

# Equality & Poverty Impact Assessment 00990 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Children's Services Education	<b>Lead Officer Name:</b>	Jill Pringle
		<b>Team:</b>	Education Services
		<b>Tel:</b>	07803176526
		<b>Email:</b>	jill.pringle@falkirk.gov.uk
<b>Proposal:</b>	School Lets Fees & Charges 25/26	<b>Reference No:</b>	

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

Who does the Proposal affect?	Service Users	Members of the Public	Employees	Job Applicants
	Yes	Yes	No	No

**Other, please specify:**

### Identify the main aims and projected outcome of this proposal (please add date of each update):

14/02/2025	Increase income generation to recover costs of facilities for school and community lets 2025/26.
14/02/2025	To align school and Community Lets charges with recently benchmarked Sport and Leisure charges with a view to decreasing competition between council services.

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:		
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:	Current income for 2024/25 is £104k.	
	Expected Annual Income Total:	Could achieve around an additional £70,000 of income for 2025/26.	
If this is a budget decision, when will the saving be achieved?	Start Date:	01/04/2025	
	End Date (if any):	31/03/2026	

**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.)

**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.

Currently user detail data is not held. Some bookings are managed by external organisations and therefore no data is available. Breakdown of protected characteristic groups is therefore not possible at this stage. An increase of data collection will be introduced in the future to ensure knowledge of cohorts to implement relevant mitigation against any negative impact on protected characteristic groups.

**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.

**Social - case studies; personal / group feedback / other**

The majority of school lets are within the secondary school estate. All of the secondary school buildings have disabled access to facilities. Any group with protected characteristics are able to make a block booking to ensure privacy if required. Bookings can be made over the phone or in person.

Typical bookings include - community groups such as Brownies, Guides, church groups etc. As well as private bookings. Any increase in charge could impact these groups and the people attending these groups.

<b>Best Judgement:</b>	
<b>Has best judgement been used in place of data/research/evidence?</b>	Yes
<b>Who provided the best judgement and what was this based on?</b>	Education Services information and anecdotal information. Based on alignment with Sport and Leisure pricing. Benchmarking undertaken at that stage.
<b>What gaps in data / information were identified?</b>	Lack of information on who books lets, therefore lack of information around protected characteristics of let users.
<b>Is further research necessary?</b>	Yes
<b>If NO, please state why.</b>	

**SECTION FOUR: ENGAGEMENT**

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

<b>Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?</b>	No	
<b>If YES, please state who was engagement with.</b>		
<b>If NO engagement has been conducted, please state why.</b>	Due to lack of data about service users, we are unable to consult effectively at this stage. However - this change was to align charges with Sport and Leisure.	
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>	
<b>Focus Group</b>	No	
<b>Survey</b>	No	
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	No	
<b>Other: please specify</b>	Consultation with Sport and Leisure.	
<b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>	Yes	
<b>Have the results of the engagement been fed back to the consultees?</b>	Yes	
<b>Is further engagement recommended?</b>	Yes	

## 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	✓			No evidence available for this characteristic
Disability	✓			No evidence available for this characteristic
Sex	✓			No evidence available for this characteristic
Ethnicity	✓			No evidence available for this characteristic
Religion / Belief / non-Belief	✓			No evidence available for this characteristic
Sexual Orientation	✓			No evidence available for this characteristic
Transgender	✓			No evidence available for this characteristic
Pregnancy / Maternity	✓			No evidence available for this characteristic
Marriage / Civil Partnership	✓			No evidence available for this characteristic
Poverty			✓	Increased cost of lets may result in increased charges for participants which could have a negative impact on low income families.
Care Experienced	✓			No evidence available for this characteristic
Other, health, community justice, carers etc.	✓			No evidence available for this characteristic
<b>Risk (Identify other risks associated with this change)</b>	There is a risk that this increase could result in some groups and those attending being unable to pay for higher costs. Risk of lack of income generation of increases result in cancellation of bookings.			

**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:**

	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	The proposal is not applicable to this duty.
<b>Advance Equality of Opportunity:</b>	The proposal is not applicable to this duty.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	Many community groups bring communities together which fosters good relations.

## 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.
<b>Business</b>	Yes	Service users may opt to use provision provided elsewhere.
<b>Councils</b>	Yes	Service users may opt to use provision provided by neighbouring authorities.
<b>Education Sector</b>	No	
<b>Fire</b>	Yes	Reduction of use by Youth groups could result in increase in anti-social behaviour.
<b>NHS</b>	Yes	Higher prices may result in reduction of use of sport and fitness facilities resulting in a lowering of fitness and health levels.
<b>Integration Joint Board</b>	No	
<b>Police</b>	Yes	Reduction of use by Youth groups could result in increase in anti-social behaviour.
<b>Third Sector</b>	Yes	Third sector organisations who use school lets for events etc may be impacted and opt to use other provisions
<b>Other(s): please list and describe the nature of the relationship / impact.</b>		

## 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
Poverty	Low income households	Future investigation of Go card concessionary rates in line with council charges and concessions policy.	Paul Wilcox	01/04/2025	Financial sustainability  Promoting opportunities and educational attainment and reducing inequalities
General	Service Users	In the future, the service will introduce collection of protected characteristics data from users.	Paul Wilcox	01/04/2025	Supporting stronger and healthier communities  Financial sustainability

### 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 ?**

Council - 6th March 2025

**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	Due to lack of data on who service users are - it is impossible to remove all risk. It is anticipated that in the future we will find a way to gather this information in the future to allow us to better understand the characteristics of service users.
Stop the proposal as it is potentially in breach of equality legislation	No	

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

Signature:	<i>Jill Pringle</i>	Date:	14/02/2025
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**SECTION TEN: EPIA TASK GROUP ONLY**

<b>OVERALL ASSESSMENT OF EPIA:</b> 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?	No
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<b>ASSESSMENT FINDINGS</b>  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	It is noted that there is a lack of protected characteristic data on service users, and there has been no engagement regarding this proposal. However commitment to improving data is in section 7 which will help understand impact on communities in the future.
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<b>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>?</b>	Yes / No	If YES, please describe:
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**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	No	
MEDIUM	No	
LOW	Yes	Due to lack of data, it is difficult to ascertain the level of impact on those with protected characteristics.

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>		
<b>Signature:</b>	<i>Karen Algie</i>	<b>Date:</b> 14/02/2025