

Equality & Poverty Impact Assessment 00428 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Place Services Growth, Planning & Climate	Lead Officer Name:	Carol Whyte
		Team:	Sport & Leisure
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Proposal:	SPR - Community Asset Transfer of Denny Sports Centre	Reference No:	

What is the Proposal?	Budget & Other Financial Decision	Policy (New or Change)	HR Policy & Practice	Change to Service Delivery / Service Design
	Yes	No	No	Yes

Who does the Proposal affect?	Service Users	Members of the Public	Employees	Job Applicants
	Yes	Yes	Yes	Yes

Other, please specify:	<p>Various sports clubs</p> <p>Parents and guardians of children attending classes and clubs</p> <p>Separate EPIA required for employees effected by the proposed closure.</p> <p>Potential impact on candidates applying for jobs in a venue that has been identified for closures.</p>
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Identify the main aims and projected outcome of this proposal (please add date of each update):

17/02/2023	Review operating model of Denny Sports Centre to determine the position for the council going forward. The aim is to close the venue and relocate activities in Denny High School.
20/02/2023	Gaps in customer information to measure against protected characteristics.
20/02/2023	Further engagement required with customers.
06/03/2023	Mitigate closure by approving investment for Denny High School to make it fit for purpose for public use, Agree public access arrangements during the school day and out with school hours to relocate Denny Sports Centre customers and staff. Investment required for adaptations to the school estate to make the school fit for public use and meet customer expectations.
18/01/2024	Phase 3 property and EPIA will be updated during 2024.
22/01/2024	Dunipace FC registered interest in CAT / CBL

Identify the main aims and projected outcome of this proposal (please add date of each update):	
11/12/2024	<p>The venue is now recommended for Community Asset Transfer and will remain open subject to submission of the full CAT application from the Interested party by 1 October 2025.</p> <p>Section 2 - financial information updated Section 3A - Admission updated Section 3 - Best judgement updated Section 5 & 6 - Updated Section 7 - Lead Officer updated Section 8 - Updated.</p>

SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£126,580 net position (excluding central charges)	2022/23 projected year end position
		£151,844	2022/23 Year end expenditure
		£122,740	2022/23 Year end net position
		£186,406	2023/24 Year end expenditure
		£162,619	2023/24 Year end net position
		£141,900	2024/25 Projected year end expenditure
		£120,050	2024/25 Projected year end net position
Reduction to this service budget (£'0000s)	Per Annum:		
Increase to this service budget (£'000s)	Per Annum:		
If this is a change to a charge or concession please complete.	Current Annual Income Total:		
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:	01/04/2025	
	End Date (if any):	01/04/2027	

SECTION THREE: EVIDENCE	Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)
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A - Quantitative Evidence	This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.
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Protected characteristics - poverty, age, disability, sex

2022/23 projected year end admissions = 14,642

2021/22 total admissions = 8,805

General activity admissions = Adult 3,103 (35%), Junior 5,414 (62%) Go Card 288 (3%). Gender, age and postcode are not captured for general admissions.

Dec 2024 Update

2022/23 total admissions = 10,645

2023/24 total admissions = 8,569

B - Qualitative Evidence	This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.
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Social - case studies; personal / group feedback / other

Council carried out a series of public consultation meetings and online surveys for communities to provide feedback on SPR proposal. Email correspondence was also accepted. No emails received commenting on Denny Sports Centre proposal.

14 survey responses received from users of the facility (10), residents of the ward (4)

Gender of responses received - female 9, male 4

10 respondents stated they would be disproportionately affected by the SPR proposal for this venue.

The age profile of respondents

25 - 44 years - 4 responses, 45 - 64 years - 8 responses, 65+ years - 2 responses

The majority of the response received did not select a protected characteristic when completing the survey.

Summary of comments received:

Negative impact on the community with the loss of a venue offering a wide range of sports, physical & mental health and wellbeing, access to transport and impact on young people were the most common concerns raised.

Summary of responses stating protected characteristics:

AGE & DISABILITY: both received 1 response each. Negative impact on the community with the loss of a venue offering a wide range of sports, access to transport and impact on young people were the most common concerns raised should this venue close with no suitable alternative.

Best Judgement:	
Has best judgement been used in place of data/research/evidence?	Yes
Who provided the best judgement and what was this based on?	Financial performance and viability of the venue.
What gaps in data / information were identified?	Gaps in customer information to measure against protected characteristics. Admissions data does not identify the number of unique users or record protected characteristics.
Is further research necessary?	No
If NO, please state why.	Direct communication to all user groups advising of SPR proposals to close venue outlining opportunities for groups to take ownership of venue.

