
Report to : Clackmannanshire Council

Date of Meeting: 19 March 2026

Subject: Local Growth Fund

Report by: Strategic Director: Place

1.0 Purpose

- 1.1. To update Council on the UK Government's recently announced Local Growth Fund Programme (LGF), the replacement for previous European Structural Funding and more recently UK Shared Prosperity Funding
- 1.2. The report also intends to outline the immediate steps required by the Council to progress in order to receive the LGF investment within the Forth Valley Region.

2.0 Recommendations

- 2.1. Council to **note** the significant changes to UK Government funding for 2026 onwards, particularly the move to predominantly capital funding, and the requirement for a 3 year Regional plan to be submitted (indicative timescales by May 2026)
- 2.2. Council to **agree** for Officers to develop proposals for a future Council approval, working with colleagues in Stirling and Falkirk Council as outlined within paragraphs 6.1 and 6.2, to:
 - a) Propose an interim regional governance structure and interim programme to meet the requirements of the LGF, and
 - b) Propose a longer-term Regional Governance structure to provide governance and oversight of this and any other future regional funding opportunities (in line with the Regional Economic Strategy currently in development).

3.0 Considerations

- 3.1. The UK Shared Prosperity Fund (UKSPF) was launched by the UK Government (UKG) in 2022 as the successor to European Structural Funds (ESF) following the decision of the United Kingdom to leave the European Union.

- 3.2. The funding was allocated directly to local authorities and the UK Government committed to matching ESF levels by 2024/25 noting that some places had some residual ESF allocations in 22/23 and 23/24. Therefore 2024/25 should be considered the baseline for UKSPF.
- 3.3. The initial UKSPF 3-year programme budget ran until 31 March 2025 with a total of £2.155 million available over this period for Clackmannanshire. The UKG extended the programme by 12 months into 2025/26 and reduced the annual allocation by 48% to £0.694m as shown below. Crucially, the vast majority of this was revenue funding, allowing for investment in skills, business support and third sector programmes as had been the case under ESF.

Year	Communities and Place (mainly capital spend)	Business Support (revenue)	People and Skills (revenue)	Multiply (revenue)	Mgt/Admin
2022/23	0	£20,000	£29,077	£22,826	£11,833
2023/24	£104,732	£148,859	£307,318	£114,725	£14,592
2024/25	£293,771	£279,293	£592,475	£140,156	£35,847
2025/26*	£150,000	£195,000	£329,365	(Fund Ceased)	£19,348
TOTALS	£548,503	£643,152	£1,238,235	£277,707	£81,620

*forecast spend to end of fiscal year,

- 3.4. The UKG previously specified that UKSPF would come to an end on 31 March 2026. Whilst they have indicated that the overall funding envelope for Scotland will remain the same as it was for the reduced year of 25/26 (£76m), a number of programmes have already been announced that significantly reduce the funding available for allocation to Member Authorities.
- 3.5. The four funding streams now announced by the UK Government are:
- Pride in Place Programme (PIPP)
 - Pride in Place Impact Fund (PIPIF)
 - Growth Mission Fund (GMF)
 - Local Growth Fund (LGF)
- 3.6. The PIPP, PIPIF and Growth Mission Fund were all confirmed on, or before, the UKG Autumn Budget Statement (26 November 2025), with the new Local Growth Fund awaiting finalisation.
- 3.7. The PIPP, PIPIF and Growth Mission Fund were all confirmed on, or before, the UKG Autumn Budget Statement (26 November 2025), with Clackmannanshire receiving no allocation.

New Local Growth Fund

- 3.8. The Local Growth Fund was announced in early January 2026, with a significant policy shift allocating funds on a regional basis, through Regional Economic Partnerships, rather than individual Local Authorities. Within Scotland this is constructed through 5 regional partnerships, including Forth Valley. The expected funding levels for the next 3 fiscal years is estimated as:

Year	Capital	Revenue	Total
2026/27	£2.6m	£1.1m	£3.7m
2027/28	£2.4m	£1.1m	£3.5m
2028/29	£1.9m	£0.8m	£2.7m
Totals	£6.9m	£3m	£9.9m

- 3.9. The Forth Valley Local Authorities are required to decide on how this funding will be allocated. Allocations may depend on the projects which are agreed, particularly for the capital spend. For revenue spend, the total revenue allocation for Forth Valley for 2026-27 is £1.1m. Each of the constituent Authorities will have to determine the most effective methodology for investment of these funds as part of a Interim Delivery Plan, which Civil Servants are indicating will require to be agreed and submitted in May 2026.

