

Equality and Fairer Scotland Impact Assessment - Screening

Title of Policy:	Leisure & Wellbeing Provision (Facilities & Infrastructure)
Service:	Council
Team:	N/A

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?	Yes
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

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APPROVAL

NAME	DESIGNATION	DATE
S Crickmar	Strategic Director	06/04/2021

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

Purpose of the proposed policy or changes to established policy
<p>Council has approved and adopted Clackmannanshire Alliance's Sport & Active Living Framework. An important component of the Framework is to review facilities and infrastructure to enable sport, active living and wellbeing outcomes to be delivered successfully.</p> <p>The Council has already committed significant funding towards a new Wellbeing complex to be located in Alloa, and further investment in Active Travel, community empowerment and open space management. The Council and its Alliance partners wish to understand through engagement and co-design with communities of interest how service design can be positively influenced to advance equality of opportunity and reduce social disadvantages where these exist.</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?
General Equality Duty -
<p>➤ Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct</p>
<p>Whilst it is not thought that this element is particularly relevant, the Council and Clackmannanshire Alliance would be keen to understand if there are any particular facets of policy/service design that could be changed or strengthened through this review.</p>
<p>➤ Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not</p>
<p>It is thought that this aspect will be relevant, particularly within the context of age, sex, disability, pregnancy and maternity.</p>
<p>➤ Fostering good relations between people who share a protected characteristic and those who do not.</p>
<p>It is thought that this aspect will be relevant, particularly within the context of age, sex, disability, pregnancy and maternity, race, religion and belief.</p>
Fairer Scotland Duty -
<p>➤ Reducing inequalities of outcome caused by socioeconomic disadvantage</p>
<p>It is thought that this aspect will be relevant, particularly within the context of income, employment, health and gender inequalities.</p>

To which of the equality groups is the policy relevant?		
Protected Characteristic	Yes/No*	Explanation
Age	Yes	The policy aims to promote active living and wellbeing across all age groups. Our LOIP also identifies a necessity to ensure that children get the best possible start in life to address income, employment and health inequalities. There is a requirement to understand how service design could promote improved/equality of access, particularly for older people and children and young people where current facilities/provision either inhibit or prevent participation.
Disability	Yes	The policy aims to promote active living and wellbeing for people of all abilities. Our LOIP also identifies a necessity to ensure that children get the best possible start in life to address income, employment and health inequalities. There is a requirement to understand how service design could promote improved/ equality of access, particularly for people with disabilities where current facilities/provision either inhibit or prevent participation.
Gender Reassignment	No	It is not thought that the policy would be particularly relevant to this protected characteristic however; Clackmannanshire Alliance would be keen to hear about service designs or impacts that may require further consideration/dialogue.
Marriage and civil partnership	No	It is not thought that the policy would be particularly relevant to this protected characteristic however; Clackmannanshire Alliance would be keen to hear about service designs or impacts that may require further consideration/dialogue.
Pregnancy and Maternity	Yes	Analysis has identified that women and girls face particular inequalities in Clackmannanshire. Our LOIP also identifies a necessity to ensure that children get the best possible start in life to address income, employment and health inequalities. There is a requirement to understand how service design could promote improved/equality of access, particularly where current facilities/provision either inhibit or prevent participation.
Race	Yes	There is insufficient data to understand whether this protected characteristic experiences particular barriers to participation or inequalities in this regard in Clackmannanshire. Further engagement is required to understand whether there are service designs or impacts that may require further consideration/dialogue.
Religion and Belief	Yes	There is insufficient data to understand whether this protected characteristic experiences particular barriers to participation or inequalities in this regard in Clackmannanshire. Further engagement is required to understand whether there are service designs or impacts that may require further consideration/dialogue.
Sex	Yes	Analysis has identified that women and girls face particular inequalities in Clackmannanshire. There is a requirement to understand how service design could promote improved/equality of access, particularly where current facilities/provision either inhibit or prevent participation.
Sexual Orientation	No	It is not thought that the policy would be particularly relevant to this protected characteristic however; Clackmannanshire Alliance would be keen to hear about service designs or impacts that may require further consideration/dialogue.

* Delete as required

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

See above.

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

Engagement with groups within Clackmannanshire or wider representing views of the following characteristics are believed to be relevant: age, sex, disability, pregnancy and maternity, race, religion and belief, income, employment, health and gender inequalities.

Next steps

A community wide consultation will be issued and promoted to seek views. In addition, a direct engagement plan will be developed and implemented to seek respective data/intelligence/engagement on impacts and service design considerations for identified protected characteristics.

Equality and Fairer Scotland Impact Assessment - Decision

Evidence findings		
Details of engagement undertaken and feedback received		
Decision/recommendation		
Having considered the potential or actual impacts of this policy, the following decision/ recommendation is made:		
Tick	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.	
	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.	
	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.	
	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.	
Justification for decision		
APPROVAL		
NAME	DESIGNATION	DATE