SECTION FOUR: ENGAGEMENT

Engagement with individuals or organisations affected by the policy or proposal must take place

Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?	Yes	
If YES, please state who was engagement with.	Service users and the local community had the opportunity to feedback in a series of council led public engagement meetings or completing an online survey. Emails were also accepted.	
If NO engagement has been conducted, please state why.		
How was the engagement carried out?		What were the results from the engagement? Please list...
Focus Group	No	
Survey	Yes	Council online survey for interested parties to provide feedback on SPR proposals. 14 survey responses received from users of the facility (10), residents of the ward (4) 10 respondents stated they would be disproportionately affected by the SPR proposal for this venue.
Display / Exhibitions	No	
User Panels	No	
Public Event	Yes	Council officers carried out a series of public meetings across the council area enabling communities to feedback on the SPR proposals.
Other: please specify		
Has the proposal / policy/ project been reviewed / changed as a result of the engagement?	No	
Have the results of the engagement been fed back to the consultees?	No	
Is further engagement recommended?	No	

SECTION FIVE: ASSESSING THE IMPACT

Equality Protected Characteristics: What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, carers etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
Age			✓	<p>See evidence in section 3 on split of age groups. Poverty, disability, health inequalities are the key characteristics to consider.</p> <p>Further work required to understand the impacts on each age group should the venue close.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer. No impacts currently anticipated.</p>
Disability			✓	<p>See evidence in section 3 on Disability. Health inequalities, age and poverty are the key characteristics to consider.</p> <p>Further work required to understand the impact on customers with disabilities, their carers should the venue close.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer. No impacts currently anticipated.</p>
Sex	✓			No specific impacts have been identified.
Ethnicity	✓			No specific impacts have been identified.
Religion / Belief / non-Belief	✓			No specific impacts have been identified.
Sexual Orientation	✓			No specific impacts have been identified.
Transgender	✓			No specific impacts have been identified.
Pregnancy / Maternity	✓			No specific impacts have been identified.
Marriage / Civil Partnership	✓			No specific impacts have been identified.

Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:

				<p>Further work required to understand the impact on income SIMD demographics, customers should the venue close.</p> <p>Concern over potential price increases and cost of travel will result in user no longer being able to afford to continue sporting activities.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer. No impacts currently anticipated.</p>
Care Experienced	✓			No specific impacts have been identified.
Other, health, community justice, carers etc.	✓			No specific impacts have been identified.
Risk (Identify other risks associated with this change)	<p>Reputational damage to the council on the impact of the closure will have on its ability to deliver on physical and mental health & wellbeing agenda as stated in the council plan.</p> <p>Young people do not have the opportunity to start early habits of physical activity that they carry on with them into later life.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer. No impacts currently anticipated.</p>			
		Evidence of Due Regard		
Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):		<p>The closure of this venue will affect all users and some negative impacts on specific characteristic groups have been identified, however there is little scope for mitigation.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer. No impacts currently anticipated.</p>		

Advance Equality of Opportunity:	<p>Detailed information required to understand the impact to customers and the wider community against each of the protected characteristics. Community engagement was undertaken to ensure the views of all interested parties were considered.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer. No impacts currently anticipated.</p>
Foster Good Relations (promoting understanding and reducing prejudice):	<p>Closure will reduce the opportunities for members of the community to come together in an informal setting with shared interests. The proposals do not create scope to foster good relations between different protected characteristic groups. There is some risk that proposals may reduce the capacity to do so by removing assets used by communities.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer. No impacts currently anticipated.</p>

SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

Which sectors are likely to have an interest in or be affected by the proposal / policy / project?		Describe the interest / affect.
Business	Yes	Businesses operating out of the venue Out with the community consultation process there has been no engagement with local businesses.
Councils	Yes	Negative impact on the council's ability to deliver on its physical and mental health & wellbeing agenda as stated in the council plan.
Education Sector	Yes	Investment for Denny High School to make it fit for purpose for public use and meet customer expectations, Agree public access arrangements during the school day and out with school hours to relocate Denny Sports Centre customers and staff.
Fire	No	
NHS	Yes	Closure of the venue will impact on the council's ability to deliver its physical and mental health & well being agenda as stated in the council plan. Additional strain on NHS Services. Out with the community consultation process there has been no engagement with NHS.
Integration Joint Board	Yes	Closure of the venue will impact on the council's ability to deliver its physical and mental health & well being agenda as stated in the council plan. Additional strain on IJB Services. Out with the community consultation process there has been no engagement with IJB.
Police	No	
Third Sector	Yes	Sports Clubs - Direct communication to all user groups advising of SPR proposals to close pavilions, outlining opportunities for groups to take ownership of venue.
Other(s): please list and describe the nature of the relationship / impact.		