Local Growth Fund: Information from UK Gov to date:

- 3.10. Funding is to be available from April 2026, and the Government state that they wish to work with each region to develop plans to begin spending ‘as soon as possible’. Full guidance on funding themes and interventions is still to be published (advised this will be published in March), but UK Government are asking for regional proposals to be submitted during May 2026 covering the full 3 years of capital and revenue spend, with a view to funding being made available from July/August 2026. Regions may begin activity in April, but it is recognised this will mean Local Authorities will be spending ‘at risk’ until investment plans are confirmed by UK Government. following submission in May.
- 3.11. UK Government expect a regional governance structure to be set up which would include relevant strategic partners. They have however advised that given the timescales, they would work with an ‘interim’ arrangement until such times as a formal partnership can be agreed and set up (and they have indicated that this may be formed of only the Local Authorities in the region to start with). However, they expect one Local Authority in each region to be nominated as Lead Accountable Body, who will be responsible for submitting proposals for the Region and for reporting and funding. At the time of writing, officers are working on proposed governance arrangements, including the appointment of a lead body to be agreed by Council.
- 3.12. Indications have been given that themes and interventions in Scotland will follow those already announced for the model in England. Key areas will therefore be projects to improve infrastructure, business support or skills development. Further detail around this is essential to allow us to develop proposals regionally. The English model below shows the following indicative outcomes.

Indicative outcomes (as per English model)

- 3.13. The high level model for Local Growth Fund in England lists the outcomes against each of the three high level themes as follows. Please note the capital/revenue split in England is the opposite of the split proposed for Scottish regions:

Infrastructure Outcomes	Business Support Outcomes	People Outcomes
<ul style="list-style-type: none"> • Increased development-ready land and sites • Increased housing supply • Improved utilities and energy upgrades • Increased physical connectivity • Increased digital connectivity 	<ul style="list-style-type: none"> • Increased access to finance • Increased uptake of advice and growth services • Increased innovation and research and development • Increased digital adoption by firms • Stronger network and supply chain integration 	<ul style="list-style-type: none"> • Better alignment with emerging industry needs • Enhanced job readiness and employability • Enhanced digital literacy and technical capability • Increased uptake of training/apprenticeships

4.0 Implications for Clackmannanshire

Council Staffing

- 4.1. The already reduced allocation (by approximate 28%) of UKSPF for 2025/26 limited the extent by which Clackmannanshire could invest locally, however it did manage to deliver against a number of key priorities and funded a number of Council and Third Sector posts in support of our employability and economic growth interventions.
- 4.2. The potential further dilution of these monies with a wider regional focus, coupled with a flip in investment status from revenue to capital will restrict further the work in which Clackmannanshire will be able to progress. This will undoubtedly be similar for Stirling and Falkirk Councils, who are facing the same challenge.
- 4.3. We are likely to see a reduction in the number of employability supports available to local businesses and employment seeking individuals. This will impact services operated by the Council and by Third Sector organisations throughout the County.
- 4.4. UKSPF currently funds around 5 members of the Economic Development team. These staff, are employed on fixed term contracts to end June 2026 The majority of these staff have been in Council employment for over 4 years.

- 4.5. Officers are currently exploring exit pathways for existing Clients being supported by the Services and reviewing the potential supports that may establish through the Transformation Space and Scottish Governments No-one Left Behind investments.

