



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

Carnoustie Golf Provision – Future Arrangements

Step 2

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

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics Yes/No

(iii) It is for information only Yes/No

(iv) It is reflective e.g. of budget spend over a financial year Yes/No

(v) It is technical Yes/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/No

Is this a Fairer Scotland Duty Assessment Yes/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: Finance

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

None

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

To seek elected members' views on the future arrangements for golf provision at Carnoustie Links. The report outlines the need to consider a long term, sustainable future for golf in Carnoustie and identifies what options could be available to the Council and partners. The Council is being asked to agree the exploration of options.

(iv)Is it a new proposal? Yes/~~No~~ 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 Yes/~~No~~

Job Applicants Yes/~~No~~

Service users Yes/~~No~~

Members of the public Yes/~~No~~

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).

None

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

None

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

None

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

None at present but there will be a full consultation with the community before any final decisions are made (see Step 8)

Other (general information as appropriate).

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? Yes/No

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

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

None – the report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident. All recommended options are intended to promote access to public golf facilities as is the case currently. People of all ages play golf and can access the public space available. More work to assess the impact will be required at the next stage and consideration of final options.

Disability

Impact

None – the report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident. All recommended options are intended to promote access to public golf facilities as is the case currently.

Gender reassignment

Impact

None – the report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident. All recommended options are intended to enable access to public golf facilities as is the case currently.

Marriage and Civil Partnership

Impact

None – the report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident. All recommended options are intended to enable access to public golf facilities as is the case currently.

Pregnancy/Maternity

Impact

None – the report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident. All recommended options are intended to enable access to public golf facilities as is the case currently.

Race - (includes Gypsy Travellers)

Impact

None – the report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident. All recommended options are intended to enable access to public golf facilities as is the case currently.

Religion or Belief

Impact

None – the report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident. All recommended options are intended to enable access to public golf facilities as is the case currently.

Sex

Impact

None – the report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident. All recommended options are intended to enable access to public golf facilities as is the case currently. More men than women play golf so the final proposals once known may have a greater impact on men compared to women – this will be assessed further at the next stage.

Sexual orientation

Impact

None – the report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident. All recommended options are intended to enable access to public golf facilities as is the case currently.

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.

Appendix C

No consultation has been undertaken at this stage but the report recommends a public consultation be undertaken once options have been more fully developed to inform a final decision. This will be fully inclusive to take account of the different needs of members of the public.

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)?

The report proposes only the further investigation of options at this stage so no positive or negative impact on people with protected characteristics is evident at this point.

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

N/a

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

N/a

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?

The proposal is considered to be neutral in this regard but will require further assessment once options and their implications have been more fully investigated and will take cognisance of all aspects of the General Public Sector Equality Duty.

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

Equalities implications will be further considered in the examination of each of the recommended options.

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.

Appendix C

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?

A further EIA will be prepared as part of the further work to be undertaken on the recommended options.

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

Alongside the accompanying committee report.

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

Prepared by: Ian Lorimer, 5 January 2022

Reviewed by: Doreen Phillips, 7 January 2022

Approved by: Ian Lorimer, 12 January 2022
