



Agenda Item 5

Update on Carron Gymnastics Centre

Falkirk Council

Title: Update on Carron Gymnastics Centre
Meeting: Council
Date: 26 June 2025
Submitted By: Director of Place Services

1. Purpose of Report

- 1.1 The purpose of this report is to provide an update on the position at Carron Gymnastics Centre as agreed at Council in January 2025 as part of the Strategic Property Review (SPR) Update.
- 1.2 The report aligns with all of the Council's Strategic Plan priorities; Supporting stronger and healthier communities; Promoting opportunities and educational attainment and reducing inequalities; and Supporting a thriving economy and green transition.
- 1.3 The report also aligns with the approved Target Operating Model principles 10 and 11. These are; we significantly reduce our number of buildings only retaining those that are core to our business, and we make best use of all community assets, maximising sharing with partners. This includes communities owning and operating their own local assets.

2. Recommendation(s)

2.1 Council is asked to:-

- (1) Notes the engagement with Stenhousemuir Gymnastics Club who have submitted an Expression of Interest for the asset transfer of the Carron Gymnastics Centre;**
- (2) Notes the initial unvalidatable assessment of the draft Community Asset Transfer (CAT) application and business plan submitted by Stenhousemuir Gymnastics Club for the purposes of this Council report;**
- (3) Agrees that following this assessment the Falkirk Council Gymnastics Programme will be relocated to the Mariner Centre and Larbert High School;**
- (4) Notes that subject to approval, the minor works at Mariner Centre and Larbert High will commence immediately and the relocation from Carron Gymnastics Centre will take place between August and October 2025;**
- (5) Notes that Stenhousemuir Gymnastics Club are progressing with Community Asset Transfer and have until 1 October 2025 to submit a validatable CAT application, business plan and other required documentation. This is in line with all other SPR Phase 3 properties and will be subject to the statutory Community Asset Transfer process;**

(6) Notes that Falkirk Council remain committed to supporting Stenhousemuir Gymnastics Club and their ambitions for Community Asset Transfer and will leave fixed apparatus in Carron Gymnastics Centre to support their current operations, and

(7) Notes that in accordance with the SPR principles should a validatable application not be received by the 1 October 2025, or a full repair and insuring licence agreed, the property will be mothballed and be subject to the Council's surplus property procedures.

3. Climate Change Implications

3.1 A key outcome of the Property Strategy is to assist the Council in meeting its climate change objectives by 2030 and the need to move towards 'net zero carbon'. This involves reducing our building estate and removing older and less efficient buildings. This approach is fully integrated in the Council's Carbon Management Plans and progress is required to enable the Council to achieve these requirements.

3.2 Energy Performance and carbon emissions are key areas which are included within the scope of the Property Strategy and have assisted with evidence-based decision making in the development of options for the future property portfolio.

3.3 The Strategic Property Review is significantly reducing the number of properties that Falkirk Council operates from and subsequent carbon emissions.

3.4 The relocation of Falkirk Council gymnastics provision from Carron Gymnastics Centre to the Mariner Centre and Larbert High School which are existing assets being retained, equates to a reduction of 17,584 kWh in Electricity and 3.6 tonnes CO₂e (£9,234) and 149,153 kWh and 30.8 tonnes CO₂e (£10,758). The total CO₂e savings is 34.5 tonnes CO₂e and annual cost avoidance of £19,992.

4. Background

4.1 Carron Gymnastics Centre provides accommodation for the community gymnastic clubs and also forms part of the Council's Sports Development Programmes. There are 964 customers/service users who participate in Falkirk Council's gymnastic provision.

4.2 Carron Gymnastics Centre has always been part of the Strategic Property Review (SPR) and was identified as a Phase 3 property. The approved property saving for Carron Gymnastics Centre is £69,430 annual saving. The backlog maintenance for the property has been identified as £554,422 and the building is Condition C; Poor: Exhibiting major defects and/or not operating as intended. Given this, an improved financial performance for the property was initially considered but ultimately assessed as not financially viable for the Council.

