your premises, what pays for most of this type of expense. Choose from the options below one answer that most closely matches your main sources of funding for overheads.

Table 3:

Option	Total	Percent
Mostly grant funding	7	22.58%
Mostly income from the people who use our services (our main beneficiaries)	14	45.16%
Mostly income from sales (not necessarily our main beneficiaries)	2	6.45%
Mostly donations, bequests etc	1	3.23%
Mostly our own fundraising in the wider community	2	6.45%
Mostly our head office / parent organisation	0	0.00%
A combination of the above	5	16.13%
Other	0	0.00%
Not Answered	0	0.00%

Question 2: If you know how much the Council's 20% relief was for your organization last year, what percentage of your annual income, roughly, did it represent?

Table 4:

Option	Total	Percent
About 30% or more of our annual income	7	22.58%
About 20% of our annual income	8	25.81%
About 10% or less of our annual income	12	38.71%
Not Answered	4	12.90%

Question 3: Thinking about the main activity you deliver from your premises in Clackmannanshire, which sectors of the community would you say are the main beneficiaries? Tick all that apply. We ask you to tell us a bit more in the next question.

See Table 2.

Question 4: For each category of people who make up your main beneficiaries (above), please tell us a little bit about how the activity you run from your premises advances equality of opportunity for them or tackles inequality.

Table 5: Summary of how each group advance equality or tackles inequality

Organisation	Equality Contribution Summary
Hawkhill Community Association Ltd	Sporting memories - group supporting men with dementia - stimulating respite for men who are socially isolated due to dementia. Carers group - older carers supporting the above group, receive support with benefits, peer support, access to respite etc About to start an ESOL project offering New Scots the opportunity to have practical work based experiences using English in our garden and caf. Conversation cafe - weekly ESOL support group in a relaxed setting offering help with learning English Womens craft and support group. Andys Men Club-supporting men with mental health issues Offering support to people with a mental or physical health issue in the garden, at groups with in the centre - above twice weekly breastfeeding and toddler support group 0-3 years Social Security Scotland based here offering help with ADP and other Scottish benefits. Community shop - offering low cost shopping
Tullibody and Cambus Scout and Guides	Scouting provides Young People with Lifelong Skills. Scouts are taught to respect people of all ages, including peers, leaders, and community members, promoting values like courtesy, kindness, and obedience and treating others with dignity regardless of age. Scouting programmes are open to all, regardless of race, religion, gender, or socio-economic background. Scouting promotes values such as respect, cooperation, and integrity, which are foundational to gender equality. These values are taught through the Scout Law and Promise, and reinforced in everyday activities It promotes working together, adapting activities, and valuing every member's contribution. Scouting organisation's uphold a principle of universal access, welcoming young people from all socio-economic backgrounds. This means that no child is excluded due to financial hardship and local groups are encouraged to adapt fees and uniform requirements to suit families' circumstances.
Clackmannanshire Citizens Advice Bureau Ltd	Advice and assistance related to age - including applying for and maintaining benefits (pension credit, disability benefits, attendance allowance, etc), income maximisation, energy (efficiency, CO safety, switching, Warm Home discounts, Priority Services Register etc), debt. Home visits and outreach services for those who have difficulty accessing the bureau in Alloa or using phone/email Advice and assistance related to disability - welfare benefits (ADP, CDP, PIP, Attendance Allowance) including assisting with appeals and representation at tribunals; help with applying for blue badge, etc. Home visits and outreach services for those who have difficulty accessing the bureau in Alloa or using phone/email Advice and assistance related to pregnancy and maternity covering - employment rights and pay, benefits and grants, etc. Receive referrals from health visitors and have outreaches in GP surgeries. Advice services for people in Clackmannanshire. We are the only advice agency in Forth Valley to have SNS Level III accreditation for benefits, debt and housing which enables us to also represent at court and tribunals. In 2024-25 we provided advice to 5,113 clients with over 38,000 issues resulting in a financial gain for clients of £3.6m. The main advice area is benefits (46%)

	and energy (11%), but also on housing, council tax, debt, income maximization, employment, health, consumer rights. Referrals are made to the local foodbank.
CLACKMANNAN TOWN HALL TRUST	Our regular users offer a wide range of activities which benefit all ages from, Now classes, Zumba classes, Chair exercise classes to dance groups from 3 years and above. Also, mothers and toddlers' group is in place.
Tillicoultry Bowling Club	The club engages with the local primary school; the sport offers a unique multi-generational opportunity where kids can play with both parents and grandparents. The club is fully inclusive and open to all and all members are treated equally with same access to the facility. The club has invested in ramped access to the main clubhouse and is currently seeking funding for an accessible toilet. Last year the club invested in making the area around the green fully accessible for a wheelchair and has ramped access onto the green. The club offers discounted and membership payment structures depending on circumstances.
Tullibody Civic Centre	Providing social space and activities to help with social deprivation and isolation, ie pensioners groups, community tea dances, pot luck lunches. providing space for religious groups for teaching and recreational activities. It provides disabled facilities to enable equal access to facilities, supports local Parkinsons Groups to deliver activities at our Centre, provides toddler and baby activities supported by Clackmannanshire Council's Child Wellbeing Partnership. It offers outreach services from our Centre including a satellite food larder for The Gate, Social Security Scotland advice service and Citizens Advice Bureau Drop In.
The Cats Whiskers	Our shop and Shelter are available during opening hours to the public. We have the ASN team from Alloa Academy and Alva Academy using the shelter as stress relief and educational in animal welfare with teacher and parent in attendance. Our shop is open to all. Promotes community feeling in Alva and has become a strong member of the community in Alva.
Alloa Bowling Club	Most of our members are retired age and lawn bowls is an excellent activity to help them stay active. In the winter, when bowls are not played, we have a series of events to help keep members connected and tackle loneliness. The club is inclusive to religion, race and gender. The clubhouse and green are fully accessible, and we have a wheelchair for disabled bowlers to use on the green. From October to March, we operate a 'Winter Warmers' initiative on Saturdays providing a warm lunch and cosy environment which is open to all.
The Japanese Garden at Cowden SCIO	Our Outreach programme works with all types of disability. Recently we had PAMIS visiting. The main garden is accessible for wheelchair users. Lots of people with other types of disability find it a calming environment. We have a very strong Outreach and Education programme - the main difficulty our E&O officer has is in getting different groups of people to the garden - transport is a real issue. Primary schools can't afford a bus to get here, and there is no public transport. We are committed to keeping costs as low as possible. and have a discretionary budget to enable us to do that. Our E&O officer gives talks and does activities out in the community for people who can't come to the garden. She also has disadvantaged groups come to the garden; she does Book Bug which is a free activity
The Gate Charity	The Gate Charity works actively to reduce age-related inequalities in Clackmannanshire. Older people in our community often face isolation, poverty,

