

Appendix 1 to Report No 173/24

Consultation Outcome and Next Steps - Inch Pavilion and Bowling Green Croft Road
Montrose- Equality Impact Assessment



Equality Impact/Fairer Scotland Duty Assessment Form

Step 1

Name of Proposal:

Consultation Outcome and Next Steps - Inch Pavilion and Land at Croft Road, Montrose. Report relates to the proposal to dispose of the site and the outcome of the consultation process.

Step 2

Is this only a **screening** Equality Impact Assessment No

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

- | | |
|--------------------------------------------------------------------------------------------------------|----|
| (i) It does not impact on people | No |
| (ii) It is a percentage increase in fees which has no differential impact on protected characteristics | No |
| (iii) It is for information only | No |
| (iv) It is reflective e.g. of budget spend over a financial year | No |
| (v) It is technical | No |

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment	Yes
Is this a Fairer Scotland Duty Assessment	No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i)Lead Directorate/Service:

Infrastructure & Environment - Assets/ Vibrant Communities & Sustainable Growth - Economic Development/

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

The Council's duty under section 74(2) of the Local Government (Scotland) Act 1973 is not to dispose of land for a consideration less than the best that can reasonably be obtained. This must be considered alongside the Council's overarching duty under section 1 of the Local Government in Scotland Act 2003 (the "2003 Act") to secure best value in accordance with guidance issued by the Scottish Government

(iii)What is the aim of the proposal? Please give full details.

Disposal of Common Good land and building at Croft Road, Montrose

(iv)Is it a new proposal? Yes Please indicate OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes/No Please indicate

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees	No
Job Applicants	No
Service users	No
Members of the public	Yes

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Internal consultation (e.g. with staff, trade unions and any other services affected).

Local Councillors consulted on the disposal in line with Common Good procedures.

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

Option appraisal carried out using information received from applicants relating to the disposal of the site.

External consultation (e.g. partner organisations, national organisations, community groups, other councils).

Montrose Community Council and Ferryden & Craig Community Council consulted on the proposal.

Consultation exercise carried out in line with statutory guidance. This report contains the outcome of the exercise.

Other (general information as appropriate).

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? Yes

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

No information available on the demographic of the usage of the cafe and open space. Questionnaire could be considered regarding the usage if necessary.

Step 7: Are there potential differential impacts on protected characteristic groups? Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age

Impact

Negative: Reduction in open space for families to use offset by future significant employment opportunities. It is anticipated that the general usage of the current facilities will be older people and young families.

Disability

Impact

Unknown

Gender reassignment

Impact

Neutral

Marriage and Civil Partnership

Impact

Neutral

Pregnancy/Maternity

Impact

Neutral

Race - (includes Gypsy Travellers)

Impact

Neutral

Religion or Belief

Impact

Neutral

Sex

Impact

Neutral

Sexual orientation

Impact

Neutral

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

Current tenant operating flower shop informed of Council's proposal to dispose of the site. They submitted an offer which was considered as part of the Options Appraisal process.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

Similar open spaces and cafés are available throughout the Montrose town area. The Montrose Basin wildlife open space is on the same side of the river.

The preferred bidder is committed to maintaining the property in agreement with the current tenant. Alternative accommodation will be offered to the café. A green space will be maintained for the local community by the preferred bidder.

The preferred bidder also provides funding through their Community Fund for the local area.

Step 10: If a potentially negative impact has been identified, please state below the justification.

Although the proposal will have a negative impact on families, it will create a significant amount of employment opportunities.

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

N/A

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

Requirement for the preferred options to look at how employment opportunities could be used to support equal opportunities.

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

Impact

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport)).

Impact

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Other – please indicate

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

The EIA will be monitored and revised if needed as the proposal is developed.

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

Council website along with relevant Committee report.

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

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