4.3 To continue provision at Carron Gymnastics Centre and reach an improved financial performance that could pay for the backlog maintenance, Falkirk Council would be required to increase pricing between 71% to 93% for attendees and between 273% and 318% for Club Membership Hire fees. These price increases exclude the 10% planned increase across the board.

- 4.4 At the same time, Sport and Leisure officers and SPR colleagues had also been conducting regular and active engagement with the gymnastics clubs who currently occupy Carron Gymnastics Centre to discuss the opportunity for Community Asset Transfer. In November 2024, the groups indicated that they were not planning on progressing with a Community Asset Transfer. The clubs were fully aware that without a proposal the property would close from 1 April 2025, and that this situation would be reported on to Councillors at the January 2025 Council meeting.
- 4.5 To address the imminent closure and maintain gymnastics provision, it was recommended to Council in January 2025 that the Council's gymnastics programme be relocated to existing and retained assets at the Mariner Centre and Larbert High School.
- 4.6 The relocation to the Mariner Centre would cater for the majority of casual and leisure activity. This includes most of the Sports Development programme, which includes all Parents and Child classes, Pre-School classes and all 'train to participate' sessions. This represents around 75% of the existing gymnastics community.
- 4.7 The relocation to Larbert High School would house the clubs' sessions, and the top end of the Sports Development sessions. These clubs are the home of the next step-up pathway, where the children 'train to compete'. Gymnasts are required to attend more sessions per week.
- 4.8 As previously reported, it was deemed that this relocation would be more cost effective given it will reduce operating costs and make better use of retained properties.
- 4.9 The relocation to the Mariner Centre and Larbert High School can easily be accommodated within the Mariner Centre and Larbert High School subject to programming, space planning and relatively minor design works in the existing spaces.
- 4.10 The cost of the relocation and the enabling construction works for the Mariner Centre will be funded from within existing service budgets. The relocation of activities to the Mariner Centre would see the reconfiguration of the squash court area to create the necessary accommodation for gymnastics. This aligns well with the fact that that demand for the squash courts is limited in comparison to gymnastics and the sport in general is in long term decline in terms of demand. Usage data highlights that squash participants represent 1/16th of gymnastics participants. There is significant availability in alternative locations within the Forth Valley area for squash bookings, including Polmont Sports Centre and Denny Sports Centre within the Falkirk Council area, both of which are subject to a Community Asset Transfer.
- 4.11 The works at Larbert High School involve alterations to one of the existing gyms which currently provides basic gymnastics activities and will provide additional capacity. The minor works will be funded through existing service budgets.
- 4.12 The relocation from Carron Gymnastics Centre to the Mariner Centre and Larbert High School would see limited impact on existing programme provision and also facilitate improved opportunities:
 - 86% of classes and activities transferred to same time / same class

- 14% (6 classes) slight adjustment in class time
- Potential at Mariner Centre site to add up to approx. 20 hours of additional programming per week (currently used by the clubs)
- Up to 150 new members to programme.
- Intention to introduce dedicated ASN provision within Mariner Centre due to accessible nature of venue at the Mariner Centre. Carron Gymnastics Centre is not currently suitable for ASN provision.

4.13 Shortly before the January 2025 Council meeting, officers received an Expression of Interest for Carron Gymnastics Centre from the Stenhousemuir Gymnastics Club. Given this was received the day the Council papers were issued to the public, officers were unable to update the SPR Council report before it was published. A verbal update on the unfolding position was therefore provided at the Council meeting on 30 January 2025. The officer recommendation at the time was still to proceed with the planned relocation of the programme.

Agreed Council decision on Carron Gymnastics Centre January 2025

4.14 At the Council meeting in January, Elected Members considered the position and agreed a new position. This was:

- I. Council remains supportive of the potential for a Community Asset Transfer of the Carron Gymnastics Centre.