5.0 Local Growth Fund: Information from UK Gov to date:

- 5.1. Funding is to be available from April 2026, and the Government state that they wish to work with each region to develop plans to begin spending ‘as soon as possible’. Full guidance on funding themes and interventions is still to be published (advised this will be published in March), but UK Government are asking for regional proposals to be submitted during May 2026 covering the full 3 years of capital and revenue spend, with a view to funding being made available from July/August 2026. Regions may begin activity in April, but it is recognised this will mean Local Authorities will be spending ‘at risk’ until investment plans are confirmed by UK Government. following submission in May.
- 5.2. UK Government expect a regional governance structure to be set up which would include relevant strategic partners. They have however advised that given the timescales, they would work with an ‘interim’ arrangement until such times as a formal partnership can be agreed and set up (and they have indicated that this may be formed of only the Local Authorities in the region to start with). However, they expect one Local Authority in each region to be nominated as Lead Accountable Body, who will be responsible for submitting proposals for the Region and for reporting and funding. At the time of writing, officers are working on proposed governance arrangements, including the appointment of a lead body to be agreed by Council.
- 5.3. Indications have been given that themes and interventions in Scotland will follow those already announced for the model in England. Key areas will therefore be projects to improve infrastructure, business support or skills development. Further detail around this is essential to allow us to develop proposals regionally. The English model below shows the following indicative outcomes.

Indicative outcomes (as per English model)

- 5.4. The high level model for Local Growth Fund in England lists the outcomes against each of the three high level themes as follows. Please note the capital/revenue split in England is the opposite of the split proposed for Scottish regions:

Infrastructure Outcomes	Business Support Outcomes	People Outcomes
<ul style="list-style-type: none"> • Increased development-ready land and sites • Increased housing supply 	<ul style="list-style-type: none"> • Increased access to finance • Increased uptake of advice and growth services 	<ul style="list-style-type: none"> • Better alignment with emerging industry needs • Enhanced job readiness and employability

<ul style="list-style-type: none"> • Improved utilities and energy upgrades • Increased physical connectivity • Increased digital connectivity 	<ul style="list-style-type: none"> • Increased innovation and research and development • Increased digital adoption by firms • Stronger network and supply chain integration 	<ul style="list-style-type: none"> • Enhanced digital literacy and technical capability • Increased uptake of training/apprenticeships
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5.5. The assumption is that delivery is aligned with spending profiles, ie. spend and delivery aligned within each of the three financial years, although the UK Gov. state that they will 'welcome our reflections on what flexibilities would be beneficial, as part of future engagement'. If 2026/27 allocation is not able to be carried forward to future years, then unless we agree a transition period, the Forth Valley 2026/27 allocation is at risk - particularly the capital allocation. This will need to be clarified and will help with planning for total capital spend across Forth Valley.

5.6. The UK Government are agreeable to 'transitional' arrangements, particularly for revenue funding in Year 1, which is to be welcomed, but they expect our 3-year programme proposal to include detailed proposals and spend forecasts for Year 1 (2026/27), and outline plans for the following two years.

6.0 Next Steps

6.1. Officers across the 3 Forth Valley Councils will work to progress proposals for:

- c) an interim regional governance structure
- d) a longer-term Regional Governance structure to provide governance and oversight of this and any other future regional funding opportunities (in line with the Regional Economic Strategy currently in development).

6.2. Officers will also bring forward potential options for an outline regional 3-year programme, to be agreed and submitted to UK Gov by the May deadline. As part of this 3-year programme working with Stirling and Falkirk to develop regional proposals to deliver transitional arrangements for revenue funding only for 2026/27.

7.0 Sustainability Implications

7.1. None at this point. Individual project proposals may contain sustainability implications.

8.0 Resource Implications

8.1. *Financial Details*

8.2. 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

8.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes

8.4. *Staffing*

There is a potential impact on staff currently delivering programmes associated with the UKSPF. The Service will work with HR and staff in line with the Council Policies and Procedures as appropriate.

9.0 Exempt Reports

9.1. 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 – EFSIA for Local Growth Fund Report

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

Author(s)

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Ali Davidson	Team Lead, Economic Development	07790942237

Approved by

NAME	DESIGNATION	SIGNATURE
Kevin Wells	Strategic Director: Place	



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

Title: Local Growth Fund

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):

Summary of actions taken because of this assessment:

Ongoing actions beyond implementation of the proposal include:

Lead person(s) for this assessment:

Alison Davidson, Team Leader Economic Development

Senior officer approval of assessment:

Kevin Wells, Strategic Director Place Directorate

DATE: 4th of March 2026

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 report aims to raise awareness of interventions supported by EU Structural Funding and more recently UK Shared Prosperity Funding, before outlining proposed Local Growth Funding and the impact of reduced budgets in this area of activity. The report also seeks approval to develop governance structures with the other Forth Valley Local Authorities to support development of a Regional Economic Partnership structure.

