

Equality and Fairer Scotland Impact Assessment - Screening

Title of Policy:	Cessation of Alloa Leisure Bowl Funding
Service:	People Directorate
Team:	Customer Services - Leisure

Will the policy have to go to Council or committee for approval	Yes
Is it a major policy, significantly affecting how functions are delivered?	Yes
Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?	No
Does it relate to an area where the Council has set equality outcomes?	Yes
Does it relate to an area where there are known inequalities?	Yes
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?	Yes

IF YES TO ANY - Move on to an Equality & Fairer Scotland Assessment

IF NO - Explain why an Equality & Fairer Scotland Assessment is not required

APPROVAL		
NAME	DESIGNATION	DATE
S Crickmar	Strategic Director	January 2019

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

Equality and Fairer Scotland Impact Assessment - Scoping

<p>Purpose of the proposed policy or changes to established policy</p>
<p>The Council has to find further significant savings over the next 3 years in order to balance its budget, which it has a statutory duty to do, The Alloa Leisure Bowl contract costs over £550k per annum. The Council provides leisure facilities in a number of venues including 3 academies which has state of the art facilities. The proposal is to reduce the leisure offering by not re-provisioning the contract for the Alloa Leisure Bowl when it expires in September 2019.</p>
<p>Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?</p>
<p>General Equality Duty -</p>
<p>➤ Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct</p>
<p>Impacts if any are likely to be minimal.</p>
<p>➤ Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not</p>
<p>Clackmannanshire experiences significant health inequalities. The ALB is a well used facility; it is possible that a number of protected groups may be impacted disproportionately, primarily: young people, older people and people with disabilities, all of whom are identified as users of the facility to some extent. Further engagement with protected groups is required to understand the nature of the impact and whether any mitigating actions can be adopted.</p>
<p>➤ Fostering good relations between people who share a protected characteristic and those who do not.</p>
<p>Young people, older people and people with disabilities, all of whom are identified as users of the facility to some extent. Further engagement with protected groups is required to understand the nature of the impact and whether any mitigating actions can be adopted.</p>
<p>Fairer Scotland Duty -</p>
<p>➤ Reducing inequalities of outcome caused by socioeconomic disadvantage</p>
<p>Some aspects of this budget proposals may have impacts on people who already experience socioeconomic disadvantage, particularly in the Alloa South East community. It is possible that the proposals may have an impact on those families and people on: low incomes and those in-work poverty; receiving key benefits and affected by universal credit. Groups most likely to be affected are: lone parents; those with disabilities; large families already experiencing poverty and care experienced young people.</p>

To which of the equality groups is the policy relevant?		
Protected Characteristic	Yes/No*	Explanation
Age	Yes	Particularly pre and primary school children and older age groups who may use the facility to improve health and wellbeing.
Disability	Yes	Possible impacts as people with disabilities are known to use the facility to maintain health and wellbeing.
Gender Reassignment	No	There is no indication at this stage that this protected characteristic would be impacted
Marriage and civil partnership	No	There is no indication at this stage that this protected characteristic would be impacted
Pregnancy and Maternity	No	There is no indication at this stage that this protected characteristic would be impacted
Race	No	There is no indication at this stage that this protected characteristic would be impacted
Religion and Belief	No	There is no indication at this stage that this protected characteristic would be impacted
Sex	No	There is no indication at this stage that this protected characteristic would be impacted
Sexual Orientation	No	There is no indication at this stage that this protected characteristic would be impacted

* Delete as required

What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?

Health inequalities continue to present challenges for our older population, and those with disabilities.

Further engagement with groups and communities is required to understand the nature of the socioeconomic impact arising from the proposals and any mitigating actions.

Which equality groups and communities might it be helpful to involve in the development of the policy?

Council Employees – to understand the potential impacts on protected groups within Council workforce.

Communities – to understand Fairer Scotland impacts and impacts on families, and those experiencing socioeconomic disadvantage.

Communities – community councils

Young People – liaise with Youth Parliament and Youth Council to plan most effective engagement approach.

Older people – liaise with CTSI to understand most effective engagement approach.

People with disabilities - liaise with CTSI to understand most effective engagement approach.

Next steps

Face to face engagement will be arranged during January 2019 to enable impacts to be better understood. An online consultation will also be available from 9th January 2019 allowing for comments and feedback on the proposals. Following these engagement events, we will update this equality and Fairer Scotland impact assessment.

Equality and Fairer Scotland Impact Assessment - Decision

Evidence findings		
<p>Proposals relating to sport and leisure in Clackmannanshire are assessed as having a high impact on young people; older people and those with disabilities. The proposals to close leisure and community services at Bowmar would particularly impact on young people and families, older people and individuals experiencing socio-economic disadvantage.</p> <p>The proposals on the Alloa Leisure Bowl contract would impact younger people and families (particularly through swimming lessons) and older people who attend various services offered at the Leisure Bowl (exercise classes; gym; bowling; social activities). Particular impacts relating to social prescribing for health wellbeing benefits and social isolation were highlighted. A lack of alternative provision in Clackmannanshire, or within easy/affordable transport links was also highlighted for individuals or families particularly those with equalities and/or poverty related barriers. The proposals on Alloa Leisure Bowl would also directly affect a number of employees. These proposals have been assessed as high given the significant representations made as part of the budget engagement process.</p>		
Details of engagement undertaken and feedback received		
<p>Significant feedback and representations were received through the budget engagement exercise relating to this proposal. This feedback was reflected in the information made available to Elected Members when setting the 2019/20 budget.</p>		
Decision/recommendation		
<p>Having considered the potential or actual impacts of this policy, the following decision/recommendation is made:</p>		
Tick	<p>Option 1: No major change The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.</p>	
X	<p>Option 2: Adjust the policy – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact.</p>	
	<p>Option 3: Continue the policy – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council's obligations under the duty.</p>	
	<p>Option 4: Stop and remove the policy – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed.</p>	
Justification for decision		
<p>The Council met on 6th March 2019 and set the budget for 2019/20. This included an adjustment of this policy to introduce measures to reduce or mitigate the negative equalities/poverty impacts. This proposes to maintain services with a minor reduction in service provision.</p>		
APPROVAL		
NAME	DESIGNATION	DATE
Stuart Crickmar	Strategic Director	24/4/2019