	and difficulties accessing support. We provide a safe and welcoming space where they can access hot meals, food parcels, and social contact through our café and activities. This helps to reduce loneliness, improve wellbeing, and ensure older adults are not disadvantaged because of their age. At the same time, our services support younger age groups, including families, children, and young people, by addressing food insecurity and providing crisis support during difficult times. The Gate Charity ensures that people from all ethnic backgrounds have equal access to our services. We recognise that individuals from minority ethnic communities can face additional barriers, including language difficulties, social exclusion, and limited access to support networks. Our services, including food provision, crisis support, and community activities, are open to everyone regardless of race or ethnicity. By providing an inclusive and welcoming environment, we help reduce disparities and ensure that people from ethnic minority backgrounds receive the same practical support and opportunities to engage in the community as other residents. The Gate Charity welcomes people of all religions and beliefs, ensuring that no one is excluded from our services because of their faith. We provide support based on need rather than background, offering food provision, crisis support, and community activities to everyone in Clackmannanshire. By fostering an inclusive environment, we help reduce discrimination and barriers related to religion or belief. This ensures that all individuals can access practical help, social support, and community engagement regardless of their faith, promoting equality and cohesion within the local area. The Gate Charity ensures that our services are equally accessible to all genders. We recognise that men, women, and non-binary individuals can face different challenges, including barriers to accessing support, social isolation, or financial hardship. Our services, such as food provision, crisis support, and community activities, are designed to be inclusive, welcoming, and free from discrimination. The Gate Charity ensures that people with disabilities have full access to our services. We recognise that individuals with physical, sensory, or cognitive impairments can face barriers to support, social interaction, and community participation. Our premises and services are designed to be accessible and inclusive, allowing people with disabilities to access food provision, crisis support, and social activities without discrimination. The Gate Charity supports pregnant women and new mothers who may face additional challenges, including financial hardship, social isolation, or limited access to essential services. Our provision of food, practical support, and community activities ensures that expectant and new mothers can access the help they need in a safe, welcoming, and non-judgmental environment. The Gate Charity exists primarily to support individuals and families experiencing socio-economic disadvantages in Clackmannanshire. Many of our service users face poverty, food insecurity, unemployment, or housing challenges. We provide essential support, including food provision, crisis assistance, and community activities, to help alleviate these pressures and improve quality of life. By targeting our services to those most in need, we help reduce inequality caused by financial hardship and social exclusion. This ensures that all residents, regardless of income or circumstance, have access to vital support and opportunities to participate fully in their community.
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Lodge St Servanus No. 771	Members can join at the age of 21 (18 if immediate relation is already a member). All ages, including children, enjoy Kid's Christmas Party Day, Ladies Nights, Old Man's Christmas Treat, Rock Nights and other private hall let. To become a member under a 'regular' Grand Lodge, such as the Grand Lodge of Scotland, an applicant must however be male and express a belief in a Supreme Being. Freemasonry is open to people from all walks of life, regardless of their race, religion, sexual orientation or socio-economic position in society.
Devonvale Hall Company Ltd	We do not have an age restriction policy. However, we actively discourage underage adults from attending certain events due to licensing rules. As a community hall we have no restrictions on protected by groups and are inclusive when receiving bookings.
Alva Scout Group	We offer activities to all youngsters in our age Group. This is laid down in our programme.
Home-Start Clackmannanshire	Our focus is on families with children under 12, however, we are a volunteer-led service, and we have volunteers aged from 14 to 79. Our premises are our base for a limited number of activities for our families (as the focus of our work is supporting family homes, and/or in their community), however, the vast majority of our volunteer meetings, training, etc. take place in our premises. Over 60% of our volunteers have been supported families and so having a trusted space they feel safe in, and trust, is invaluable for us, and provides huge benefit to our recruitment and retention of volunteers. We strive to be as inclusive as possible in all our work and keep ourselves accountable to this through our Equity Equality Diversity and Inclusion Policy and Action Plan. In the last year, 67% of families referred were due to poor mental health (in parents/carers); 36% of referrals stemmed from poor mental health in children; 17% were due to poor children's physical health; 14% stemmed from parent/carer poor physical health. Our premises provide reassurance of a physical place they can come if ever they have an issue. Our in-home services have always offered pregnancy and maternity support for families. However, in February, we launched "Bumps to Babies" - a perinatal infant mental health group support for Mums either experiencing, or more at risk of experiencing poor mental health/mental health illness. Group is from pregnancy to infants aged two. Only 34% of the families we supported in the last financial year had one or more parent/carer employed and 14% reported having struggles with debt.. We received funding that allowed us to provide £3,500 in food vouchers to families, almost 30 memberships to the Hawkhill Community Shop, and over 50 hygiene and cleaning packs to families. Through other funding, we were also able to supply "heat the person" items to families (winter jackets, boots, hats, scarves, gloves etc). Our charity shop operates a Bairn Bank - where any family in need can access items for free.
Menstrie Community Action Group	Senior exercise groups - ensure health and well being are aided and allow a safe warm space for improving movement and social engagement. Safe warm meeting spaces for men's discussion group. Badminton men only groups, supporting both mental and physical well being. Woman only well being groups - mental health support and female health specific movements. Alternative forms of well being including sound bath and meditation. Accessible space. Autism