2. Why is the proposal required?

The UK Government has devised a new funding regime, known as the Local Growth Fund. This replaces UKSPF, which was itself a declared replacement for EU Structural Funding

3. Who is affected by the proposal?

Those who may be affected by the proposal include:

- Clackmannanshire Council employees
- External employees, including at Ceteris and Clackmannanshire Economic Regeneration Trust
- Business owners and employees
- Employability clients, at Clackmannanshire Works and other, external agencies

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

Policies which may be affected by this proposal include:

- Wellbeing Economy Local Outcomes Improvement Plan
- Forth Valley Regional Economic Strategy (in late-stage draft)
- Skills Development Scotland Forth Valley Skills Action Plan
- Clackmannanshire Local Employability Partnership Delivery Plan
- Clackmannanshire WeAll Employability Action Plan
- Clackmannanshire Child Poverty Action Plan

- Clackmannanshire Investment Strategy
- Clackmannanshire Community Wealth Building Action Plan

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, the proposal is a strategic decision, as it seeks approval to proceed with Falkirk and Stirling Councils to establish a Regional Economic Partnership to oversee the Local Growth Fund investment plan and other, potentially wider, regional economic interventions.

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	NOMIS Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019 Scottish Household Survey 2019 National Records of Scotland	<p>Clackmannanshire has a population – in 2024, latest year provided – of around 52,110. Of these, 32,352 are working age (16-64). The area has an employment rate (Annual population Survey, Oct '24 – Sept '25) of 71.5%, which is an improvement from previous quarters and the highest rate since Jan '21 – Dec '21. This could be a reflection of the nature of national surveys, with Clackmannanshire being a small sample, however it also demonstrates both the strengthening local economy and effective employability and employment activity by Clackmannanshire Works and other partners in the area.</p> <p>The Scottish House Condition Survey 2017-19 reveals that 53% of older households across Clackmannanshire contain a long-term sick or disabled person (all tenures). In addition, the National Records of Scotland and the Scottish Census indicate a growing number of older individuals, with a number of individuals aged 85 and over projected to increase by 95% by 2043.</p> <p>With an ageing population there is a corresponding impact on the working age population and the nature of the employment required locally – older residents require increased levels of caring roles to support them in their daily lives. There is also a tighter labour market for employers, as the local labour pool is not growing.</p> <p>In relation to children and young people, child poverty remains a significant concern. DWP figures for 2022/23 show that 2,855 children in Clackmannanshire are living in relative low-income</p>

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		households, which indicates an increase of 36.3% since 2016/17. Of these, 65% live in lone-parent households. National data further highlights that children and younger adults are more likely to experience relative poverty compared to older adults, with housing costs being a key contributing factor.
Disability	Scottish Census 2022	<p>The Scottish Census (2022) indicates that 26% of Clackmannanshire residents have a disability as defined by the Equality Act. Similarly, around 13% of residents report having some caring responsibilities.</p> <p>Both having a disability and supporting those who do can impact on economic activity. Support services, such as Clackmannanshire Economic Regeneration Trust, DWP and Clackmannanshire Works support residents to get closer to, or into, the labour market.</p>
Race	Scottish Census 2022 National Records of Scotland	<p>Clackmannanshire's population is predominantly White, with 96.9% of individuals identifying as White in the 2022 Scottish Census, including 0.1% who identified as part of the gypsy/traveller community. Minority ethnic groups make up a small proportion of the population, with 1.6% identifying as Asian and 0.3% identifying as African.</p> <p>Although minority ethnic communities represent a small proportion of Clackmannanshire's population, they may be affected by employment issues. LGF projects, around business support and employability may assist.</p>
Sex	Scottish Census 2022 Scottish Government National Records of Scotland	<p>The population of Clackmannanshire is composed of 51.06% female residents and 48.94% male.</p> <p>In Clackmannanshire, life expectancy at birth was higher for females (80.3 years) than for males (75.9 years) in 2022-2024. Male life expectancy at birth has increased more rapidly than female life expectancy at birth between 2001-2003 and 2022-2024. In Clackmannanshire, female life expectancy at birth is lower than at Scotland level and male life expectancy at birth is lower than at Scotland level.</p> <p>This translates into a challenge for our local labour market and for local employers. LGF funding can support entrepreneurship and training opportunities to ensure our working age people are better prepared for the labour market and wider economic opportunities.</p>
Gender Reassignment	Scottish Census 2022 Scottish Government	The Scottish Census 2022 reports that 0.44% of people aged 16 and over in Scotland identify as transgender, with Clackmannanshire's rate slightly lower at 0.35% (151 individuals).