To achieve this the Council would ensure the building was maintained as wind, watertight and statutory compliant until 30th September 2025. This would enable the community to progress their CAT ambitions and manage the transition of the current Council programme to the Mariner Centre and Larbert High.

In addition, to support the gymnastic club's ambitions, officers are asked to leave equipment required by them in the building ahead of any potential CAT application and business plan being approved.

Should a valid Asset Transfer application and supporting business case not be submitted by the 30 September 2025, the property would close. The equipment would then be repurposed within the wider estate for the provision of gymnastics activity (including those at both Larbert High and the Mariner Centre) as well as other venues.

- II. The importance of the Council Gymnastics Sports Development Programme was recognised, which currently provides for over 950 participants (predominantly children and young people) attending the classes and sessions.

This significant programme would be at risk of disruption should the expression of interest from one of the existing gymnastics clubs not progress to a full asset transfer application.

Taking forward as planned the relocation of the programme to the Mariner Centre and Larbert High School this would crucially prevent any disruption to existing classes and importantly enhance the opportunities for specialist Additional Support Needs provision.

Agrees that no final decision was made in terms of relocation of Council gymnastic classes away from Carron Gymnastic Centre until the June 2025

meeting of Council. Council acknowledges that this would delay decisions regarding the removal of gymnastics equipment and additional spending to adapt other venues.

This would secure the future of the Council's gymnastics programme as well as deliver the approved SPR savings. The proposed transition to the Mariner and Larbert High would commence in August 2025 and be fully operational by the end of September.

5. Considerations

- 5.1 Since the Council decision in January 2025, officers have maintained regular and active engagement with Stenhousemuir Gymnastics Club on their Expression of Interest. Colleagues from Sport and Leisure and the Community Asset Transfer team have met with representatives of the club on a number of occasions.
- 5.2 In order to produce a report for Council to consider in June 2025 - as per the January 2025 agreed amendment - officers requested that a first draft CAT application and business plan was submitted by Stenhousemuir Gymnastics Club by 31 March 2025. This was to ensure that officers could review and assess the application in order to be in a position to make recommendations for the June Council report. To support the submission, officers offered to meet with the group on a weekly basis to help progress the Community Asset Transfer process and to establish any required support. The club advised that they were unable to meet weekly due to other responsibilities. As is normal practice for properties with CAT proposals, running costs and the condition surveys were issued, and CVS were engaged to provide support.
- 5.3 Following the submission on 31 March 2025, a CAT application review panel was held to assess the submitted documentation. This approach is in line with all Community Asset Transfer applications received. Feedback has been provided to Stenhousemuir Gymnastics Club, and this is in line with all other CAT applications.

6. Assessment of CAT application and Business Plan in relation to future Falkirk Council Gymnastics Provision

- 6.1 The documents submitted by Stenhousemuir Gymnastics Club are not currently in a position to be validated in line with the requirements of the Act as further information is required and some key actions to be undertaken. These include:
 - More extensive engagement with the local community;
 - Clearer articulation of the local community benefits;
 - Identification of capital works required for the property and funding to support this, and
 - Clearer plan on the future operations of the facility and how this will be delivered, given the ambition and ideas shared in the documents submitted.
- 6.2 The initial CAT application and draft business plan does however set out clear ambitions and plans to operate a successful CAT and the club is committed to dealing with the feedback provided to them and responding to this feedback. This will enable progression of their Community Asset Transfer proposals.

- 6.3 Officers will continue to work with the club to make progress and upon receipt of a validatable application and appropriate business case, will process these in accordance with the established Community Asset Transfer statutory process.

Access for delivering Falkirk Council Gymnastics Programme

- 6.4 As required as part of the Council decision, officers engaged with the club to determine the availability of access for the Council to the property in the event of a CAT transfer. This was to ensure that there was a commitment by the club to accommodate the Council's gymnastic sports development programme with 964 participants and to understand the proposed costs involved. Whilst this remains open to negotiation, the existing proposal and assessment is detailed within Appendix 1.