	group - safe and warm meeting spaces with low sensory area during events. Chair exercise classes, Arts and crafts separate sessions Mother and toddler group - peer support and guided play, bookbug library group. Reduced funding and free events, warm spaces and discussion group, free access to library.
Reachout With Arts In Mind	Reachout provides a warm and friendly space for those who are suffering from Isolation due to their age. Reachout With Arts In Mind is an innovative, inclusive and award winning charity with over 30 years' experience of facilitating creative experiences, opportunities, education and wellbeing to local communities of all ages. Using expressive arts as the vehicle, we help to support those experiencing life's challenges, mental ill health, and disability to practice informed wellbeing choices and mental health awareness to maintain well-being and prevent relapse. Our member-led self-help model encourages active participation in planning, facilitation, and management. This approach nurtures personal development whilst addressing community needs and improving employability.
Braehead Golf Club	As a club we do not discriminate where age is concerned, and the club is inclusive to those from equality groups.
Clackmannanshire Women's Aid	Providing services and safe spaces (for women), advocacy, awareness, and influencing policy; addressing economic inequality, Intersectional and trauma-informed approach and maintaining survivor-led or "by/for" models
MCAG T/A Our Dumyat Centre	We offer age-friendly activities—including chair exercise, senior circuits, and senior table tennis with a social coffee break—that support older adults' physical health, confidence, and connection. These sessions are designed to be safe, welcoming, and inclusive, reducing isolation and promoting wellbeing. By creating joyful, regular opportunities for movement and socializing, we advance equality of opportunity for older people to stay active, engaged, and valued in their community.
Ochils Mountain Rescue Team	Ochils Mountain Rescue Team is run entirely by volunteers and it exists to assist missing and injured persons in the hills and mountains. This voluntary service is completely free and there is no charge at any time for any person who is rescued or assisted from the hill. We are tasked by Police Scotland and we also work in conjunction with the Scottish Ambulance Service, Scottish Fire and Rescue Service and HM Coastguard.
Play Alloa	Our participants are mainly children, young people and adults with disabilities and additional support needs (ASN). We provide an opportunity for our participants to meet in a safe/secure environment (as per the UNCRC). We allow children to play freely: learning how to make choices, develop confidence, and regulate their emotions. We run youth clubs and adult social groups where our participants can, develop, and continue, their friendships, and discover ways to manage their wellbeing. We also provide a weekly Lifeskills group for S5 & S6 pupils which helps them to make the transition to adulthood out with school. All of our participants are disadvantaged economically due to their disability or additional support need. They may never be able to work and may have low income or live in poverty, limiting their ability to access basic needs such as food, housing, and healthcare. Our Children often face challenges in educational attainment, leading to a cycle of poverty and limited opportunities for upward mobility. Disability and ASN often result in poorer health outcomes, including higher rates of mental health issues. By providing a social network for our participants we can help to ensure they (and their families) stay active, informed, and supported in all areas.

Alva Development Trust	We hold events on a regular basis to help mitigate isolation and encourage socialization. We provide, at greatly reduced cost (or free of charge) space for charities, support groups and services and council departments to provide drop-in sessions, support groups and information sessions for the local (and Hillfoots) community. We provide a safe space (free of charge) for the likes of CAB, Carer's Support etc where local people can access much needed confidential support services. We work with both the local Primary School and Alva Academy to allow access to services, including our kitchen, and hold events and fundraising activities we work with organizations such as those working with refugees to give them a safe space to meet there are many people with refugee status or who have been displaced or given refuge in our Community who benefit from the groups and services who use the hall. We are a safe accessible space and as such can offer a venue for those with physical impairments of all ages from school age to the elderly - we have several regular groups who use the hall for this purpose, including council run activities. We offer reduced rates to other charities and organizations who work with those who are experiencing hardships and can provide a comprehensive list of our Partnership working.
Wasp Community Club	Our main youth activities are either Sport via Wasp Community Football Club or youth engagement via the Hive Community Hub. The latter is provided free via grant assistance and involves close cooperation with other organizations and schools. There is a focus on dealing with disengaged kids and the Club has worked with New Scots groups
Alloa gymnastics club	We accept any member of the community interested in learning our sport regardless of race or ethnicity. We offer classes for both male and female including mixed recreational classes as well as a boys gymnastics class and Girls competitive squads. Our club is currently supporting a number of young people with a range of learning disabilities, including but not limited to, dyslexia, ADHD & ASD, We run a toddler/young babies class twice a week where parents can come along and their child can play while parents get the opportunity to chat with other parents etc.
Connect Alloa	We have recently lowered the age that people can join our sessions to 8 and above, this allows us to help more young people within the local area, we are also taking on new volunteers and we will have anyone over 16 all the way up to retirement age. We at Connect are aware that a lot of the young people that attend our sessions come from areas of deprivation, we help to tackle this by offering free snacks/food/drinks during the sessions, creating a warm space from them to use in the winter. We give them t-shirts/jumpers to wear with provides them with clean clothes as well as makes them feel like they are a part of something bigger. Connect Alloa is fully inclusive to members and volunteers across all equalities groups.
Parklands Community Centre	Provides a safe and warm space where pensioners have the opportunity to socialise with people of similar age and help prevent loneliness. Also, the Centre is used by mother and babies exercise class, children's highland dance class, slimming world, carpet bowls plus other events. Action for Children also use this hall. There are now less halls available for hire of this size. The facilities in this Centre are suitable for wheelchair users with a ramped entrance and disabled toilet.
Alloa Community Enterprises	We have 5 volunteers who are elderly and have caring responsibilities and can volunteer and reduces their isolation through involving themselves with the work

	of the charity. However, the main beneficiaries of our work is older people. As outlined above we collect from older people from their homes and deliver to them also whereas the council will not collect from inside a home. This can cause real issues for older people so often we will take furniture that we do not want or know will not sell to help them out. We also get requests from social work when older people need specialist chairs or trolleys, and we step in to help. We also provide home clearance if necessary for social work. We have a large number of customers who are from ethnic minorities and New Scots and those from asylum programmes. We are one of the first places they come to to get cheap furniture, and we aim to help them to get settled and do packages of support for them with bits of free furniture. Nowhere in Forth Valley offers the level of help ACE does to ethnic minorities. We have a lot of single parents seeking our help. We work with a lot of families too. We provide work experience & volunteering opportunities to people with enduring disabilities and MH. We have young people from ESSS attending with complex needs; placements where 'school has not been for them' people volunteering who cannot work due to their disability and we provide a welcoming friendly supportive environment for them. We provide a hug amount of support to families and work with Clacks Women's Aid and Homestart to provide support as well as other organisations and housing associations. We help if we can provide free beds or other help like sheets and kitchen homeware so they can start in new homes when they are in crisis. We also provide a dignified way for referrals to come in for free furniture ' Ask Kevin' and that allows us to allocate more to families that they can choose. People know our staff well and they take a very dignified approach to ensure everyone is given the support they need. We offer warm clothes and blankets/curtains free to those in need too.
Clackmannan Guide & Scout Hall	The hall has been hired by the Church group who are from an older age range. They do not have somewhere to hold their external events & fundraisers outside of the church that is fully accessible for their members' needs. Our building is accessible for people with disabilities our facilities cover everyone's needs. And supports the many individuals, groups and organizations we are currently working with including all our volunteers on the hall committee and external hires across equalities groups.
Scottish Autism	We provide services across all age ranges, including children, young adults transitioning into adulthood and older adults Our services are specifically designed to meet the needs of autistic individuals, who are protected under the Equality Act 2010. Providing structured, low arousal environments to reduce anxiety and support meaningful engagement. Many autistic individuals and their families face ongoing disadvantages, including reduced access to employment and education. Our services are often the only specialist support available locally. Without accessible provision, these individuals risk exclusion.