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).
		While there is limited information available on the experiences of this protected characteristic both locally and nationally, the very small number of transgender individuals in Clackmannanshire suggests that this group is unlikely to be impacted by the proposals within this LGF paper.
Sexual orientation	Scottish Census 2022 Scottish Government	According to the 2022 Census, 1,343 individuals (3.12%) aged 16 and over in Clackmannanshire identify as LGB+. There is currently no available data on the proportion of LGB+ individuals experiencing financial hardship locally or nationally. While this absence of data does not indicate that such individuals do not face financial challenges, the relatively small size of the LGB+ population in Clackmannanshire suggests that this group is unlikely to be by LGF proposals, though this can be tested in consultation during the spring of 2026.
Religion or Belief	Scottish Census 2022	58.3% of Clackmannanshire residents report no religion in the 2022 Scottish Census. Christianity, in all forms, constitutes 34.0% of the population, with Islam constituting around 1.2%. There are a range of other faiths practised in Clackmannanshire, however their share of the population is very small. Through existing activity to support business development and employability, faith considerations are always included when planning activity – this will continue through LGF activity.
Pregnancy or maternity	Poverty and Income Inequality in Scotland 2017-20	According to the Poverty and Income Inequality in Scotland statistics, single women with children experience the highest poverty rates, with 38% of all single-women households living in poverty. National trends also show a significant increase in the number of single parents claiming Universal Credit, rising by 41.1% between 2021 and 2024. Locally, Clackmannanshire Council’s Tenant Satisfaction Survey indicates that 19.2% of all households in the social rented sector are single-parent families with at least one child under the age of 16. The majority of these households are female-led. This evidence suggests that female-led, single-parent households are more likely to experience financial hardship and may benefit from employability support to prepare for work, maximise household incomes and ensure that all appropriate services are being accessed. This is work already supported and will factor in LGF activity.

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).
Marriage or civil partnership (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)		Not an employment or business matter, so this does not apply.
Socio economic disadvantage (if required)	<p>Scottish Census 2022</p> <p>NOMIS</p> <p>Poverty and Income Inequality in Scotland 2017-20</p> <p>Scottish Household Survey 2019</p> <p>National Records of Scotland</p> <p>Scottish Index of Multiple Deprivation</p>	<p>Clackmannanshire experiences higher-than-average levels of deprivation. A quarter (25%) of all SIMD datazones in the area fall within the 20% most deprived in Scotland. Eight datazones have more than a quarter of residents who are income deprived, and 10% of the population live in the most deprived SIMD areas, ranking Clackmannanshire 9th highest nationally. Only 5% of the population live in the least deprived SIMD areas.</p> <p>The youngest age groups are disproportionately represented in the most deprived areas, indicating a strong link between age and socio-economic disadvantage locally.</p> <p>Employment data shows that, in 2023, 48.0% of Clackmannanshire households are “working households,” below the Scottish average of 57.0%.</p> <p>Meanwhile, 29.1% are “workless households,” significantly higher than the national average of 17.4%. Notably, 27.3% of workless households in Clackmannanshire have children, compared to just 10.1% nationally.</p> <p>Existing support is targeted to assist households in need. It is anticipated that interventions under LGF will continue to do so.</p>

7. **Based on the evidence above, is there relevance to some or all of the equality groups? Y/ ~~N~~/
unclear**

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 following organisations shall be consulted as part of work to prepare the LGF Investment Plan:

- Alloa First
- Ceteris
- Clackmannanshire Council
- Clackmannanshire Economic Regeneration Trust
- Clackmannanshire First
- Clackmannanshire Works
- Clackmannanshire Third Sector Interface
- Developing the Young Workforce Forth Valley
- Discover Clackmannanshire
- Federation of Small Businesses Scotland
- Forth Valley Chamber of Commerce
- Forth Valley College
- Scottish Enterprise
- University of Stirling
- Visit Scotland
- Partners from Stirling and Falkirk areas as appropriate

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

Consultation and engagement will be carried out in March/April 2026. Preliminary briefings have been offered to senior officer and Elected Members.