- 6.5 An overview of the assessment by officers is detailed below:

- The charge for Falkirk Council to use Carron Gymnastics Centre under a CAT model is £35 per hour. To deliver Falkirk Council's core gymnastics programme (1840 hours per year), this equates to £64,400 per annum (not including annual price increases). This is unbudgeted for and would present a cost pressure to Sport and Leisure, at a time when it is already seeking approximately £3m in efficiencies.
- School holidays are not currently included in the proposed Falkirk Council access under a CAT model, presenting a risk to delivering holiday programming and associated income.
- Falkirk Council access under a CAT model is proposed Monday to Friday 9am-5pm sole use and Monday to Friday 5pm-9pm shared use. Saturday mornings could be negotiated but is not currently included. Falkirk Council gymnastics programme is delivered Monday – Sunday. There is therefore a risk around the capacity to deliver Falkirk Council's gymnastics programme under a CAT model.
- Stenhousemuir Gymnastics Club have assumed £42,000 of income from Falkirk Council. Based on the £35 per hour charge, this equates to 1200 hours per annum for Falkirk Council access. Given the total hours needed to deliver Falkirk Council core gymnastics programme (1840 hours) and holiday programme (150 hours), there is potentially 790 hours unaccounted for. This presents risk and uncertainty for delivery of the core programme and holiday programme.

- 6.6 In addition to the unbudgeted costs, unaccounted access and the uncertainty outlined above, there is also a risk that the Council would no longer be in control of the venue upon which its gymnastics programme is dependent. Should Stenhousemuir Gymnastics Club decide to go in a different direction or expand hours into Council slots, then Falkirk Council would have no scope to intervene.

- 6.7 It is anticipated that because of the assessment outlined above, there would be a negative impact on our residents and service users.

Volunteer Hours and Management Arrangements

- 6.8 The club's proposal is to use volunteers to manage the operational aspects of the property for 17.5 hours per week for aspects such as cleaning and maintaining the building.
- 6.9 The club's submission indicated that it would be Falkirk Council's responsibility to open the centre during the day Monday to Friday. Falkirk Council would require approximately 30 mins of staff time each day to open the property. This has implications for delivery of services in other Sport and Leisure Venues.

Access for other Gymnastics Clubs

- 6.10 Stenhousemuir Gymnastics Club have confirmed that Tryst Gymnastics Club who currently use Carron Gymnastics Centre have been offered their existing times. In the event the Tryst Gymnastics Club do not want to continue at Carron Gymnastics Centre, Stenhousemuir Gymnastics Club will expand classes/disciplines to fill the spaces/times.

The financial model

- 6.11 The pricing structure proposed by Stenhousemuir Gymnastics club and in particular the proposed charging for Falkirk Council to deliver its gymnastics programme is based on £35 per hour. Based on 1,840 hours per annum to deliver the core gymnastics programme, the cost could be up to £64,400 per annum. The club's cash flow indicates an initial income from the Council of £42,000 reflecting potentially a reduction in hours offered to Falkirk Council. The income model as provided by Stenhousemuir Gymnastics Club indicates an inflationary increase of 3.5% per annum in charges.
- 6.12 As noted earlier, any charge for the Council is currently unbudgeted and will represent a revenue pressure for Sport and Leisure Services. Without the associated operating/property costs, Falkirk Council gymnastics programme will generate a profit.
- 6.13 The club's Financial Forecast projects a marginal net cash flow deficit without Falkirk Council income. However, this is on the basis that they do not have any alternative uses for the hours allocated to Falkirk Council, which is not a fixed position. The net cash flow for Year 1 without Falkirk Council income is projected as -£9,664 and Year 2 -£8,885. However, given the club's reserves and opening balance of £18,000 there remains a closing balance in Year 1 of £8,336 although this drops to £-549 in Year 2. The club's intention is that they are confident that they will be able to expand classes and services to backfill any reduced income in the event of the Council's programme relocating.
- 6.14 The overall business plan financial aspects were considered to be good, with officers from Business Support noting that the management team is experienced, with a good understanding of the operating costs, and that the financials and their approach were robust. The gymnastics club has expressed clear intentions to expand its own programme. Considering the potential increase in available peak timeslots (to backfill the hours vacated by the Council's programme) substantial new income-generating opportunities for the club could be realised. Some of the opportunities may be more commercial or represent higher overall revenue generating activities.