Resonate Together	We provide creative, social, and wellbeing activities that reduce isolation and loneliness among older adults. Many attends weekly sessions, reconnecting with others and finding new purpose through creativity, conversation, and volunteering. Our heritage site offers dignity, belonging, and gentle structure that promotes positive ageing. Our inclusive spaces and adaptable activities enable people with physical and mental health challenges to participate fully. We prioritise accessibility, calm environments, and peer support. Creative and hands-on learning builds confidence and community connection, reducing barriers caused by stigma and mobility limitations. Resonate Together is open to people of all faiths and beliefs. Our inclusive ethos of kindness and respect encourages dialogue, shared learning, and mutual understanding through cultural expression and community collaboration. Our annual Cultural Explorations Festival invites local speakers to discuss faith, spirituality, and identity — including a dedicated Religion and Spirituality Session — building pride and understanding across our community. We support women rebuilding confidence after trauma, unemployment, or caring responsibilities. Programmes such as From Idea to Entrepreneur help women develop skills, leadership, and independence. We create safe, supportive spaces where women can share experiences and grow. We prioritise accessibility, calm environments, and peer support. Creative and hands-on learning builds confidence and community connection, reducing barriers caused by stigma and mobility limitations. Our partnership with Lochies School brought children with additional needs to our safe walled garden for an Apple Picking Experience, where even those in wheelchairs could harvest fruit independently. Resonate provides a safe, welcoming environment where everyone is respected. We host the Lavender Room SCIO, the only LGBTQ+ support group in Clackmannanshire. Several volunteer together at Resonate, building community through shared purpose. We adapt activities to meet people's needs — for example, supporting a couple where one partner has early-onset dementia. We support mothers through creative wellbeing sessions, gentle social connection, and opportunities to rebuild confidence after childbirth. Parents are welcomed into community life, helping reduce isolation and strengthen family wellbeing. We've built a caring network that quietly helps when a mother is in need — from furniture to food — and we advocate on their behalf with housing and other services when needed. We offer free and low-cost access to training, creative learning, and community space so people experiencing poverty or unemployment can learn, connect, and grow. Our programmes rebuild confidence, skills, and opportunity, supporting many into work, college, or self-employment.
The Hive (Dollar Community Development Trust)	Many of our main classes and events specifically benefit those of retirement age and onwards. The Lunch Club (for which we have a Volunteer Driver Service for those who struggle with mobility and transport); Seated Yoga; Tai Chi; Sporty Seniors; Dollar Dancers. For under-10s we have Bookbug; Baby and Toddler Group; Baby Massage; Rugby Tots; Infant and Toddler Spanish Class; Rainbows; Jo Jingles; a Nursery school visits our Children's Library; Centre Stage Performing Arts Class. Our Volunteer Driver's Service is run to help those with mobility issues and/or lack of or no transport get to The Hive for Lunch Club

	or any other class or event. We keep a small number of wheelchairs available for those who require them. We are also a supplier of hearing aid batteries, supplied by Forth Valley Community Hospital. We offer a range of events and classes for parents (expectant and working) and nursing mothers. This includes Baby and Toddler Group; Baby Massage; Infant and Toddler Spanish Class; Bookbug Sessions; Nursery School Visits to our Children's Library. Our CAB drop-in sessions are confirmed to be the most visited CAB drop-in service in Clackmannanshire and offers help to a wide range of people, including expectant parents. It offers invaluable support, advice and information to those seeking advice on benefits; housing enquiries; council and health services available to them. Active Dollar have bicycles available which makes cycling accessible to those with physical disabilities and/or any cognitive condition affecting mobility.
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Question 5: In theory, if the rates relief did not exist, what options would you have to cover the cost from a budgetary point-of-view? Choose the "worst-case scenario" below closest to what you envisage.

Table 6

Option	Total	Percent
We could revise our budgets to cover the cost	7	22.58%
We would have to scale down our activities and everyone would be affected almost equally	3	9.68%
We would have to cut out some activities entirely and specific groups would be affected	7	22.58%
We would have look for cheaper premises within Clackmannanshire	1	3.23%
We would have to close operations from our premises in Clackmannanshire entirely	6	19.35%
Other (please state in the comments box)	7	22.58%
Not Answered	0	0.00%

Question 6: Thinking more about the effect on your activities, in the longer-term, what do you envisage the impact on the people who use your premises would be? Please remember to mention the impact on people who share protected characteristics specifically.

Table 7

Organisation	Impact Summary
Hawkhill Community Association Ltd	We are constantly fundraising and applying for grants to support our activities. If we had to find the full rates package we would have to close and that would be disastrous for our community

Tullibody and Cambus Scout and Guides	Closure could mean fewer opportunities for these groups to connect, feel accepted, and thrive and could lead to a loss of community engagement and personal development for adults as well.
Clackmannanshire Citizens Advice Bureau Ltd	The relief currently equates to approximately 2 months salary costs (including NI and pension) for a full-time adviser but as many of our staff are part-time it would be over 3 months salary. This would reduce our ability to provide core general advice services thereby reducing the number of people that can be helped and the wider gain to the community.
CLACKMANNAN TOWN HALL TRUST	If we had to revise our prices to cover our cost of running the premises we would lose some, if not most of our regular users.
Tillicoultry Bowling Club	Older people would not be able to benefit from both gentle outdoor exercise, whilst also losing the aspects of social inclusion and wellbeing in the local community. The sport of bowls is generally an inexpensive sport, compared to others. The club provides equipment and a come and try opportunity for everyone and can support current and new members with financial support or free equipment if required. And for new people to the sport, membership is £20 for the full year.
Tullibody Civic Centre	We would have to increase the charges to users to hire the facilities or join any of our activities. This would impact most on those suffering from social and financial hardship and the elderly and would also have a negative impact on our bookings. Worst case scenario if we could not sustain enough income to cover our overheads we would have to close our centre.
The Cats Whiskers	Without our work with the rehoming of over 200 cats last year we would have even more of an issue with stray cats roaming the towns than we do now. I dread to think what would happen if, and Please God it doesnt happen, we couldnt afford to open our doors.
Alloa Bowling Club	If we cancelled any of the social activities it would impact on the health and well-being of members and guests. The first thing to cancel would be the 'winter warmers' lunch project. If we increased fees or introduced charges membership would fall and other groups who use the clubhouse would be adversely affected
The Japanese Garden at Cowden SCIO	We would maybe have to cut back on the amount of hours we pay our Education and Outreach officer - as that side of our business is purely charitable. Provision would have to be scaled back
The Gate Charity	Without Discretionary Rates Relief, The Gate Charity would face a serious risk of reducing or closing key services, with devastating consequences for the people who rely on us. Children from low-income families could lose access to school uniforms, creating barriers to education and participation. Peer support groups and safe spaces for social connection would have to close, leaving people, particularly older adults and those with disabilities, isolated and unsupported. Our food waste prevention projects, which