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			This risk will be addressed within the consultation process and activity will be in line with previous programmes.
potential for developing good relations	X			Work to build on existing good relations between the Council and all groups – of all ages – within the communities of Clackmannanshire will be central to work around the LGF.
potential to advance equality of opportunity	X			LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be continued within LGF actions in the coming three-year period.

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			This risk will be addressed within the consultation process and activity will be in line with previous programmes.
potential for developing good relations	X			Work to build on existing good relations between the Council and all groups within the communities, including the disability community of Clackmannanshire, and will be central to work around the LGF.
potential to advance equality of opportunity	X			LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be continued within LGF actions in the coming three-year period.

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			This risk will be addressed within the consultation process and activity will be in line with previous programmes.

potential for developing good relations	X			Work to build on existing good relations between the Council and all racial and ethnic groups within the communities of Clackmannanshire will continue to be central to work around the LGF.
potential to advance equality of opportunity	X			LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be continued within LGF actions in the coming three year period.

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			This risk will be addressed within the consultation process and activity will be in line with previous programmes.
potential for developing good relations	X			Work to build on existing good relations between the Council and all groups within the communities of Clackmannanshire will be central to work around the LGF.
potential to advance equality of opportunity	X			LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be continued within LGF actions in the coming three year period.

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	This risk will be addressed within the consultation process and activity will be in line with previous programmes. Wherever possible, steps to support this group will be undertaken through interventions under LGF.
potential for developing good relations			X	Work to build on existing good relations between the Council and all groups, including where gender reassigned members of the community are eligible for or require support under LGF.
potential to advance equality of opportunity			X	LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be continued within LGF actions in the coming three year period.

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	This risk will be addressed within the consultation process and activity will be in line with previous programmes.
potential for developing good relations			X	Work to build on existing good relations between the Council and all groups, including the LGBTQI+ communities, within the wider communities of Clackmannanshire which will continue to be central to work around the LGF.
potential to advance equality of opportunity			X	LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be continued within LGF actions in the coming three-year period.

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	This risk will be addressed within the consultation process and activity will be in line with previous programmes.
potential for developing good relations			X	Work to build on existing good relations between the Council and all groups, including religious groups, within the communities of Clackmannanshire will be central to work around the LGF.
potential to advance equality of opportunity			X	LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be continued within LGF actions in the coming three-year period.

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	This risk will be addressed within the consultation process and activity will be in line with previous programmes. There is no restriction on support based on pregnancy or maternity.
potential for developing good relations			X	Work to build on existing good relations between the Council and all groups within the communities of Clackmannanshire will be central to work around the LGF. This includes all residents who may be pregnant, be in the maternity phase or are parents of children.
potential to advance equality of opportunity			X	LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be

				continued within LGF actions in the coming three-year period.
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Marriage/civil partnership	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)			X	LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be continued within LGF actions in the coming three-year period. This includes the matter of domestic arrangements of those seeking advice or support under previous and future projects or programmes under LGF.

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			LGF funding follows UKSPF and EU Structural Funding. There are numerous examples of interventions that supported the advance of equality of opportunity. This approach to activity will be continued within LGF actions in the coming three-year period. Business creation and wider business support, employability advice and interventions to build confidence and employment prospects all contribute to reducing inequalities of outcome for communities and households facing disadvantage.

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

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

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

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

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

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

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

Step F – Post-implementation actions and monitoring impact

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

14. **Record any post-implementation actions required.**

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

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

Step G – Assessment sign off and approval

Lead person(s) for this assessment:

Signed:

Date:

Senior officer approval of assessment:

Signed:

Date:

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