- 6.15 The club's expenditure is based on the operating costs for the building being open all day and night and if the building was only open at higher utilisation times, there would be significant savings in operating costs. There would also be other associated savings such as general maintenance and upkeeping if the property operating times were more focused.
- 6.16 In the event that Falkirk Council gymnastics programme remains at Carron Gymnastics Centre, a combination of paying rent to Stenhousemuir Gymnastics Club for use of the building, and reduced income associated with the potential reduction in programming hours, would shift Falkirk Council's gymnastics programme from an annual surplus of £35,407 to a deficit of £24,250.
- 6.17 Hire fees for access to Carron Gymnastics Centre would absorb 55% of the projected income under the reduced access model being proposed and is outlined in the table below.

FC Programme	Current Programme	Proposed Hours
Income	£139,475	£76,027.82
Staffing	-£104,068	-£58,278.08
Programme Surplus	£35,407	£17,749.74
Venue Hire		-£42,000
Programme Deficit		-£24,250.26

7. Cost of the relocation

- 7.1 In light of the assessment of the CAT submission, it is the view of officers that a transfer of Falkirk Council gymnastics programme to the Mariner Centre and Larbert High School represents the best option and ensures best value. This is primarily due to:
- (i) Unbudgeted costs to deliver Falkirk Council gymnastics provision at Carron Gymnastics Centre under a CAT model.
 - (ii) Uncertainty around access to Carron Gymnastics Centre.
 - (iii) Potential impact and risk associated with the delivery of Falkirk Council gymnastics programme and associated income.
- 7.2 The estimated cost of the minor works required, and the relocation are detailed below:

Property	Cost item	Total cost
Mariner Centre	Construction works (removal of internal wall, dedicated access to toilets, decoration) - £18,876	£50,362
	Fit out and purchase of new equipment - £31,486	

Larbert High School	Fit out and purchase of equipment - £60,000	£60,000
Total project cost:		£110,362

- 7.3 The total project cost has accounted for the purchase of new equipment for the relocation of Falkirk Council gymnastics provision to ensure that equipment essential for Stenhousemuir Gymnastics Club is retained at Carron Gymnastics Centre. This will enable the club to use this for their current operations and ensures our commitment to supporting the club with their Community Asset Transfer ambitions. Loose items of kit that the club do not need to support their current activities, will relocate to Larbert High School for Falkirk Council gymnastics users to use.
- 7.4 The relocation of Falkirk Council Gymnastics Programme to the Mariner Centre and Larbert High School will protect the gymnastics programme, deliver the agreed SPR savings, reduce the backlog in maintenance associated with Carron Gymnastics Centre and deliver the carbon reductions agreed for the SPR. The relocation does not fundamentally undermine the CAT proposed by Stenhousemuir Gymnastics Club as Falkirk Council will continue to support the group with their CAT ambitions and will leave fixed apparatus to support their operations within Carron Gymnastics Centre.

8. Consultation

- 8.1 Prior to the Expression of Interest being submitted in January 2025, there was regular engagement over a length of time with the clubs on the relocation proposals and the opportunity to progress with a Community Asset Transfer.
- 8.2 There has been active and regular engagement with Stenhousemuir Gymnastics Club and colleagues from Sport and Leisure and the Community Asset Transfer team have met with the club on a regular basis.
- 8.3 Officers from multiple services including Sport and Leisure, Property and Business Support have been consulted on the evaluation of the proposed business case from the club.