	reduce environmental impact while providing vital nutrition, would have to end. Essential services such as our food delivery and welfare check service for people over 65 would stop, leaving some of the most vulnerable members of our community without critical daily support. Our food van project, which delivers meals and emergency food supplies across the county to those in extreme need, would also be discontinued.
Lodge St Servanus No. 771	We offer private hall lets to members of the public for special occasions (tend not to be 18th birthday parties). It is a popular venue that tends to be much cheaper than other venues in Clackmannanshire. We are a Registered Scottish Charity and often hold Charity Nights and we have a Benevolence Fund, that we make donations from, to both local and national charities
Devonvale Hall Company Ltd	Local people in the Hillfoots area of Clackmannanshire would be let down badly by the Council if the Hall was to close. At the moment the Trustees work hard on a voluntary basis to keep it functioning.
Alva Scout Group	We would be unable to continue to operate - energy prices and insurance are all going up.
Home-Start Clackmannanshire	Thinking beyond our families and volunteers, it would have a huge impact on our staff team. They are supporting families who are sometimes experiencing incredibly hard times (children on the child protection register, in recovery, survivors of domestic abuse, children with disabilities, bereavement etc.) and naturally, there is vicarious trauma experienced. They need the safe space of our premises to come back to, and "let out" the feelings they have from doing their job.
Menstrie Community Action Group	Reduction in activities particularly seniors and disabled groups. Costs of sessions increasing would impact on the most vulnerable. The community struggle to run the center financially currently and are continuously fund raising. The potential closure of the center would impact many groups and individuals. The center is an emergency respite center for the Council. The Resilience Group, school and ELC nominated the center during serious incidents. The school operates PE classes from the center and would not be able to deliver their statutory PE hours. The cost to the Council if the center was to revert back to the Council following any closure, including security and empty building maintenance would exceed any savings from rates relief.
Reachout With Arts In Mind	In the long term, reduced funding and rising costs could limit the activities and services we're able to offer. Fewer sessions and reduced accessibility could increase isolation, reduce community participation, and limit opportunities for social connection, learning, and wellbeing. For some, our venue is the only local space where they feel welcome and represented, so any cutbacks could deepen inequalities and reduce access to essential support.
Braehead Golf Club	Our course is used by young and old. If we had to increase our membership this could exclude many people who could not afford to play.
Clackmannanshire Women's Aid	The impact would be minimal as we would revise our budgets to ensure our service could continue.
MCAG T/A Our Dumyat Centre	In the longer term, if we were unable to break even from other income sources, the centre could face closure—resulting in the loss of a vital, inclusive space for our community.

Ochils Mountain Rescue Team	Losing the rates relief would mean that our budget would have to be trimmed. This will have a knock-on effect on training courses and equipment purchases. As an organization we would have to decide between sending personnel on courses or spending money on vital personal protective equipment.
Play Alloa	I think if Play Alloa were to close services (as we would be required to do if any further financial pressure was imposed) it would be devastating for individuals and their families. For many we are their only option for support and this could leave their sons/daughters with nowhere to meet socially and feeling disconnected even further from their community.
Alva Development Trust	If we had to raise our costs to meet the new budget, then this would impact the most vulnerable groups. i.e. those in poverty, the elderly and the disabled. It would also have an effect on the services provide by the council such as the heavily discounted hire rate for the prescribed exercise classes. The impact of the retraction of the 20% rates relief would have far reaching consequences and would, we believe, have a knock on effect on Clackmannanshire Council who would have to find funding to support the groups we no longer could
Wasp Community Club	The Hive Community Club has been "pump primed" by assistance from the private sector and has run at a loss over the first year especially given that significant "front end loaded" capital monies had to be spent. Financial prospects are considerably improved with increased grant funding but running on a break-even basis is the likely scenario for the next 3 years. Any additional cost therefore means a slowdown in the provision of new services which are clearly in demand.
Alloa gymnastics club	Loss of specific classes such as our pre-school classes, impacting young children aged 3-5yrs. Classes may need to be more expensive to cover the expense which may impact lower income families that may not be able to afford to send their child to their class anymore.
Connect Alloa	If we had to change of set up for a smaller budget, we could scale back sessions, so they wouldn't run as long or as often, or we would have to lose a member of staff this would restrict our ratios so that less young people would be able to attend the sessions. This would reduce the amount of support we would be able to give.
Parklands Community Centre	The Centre is run by volunteers and is self-funded. Heating, lighting, insurance, building repairs will become a major monetary struggle for the Centre. The pensioners and groups who use this are not in a position to pay more money for hire and membership.
Alloa Community Enterprises	I hope this has already been made clear above but hundreds of people who use our services every week to collect, divert and purchase items at great prices would be lost without our service and shop. In addition, the impact to the environment would be horrific - fly tipping and landfill increases would be huge with a massive impact to carbon emissions. The Salvation Army in Stirling closed two years ago (and we took on two of their staff) and another one in Falkirk closed because the costs are too