SECTION SEVEN: ACTION PLANNING

Mitigating Actions: If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Age	All age groups	<p>Mitigate against closure by relocating activities to Denny High School</p> <p>Develop action plan to relocate activities and staff. Public access arrangements during the school day and out with school hours are key to the success of proposed mitigation.</p> <p>Investment required for adoptions to the school estate to make the school fit for public use and meet customer expectations.</p> <p>Relocating activities will provide the community with a positive destination to participate in sport and deliver on the councils health & wellbeing objectives.</p> <p>Further analysis required on impact of closure or limited access to the school against protected characteristics for customers, clubs and the wider community.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer.</p>	R Hammond R Macaloney		<p>Council Plan</p> <p>Supporting stronger & healthier communities</p>

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Disability	Community	<p>Mitigate against closure by relocating activities to Denny High School</p> <p>Develop action plan to relocate activities and staff. Public access arrangements during the school day and out with school hours are key to the success of proposed mitigation.</p> <p>Investment required for adoptions to the school estate to make the school fit for public use and meet customer expectations.</p> <p>Relocating activities will provide the community with a positive destination to participate in sport and deliver on the councils health & wellbeing objectives.</p> <p>Further analysis required on impact of closure or limited access to the school against protected characteristics for customers, clubs and the wider community.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer.</p>	<p>R Hammond R Macaloney</p>		<p>Council Plan Supporting stronger & healthier communities</p>

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Poverty	Community SIMD	<p>Mitigate against closure by relocating activities to Denny High School</p> <p>Develop action plan to relocate activities and staff. Public access arrangements during the school day and out with school hours are key to the success of proposed mitigation.</p> <p>Investment required for adoptions to the school estate to make the school fit for public use and meet customer expectations.</p> <p>Relocating activities will provide the community with a positive destination to participate in sport and deliver on the councils health & wellbeing objectives.</p> <p>Further analysis required on impact of closure or limited access to the school against protected characteristics for customers, clubs and the wider community.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer.</p>	R Hammond R Macaloney		Council Plan Supporting stronger & healthier communities

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes

No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposals.

Are actions being reported to Members?	Yes
If yes when and how ?	<p>Council Meeting 29th March 2023 SPR update to elected members.</p> <p>Council Meeting 30th January 2025 SPR update to elected members.</p>

SECTION EIGHT: ASSESSMENT OUTCOME

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

No major change required	No	
The proposal has to be adjusted to reduce impact on protected characteristic groups	No	
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	Yes	<p>Mitigate closure by approving investment for Denny High School to make it fit for purpose for public use,</p> <p>Agree public access arrangements during the school day and out with school hours to relocate Denny Sports Centre customers and staff.</p> <p>Community engagement was undertaken to ensure the views of all interested parties were considered.</p> <p>A live expression of interest for CAT of the venue is being progressed.</p> <p>Dec-24 Update: Property now recommended for Community Asset Transfer. Interested party has until 1 October 2025 to submit full application and the venue will remain open until this time.</p>
Stop the proposal as it is potentially in breach of equality legislation	No	

SECTION NINE: LEAD OFFICER SIGN OFF

Lead Officer:

Signature:	<i>Carol Whyte</i>	Date:	12/12/2024
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SECTION TEN: EPIA TASK GROUP ONLY

OVERALL ASSESSMENT OF EPIA: Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?		Yes
ASSESSMENT FINDINGS If YES, use this box to highlight evidence in support of the assessment of the EPIA If NO, use this box to highlight actions needed to improve the EPIA		The EPIA has utilised evidence to show that closure will impact on a range of age groups and people with a disability.
Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?		Yes If YES, please describe: There is a proposal to mitigate impact of closure to relocate service to the local high school. The impact of this on the community should continue to be monitored to ensure impact is mitigated on specific protected characteristics. January 2025 - update - Note that property now recommended for Community Asset Transfer. Venue will remain open in the meantime.

LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA		
LEVEL		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes	
LOW	Yes / No	

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:			
Signature:	<i>Michael McQuinness</i>	Date:	09/01/2025