	high - that is why now so many people rely on our service and come from so far. We work with the council already to divert through the Furniture Donation Station and are looking to set up a mattress cleaning arm to reduce the number going to landfill (60-80 every two weeks) all of this costs the council currently and if you remove ACE, you remove the mitigations of that and just move the problem elsewhere. We are also starting our B-ACE Academy and if the college closes it could become an essential training venue for young people. All this will do is add costs to the council far in excess of the amount that you will get in and 9 people will be jobless as well with little chance for them to be taken elsewhere due to their former circumstances.
Clackmannan Guide & Scout Hall	The hall would need to closed in the long term if the rates were taken away. Our own groups would suffer as much as our hires because the hall is there main space in Clackmannan of operation to support children, young people and adults. The groups using the hall are mainly third-sector groups who are all in the same boat applying for funding to be able to run the much needed activities that they provide the local community and Clackmannanshire as a whole.
Scottish Autism	Loss of discretionary relief may result in a reduced level of service, longer waiting times for referrals and potential closure of local programmes. For autistic individuals, who already face higher risks of social isolation, mental health issues and unemployment, this would potentially widen existing inequalities. Families would lose a vital support network, further increasing stress and pressure on public services.
Resonate Together	In the longer term, removal of the 20% rates relief would dismantle a unique ecosystem of inclusion and opportunity at Carsebridge. Free public access to our heritage buildings, gardens, and toilets would end; the safe, welcoming space where people meet, learn, and belong would be lost. For people with protected characteristics, the impacts would be severe: Disabled and neurodivergent people would lose calm, sensory-considerate spaces and accessible activities that build confidence, routine, and belonging; Older adults would face greater isolation and declining wellbeing without regular creative or social sessions, Women, pregnant women, and new mothers would lose supportive networks and confidence-building routes back into work and education, LGBTQ+ people (including the Lavender Room SCIO) would lose the county's only affirming community hub, People from ethnic minorities would lose an inclusive cultural space that celebrates diversity and fosters understanding. Those experiencing poverty would lose free and low-cost employability, trades, and digital programmes that lead to jobs, college, and enterprise.
The Hive (Dollar Community Development Trust)	We would have to close the Community Centre causing unemployment and the loss of highly beneficial social services we provide would be deeply felt by the community, both within Dollar in the wider Clackmannanshire area. The Hive is at the moment a thriving and necessary hub of the community and to wider Clackmannanshire.

Question 7: Please use the space below to suggest other ways of support, concessions and opportunities that local groups, clubs and organisations which help to advance equality here need to thrive in the current financial climate.

Table 8

Organisation	Other Support Suggestions
Hawkhill Community Association Ltd	The whole world is struggling right now it seems. I don't know how you fix this.
Tullibody and Cambus Scout and Guides	Subsidies or grants for groups in areas of socio-economic disadvantage.
Clackmannanshire Citizens Advice Bureau Ltd	Affordable premises to lease/rent, and under lease arrangements which are not commercial, full repairing leases; Grants for repairs to property.
CLACKMANNAN TOWN HALL TRUST	In this current financial climate we have to resource additional funding to promote the above issues along with other committees and groups within in our area
Tillicoultry Bowling Club	Creating at town centre sports hub, looking at funding for a warm space café, utilising the spare green for other multi sports could create a more accessible facility for the whole community to benefit from. Working with the council to create a list of community groups and a portal to promote engagement and use of the current facility would be mutually beneficial.
Tullibody Civic Centre	I can't answer this question, I'm not sure what you are asking?
The Cats Whiskers	Is there any way we can centralize the assets we all have and SHARE. A perfect example is Alloa in Bloom has a secure yard at the Rear of our shelter and is in process of building a Garden which means our weeding and baskets gets done. Foodbank, CLD, Home start, Transform, Clackmannan Dev Trust, Bowmar foodbank, Hawkhill Community Foodbank, are just some of who use our foodbank
Alloa Bowling Club	An indoor bowling facility should have been included in the new 'well-being hub'
The Japanese Garden at Cowden SCIO	Transport is the main drawback in being able to welcome diverse groups to the garden.
The Gate Charity	In addition to Discretionary Rates Relief, local organisations would benefit from increased grant funding and emergency funds to cover rising costs, subsidised access to premises and facilities, and reduced fees for utilities and services. Support for collaboration, volunteer programmes, and capacity-building would help maximize impact. Promotion and recognition by the Council would also raise awareness and engagement.
Lodge St Servanus No. 771	As mentioned before, we are struggling to keep Lodge Building open. We have also registered our Charity on a few Funds Sites to see if any funding is suitable/applicable to us
Devonvale Hall Company Ltd	Grants and donations are most welcome
Alva Scout Group	Scouting is an important activity for many youngsters. We give them live skills. Thus would be lost if we have to close our Scout Group.

Home-Start Clackmannanshire	More support and information for groups to explore sharing space - perhaps an interest list of those open to sharing spaces, what their needs would be etc. Although we know there are benefits, paying for Alloa BID, and Alloa First (due to our locations) is a bit of a strain. The cost of our bin collections at our shop is also a strain. We used to have 3 large household sized bins collected for free. Now, we're only entitled to one regular sized bin, and paying hundreds per quarter for uplift. We completely appreciate services cost, but if any consideration to a discount could be considered, it would be appreciated.
Menstrie Community Action Group	Grants provided to support groups that can demonstrate impact
Reachout With Arts In Mind	Provide more sustainable funding, including multi-year grants and simpler application processes. Offer free or reduced-cost venues for meetings, events, and activities. Create shared community spaces where groups can share resources and reduce costs. Give access to training and mentoring in fundraising, governance, and digital skills. Set up regular networking events or an online hub to help groups connect and collaborate. Promote and recognize local equality work through council channels and community awards. Involve local groups in policymaking and consultations to ensure lived experiences shape decisions. Provide practical support such as shared admin tools, subsidised transport, or access to equipment.
Braehead Golf Club	Not answered
Clackmannanshire Women's Aid	Not answered
MCAG T/A Our Dumyat Centre	To help local groups thrive and continue advancing equality, we need more flexible, long-term funding models that recognize the social value of inclusive programming. Concessions on utilities, insurance, and licensing costs would ease pressure, as would access free or subsidized venues for outreach. Support with digital infrastructure, volunteer development, and accessible marketing would help us reach those most at risk of exclusion.
Ochils Mountain Rescue Team	Not answered
Play Alloa	Not answered
Alva Development Trust	Unless funding could be made available to negate the effect of the loss of the 20% rates reduction we can see no way of avoiding the negative impact this would have on the most vulnerable users of the hall and services who use it - many user groups are themselves Charities or disadvantaged and would, in all likelihood, lose the ability to use the hall if we could no longer offer them a vastly reduced rate
Wasp Community Club	Groups need to work closely together. This involves getting likeminded people cooperating to produce an outcome. This is particularly effective when it is those at the sharp end of delivery
Alloa gymnastics club	Not answered
Connect Alloa	Not answered
Parklands Community Centre	If you can't heat the Centre and hire charges are increased pensioners, groups who use it e.g. mothers, babies and children, they will no longer

	use the Centre and it will no longer be a viable option. It is run by unpaid volunteers, who clean and set up the Centre for the Groups, so there are no outgoings to be saved there.
Alloa Community Enterprises	Sorry not sure what you mean here. Push Scottish Government to pay for our type of service would be the most valuable thing that is done. There is normally only one large scale furniture recycler in each LA usually of our size so fund them to do the work we need carried on. How can Nature Scot receive so much money to do peat restoration, but Zero Waste Scotland don't provide anything to the larger providers with much higher costs to continue - waste needs tackled as well as carbon capture - you need to fund both sides of the spectrum and yet that is not done. We can't even afford a manager at the moment so the trustees do all the work - if SG properly funded the sector so much more could be achieved to reduce waste and recycle and reuse more.
Clackmannan Guide & Scout Hall	Funding that supports the day-to-day running of groups, clubs and organizations. That is accessible to apply for by all abilities, help bring down the barriers that are faced by people filling them in. Open and honest communication between larger organizations like the council to support local clubs, groups or organizations as a whole in Clackmannanshire.
Scottish Autism	Ongoing access to concessions such as rates relief are required to maintain accessible, high-quality, community-based services. Other helpful supports could include: Multi year funding arrangements Priority for community premises allocation Grant support for sensory adaptations Partnership-building initiatives with local health services
Resonate Together	To help local organizations like ours continue advancing equality and community wellbeing, support needs to be flexible, partnership-based, and preventative. We believe the Council can make a significant impact through the following: Sustaining discretionary rates relief for organisations that clearly demonstrate equality and wellbeing outcomes. This is not a handout — it is an investment in social infrastructure that prevents isolation, poor mental health, and poverty. Providing small core grants to stabilize community anchors like ours. Capital funding repairs buildings: small unrestricted funding keeps the lights on and people connected. Developing partnership pathways between Council services and local organizations to deliver joint outcomes in wellbeing, employability, and inclusion. Local charities can deliver change faster and more personally when trusted as equal partners. Creating innovation spaces and pilot opportunities, such as our Carsebridge Cultural Campus, where community-led projects in trades, digital skills, textiles, and heritage tourism can grow into sustainable enterprises that strengthen the local economy. Recognising place-based equality work as a core part of Clackmannanshire's regeneration. Community wellbeing, cultural confidence, and economic renewal are deeply linked — we can build all three together through co-designed support structures.

The Hive (Dollar Community Development Trust)	Improvements to the local transport system would be essential, as unless you own your own transport and are still physically able to drive yourself, there is virtually no consistent public transport available. In addition, it would be in the Council's responsibility to provide more support for community and social centre groups such as The Hive. Social care has been widely acknowledged as necessary for reducing the burden on the NHS including mental health and social services, helps prevent social isolation and combats the mental health crises.
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Equality and Fairer Scotland Impact Assessment (EFSIA) Summary of Assessment

Title: Non-Domestic Rates Discretionary Rates Relief (Charities and Sports Clubs)

Name of your decision, activity, policy, strategy or proposal. Referred to throughout as 'proposal' in this document.

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

The Council has undertaken a consultation on a proposal to remove or change the current 100% discretionary rates relief which is currently provided to thirty-five charities and sports clubs in line the policy agreed in 2023. Thirty-one organisations have provided information and evidence as part of the consultation which includes specific information on the impact of equalities groups where organisations provide a direct service to people with a protected characteristic and provide activity which aims to reduce inequality or advance equality within Clackmannanshire. Whilst it is important to note that the proposal does not directly impact equalities groups, it may indirectly discriminate equalities groups due to the nature of the services provided by organisations in receipt of the 100% discretionary rates relief.

The organisations which have provided evidence through the consultation have provided information on the source of revenue income, which is comprised of grant funding, donations, charges for services, donations, subsidies and/or a combination. This varies for each organisation.

Based on the information provided through the consultation, which sought to understand equality and fairer Scotland impacts from the proposal, a full EQIA assessment has been prepared.

Summary of actions taken because of this assessment:

Review of all feedback received during the consultation and preparation of detailed findings and impact themes for consideration by Council (as agreed at Special Council in February 2025).

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 officer approval of assessment: Lindsay Sim/Chris Alliston

DATE: 10th November 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 present the findings of the consultation agreed in February 2025, and to identify the potential impacts on residents and communities from any proposed change to the current 100% non-domestic discretionary rates relief for Charities and Sports Clubs. The proposal includes four recommendations as follows:

1. Note and consider the findings of the consultation conducted with groups currently receiving discretionary rates relief.
2. Note that the consultation was broadened to include the removal of non-domestic relief for all organisations currently receiving such relief, rather than being limited solely to Community Amateur Sports Clubs (CASCs).
3. Review, and take into account, the Equality and Fairer Scotland Impact Assessment.
4. Decide whether:
 - (a) to withdraw discretionary non-domestic rates relief from Community Amateur Sports Clubs , as per the original 2025/2026 budget proposal, or,
 - (b) to withdraw discretionary non-domestic rates relief from all the organisations listed in Appendix 1, Table 1, or
 - (c) to maintain the provision of non-domestic relief to all organisations.

2. Why is the proposal required?

The consultation was agreed at Special Council in February 2025 as follows:

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The removal of savings for year 2026/27 in respect of the removal of non-domestic rates discretionary relief for charities and sports clubs (£4000) to allow for a period of consultation to take place with those affected leading to a review and subsequent report which can be considered by Council prior to budget setting in 2026/27'. Ensuring a fair and transparent approach to the engagement all charities and sports clubs receiving the 100% discretionary rates relief were included in the consultation.

3. Who is affected by the proposal?

Thirty-five organisations who currently receive 100% discretionary rates relief.

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

The Council's non-domestic discretionary rates relief policy agreed by Council in 2023.

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	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	Evidence has been provided through the consultation which highlights that older residents are likely to be impacted by the proposal within the context that there may be changes to the type and frequency of services provided by the organisations affected by the proposal. There may also be cost implications for these services with users asked to pay (or pay more) to access services. There is also evidence that some of the organisations provide direct services to children and young people with possible impacts on the type, frequency and cost of services being provided.
Disability	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	Evidence has been provided through the consultation which highlights that residents with both physical and mental disabilities are likely to be impacted by the proposal within the context of changes to services available to them.

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).
Race	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	Evidence has been provided through the consultation which highlights that residents from ethnic minorities may be impacted by the proposal within the context of changes to services available to them.
Sex	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	Evidence has been provided through the consultation which highlights that females are likely to be impacted by the proposal within the context of changes to services available to them.
Gender Reassignment	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	There is minimal evidence to suggest that the proposal would impact this protected characteristic.
Sexual orientation	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	Evidence has been provided through the consultation which highlights that this characteristic may be impacted by the proposal within the context of changes to services available to them.
Religion or Belief	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	There is minimal evidence to suggest that the proposal would impact this protected characteristic.
Pregnancy or maternity	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	Evidence has been provided through the consultation which highlights that pre- and post-natal women are likely to be impacted by the proposal within the context of changes to services available to them.
Marriage or civil partnership (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	There is minimal evidence to suggest that the proposal would impact this protected characteristic.
Socio economic disadvantage (if required)	Consultation exercise with affected organisations carried out between 18 th August and 27 th October 2025.	Evidence has been provided which highlights that residents and communities experiencing socio-economic disadvantage are likely to be impacted from the proposal within the context of changes to services and potentially the cost of accessing some services. Many of the organisations are sited within known deprived communities in Clackmannanshire, and many provide specific and targeted services to residents who experience inequality (including financial, income, employment and health inequalities).

[Type here]

7. **Based on the evidence above, is there relevance to some or all of the equality groups?** Yes.
This relevance is through the indirect nature of the proposal which may impact the ability of the affected organisations to deliver the services which they do so now.

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 evidence from the organisations on the impact of any changes or removal of the 100% discretionary rates relief which they currently receive, and to highlight specific impacts on equalities groups as a result of this proposal.
- **Methodologies used:**
 - On-line citizen space consultation survey over a 10-week period
 - Direct contact made with the affected organisations offering an in-person meeting to discuss the proposal. Follow up emails were also sent to each group.
 - Independent support for affected organisations was also provided by CTSI who contacted the groups directly.

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

- Additional and supplementary evidence was submitted by some organisations included in the consultation.
- Clackmannanshire Third Sector Interface (CTSI), although not a formal consultee also submitted evidence.

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		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential for developing good relations		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential to advance equality of opportunity		X		There is a risk of indirect impacts on organisations which directly advance equality of opportunity through the services they provide, and which may necessitate a reduction in service delivery. The engagement exercise sought to understand mitigations that may be implemented to reduce these impacts should a decision be taken to change the policy. Additionally, not all organisations provided the view that the proposal would negatively impact their ability to deliver services, and others with the ability to raise income through revenue streams. Implementation of any decision to change the policy would be effective from

[Type here]

				December 2026, providing a period of 12 months for planning and mitigation.
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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		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential for developing good relations		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential to advance equality of opportunity		X		There is a risk of indirect impacts on organisations which directly advance equality of opportunity through the services they provide, and which may necessitate a reduction in service delivery. The engagement exercise sought to understand mitigations that may be implemented to reduce these impacts should a decision be taken to change the policy. Additionally, not all organisations provided the view that the proposal would negatively impact their ability to deliver services, and others with the ability to raise income through revenue streams. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.

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		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to

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				change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential for developing good relations		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential to advance equality of opportunity		X		There is a risk of indirect impacts on organisations which directly advance equality of opportunity through the services they provide, and which may necessitate a reduction in service delivery. The engagement exercise sought to understand mitigations that may be implemented to reduce these impacts should a decision be taken to change the policy. Additionally, not all organisations provided the view that the proposal would negatively impact their ability to deliver services, and others with the ability to raise income through revenue streams. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.

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		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential for developing good relations		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to change the policy

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				would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential to advance equality of opportunity		X		There is a risk of indirect impacts on organisations which directly advance equality of opportunity through the services they provide, and which may necessitate a reduction in service delivery. The engagement exercise sought to understand mitigations that may be implemented to reduce these impacts should a decision be taken to change the policy. Additionally, not all organisations provided the view that the proposal would negatively impact their ability to deliver services, and others with the ability to raise income through revenue streams. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.

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			X	It is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
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			X	It is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
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			X	It is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential for developing good relations				

[Type here]

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		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential for developing good relations		X		There is potential for discrimination if a decision is made which affects a select group of organisations and not others; or if a decision impacts organisations supporting equalities groups and not others. Options are included in the proposal on which a decision will be taken and the engagement exercise sought to understand mitigations that be implemented to reduce these impacts. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.
potential to advance equality of opportunity		X		There is a risk of indirect impacts on organisations which directly advance equality of opportunity through the services they provide, and which may necessitate a reduction in service delivery. The engagement exercise sought to understand mitigations that may be implemented to reduce these impacts should a decision be taken to change the policy. Additionally, not all organisations provided the view that the proposal would negatively impact their ability to deliver services, and others with the ability to raise income through revenue streams. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.

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			X	It is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.

[Type here]

characteristic and only in relation to work matters)				
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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?		X		There is a risk of indirect impacts on organisations which directly work to reduce inequalities through the services they provide, and which may necessitate a reduction in service delivery. Some of the organisations directly support tackling poverty, reducing health inequalities and reducing financial insecurity. Additionally, some of the organisations are sited in the most deprived communities in Clackmannanshire. The engagement exercise sought to understand mitigations that may be implemented to reduce these impacts should a decision be taken to change the policy. Implementation of any decision to change the policy would be effective from December 2026, providing a period of 12 months for planning and mitigation.

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?

The proposal contains options as described above, and the report (appendix 1) sets out in detail the evidence submitted through the consultation. Council will decide which, if any of the options to progress.

Once a decision is made, this will be communicated in writing to the impacted organisations outlining the decision and timeframes for implementation (if applicable).

A range of suggested mitigations have been put forward by organisations through the consultation exercise. If these mitigations are supported, there may be additional costs and resources required, although the quantum is not currently known and further work would be required.

Timeline for implementation is from December 2026.

[Type here]

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
X	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.
	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.
	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.
	Stop the proposal The proposal will not be implemented due to adverse effects that are not justified and cannot be mitigated.

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:**

On-going discussion and review as part of the development of our Community Wellbeing Plan which contains our Library Service action plan.

Reviewing of data and creation of further consultation plan

Reviewing further consultation data alongside management information

Refining of proposal

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.

Should Council decide to progress with the modernisation of the Library Service delivery model, engagement and partnership working will be an integral part of both planning and implementation. This will include engagement with communities, community groups and third sector organisations.

15. Note here how you intend to monitor the impact of this proposal on equality groups.

Gather and analyse quantitative and qualitative data annually as referred to in Qu 9.

16. Note here when the EFSIA will be reviewed as part of the post-implementation review of the proposal:

EFSIA as part of the Community Wellbeing Plan is reviewed annually

In addition, EFSIA will be incorporated into long term service improvement planning and reviewed every 3 years. To align with the current 3-year cycle already in progress, the next review will be financial year 2027/28.

Step G – Assessment sign off and approval

Lead person(s) for this assessment:

Signed: Cherie Jarvie

Date: 19/11/25

Senior officer approval of assessment:

Signed: Chris Alliston

Date: 19/11/25

All full EFSIAs must be published on the Council's website as soon as possible after the decision is made to implement the proposal.