9. Implications

Financial

- 9.1 The approved SPR saving for Carron Gymnastics Centre is £69,430 annual saving and this will be delivered as agreed by Council.
- 9.2 The proposed charges for use of Carron Gymnastics Centre at £35 per hour is unbudgeted for and there is no provision in Sport and Leisure budgets for this. The estimated cost for Year 1 not considering inflationary increases in future years is between £42,000 and £64,400. The imposition of these costs could result in the gymnastics programme moving from a surplus of approx. £35,000 per annum to a deficit of -£24,250. The relocation to the Mariner Centre and Larbert High also provides the opportunity to increase revenues through higher levels of participation.
- 9.3 The backlog maintenance for the property has been identified as £554,422 and this would put pressure on the General Services Capital Programme in future.

- 9.4 The proposed relocation to existing retained assets at The Mariner Centre and Larbert High School, aligns with the ambitions of the SPR to increase use of our core estate, invest in retained assets and reduce overall property costs.
- 9.5 The total cost of the relocation is estimated at £110,362 and will be met from within existing service budgets. The project cost includes the purchasing of new equipment, ensuring Stenhousemuir Gymnastics Club can use the current equipment at Carron Gymnastics Centre to deliver their operations.

Resources

- 9.6 The project will be managed within existing staff resources. External contractors will be appointed to undertake the minor works to facilitate the relocations at the Mariner Centre and Larbert High School.
- 9.7 Whilst the approach to date has been to seek to avoid compulsory redundancies and this will continue by enabling voluntary severance and redeployment of staff impacted by the SPR, it is recognised that this has and may not be possible in all circumstances. There is regular engagement with affected staff and Trade Unions. Appropriate correspondence and notices are issued in accordance with SPR phase timescales and aligned to statutory requirements.
- 9.8 Transfer of Undertakings (Protection of Employment) (TUPE) Regulations may also apply if employees are based in a building for which Community Asset Transfer is agreed. Regular engagement with Trade Unions is in place and statutory consultation will commence June 2025 and appropriate notices will be issued.

Legal

9.9 Community Asset Transfer

The Community Empowerment (Scotland) Act 2015 provides the legal framework to support the empowerment of community bodies by strengthening their voices in decisions about public services and providing the opportunity for the ownership of property and land.

9.10 Employee / Staffing

Appropriate notices will be issued and compliance with statutory obligations will be ensured in relation to any reduction in the number of employees required due to building closures. Transfer of Undertakings (Protection of Employment) (TUPE) Regulations may also apply if employees are based in a building for which Community Asset Transfer is agreed. Regular engagement with Trade Unions is in place and statutory consultation will commence June 2025 and appropriate notices will be issued.

Risk

- 9.11 The Council's Corporate Risk Register identifies the importance of the evaluation and monitoring of corporate and strategic risks. The implementation of the SPR and rationalising the property portfolio is reducing risk in relation to property condition and compliance in particular.

- 9.12 The Council's Corporate Risks in relation to Financial Sustainability, Leadership, Decision Making and Governance, together with Transformation (delivery of Council of the Future), mitigations will be supported through the implementation of the SPR.
- 9.13 There is a risk that the Council do not agree to the relocation of Falkirk Council gymnastics provision to the Mariner Centre and Larbert High School, causing further budgetary pressures. In addition, the SPR saving will not be delivered as previously agreed.
- 9.14 There is also a risk that the Council do not agree to the relocation of Falkirk Council gymnastics provision to the Mariner Centre and Larbert High School and the potential impact to the business continuity and delivery of Falkirk Council gymnastics provision for our customers.
- 9.15 There is a risk that if Council agree to the relocation, works cannot be completed by August. This is being mitigated through progressing with as much of the preliminary work as possible. If required, the relocation can take place during the October break with minimal disruption. While Falkirk Council is committed to withdrawing from all Phase 3 properties by 1 October 2025, in the event that the relocation can only take place between Friday 10 October and Monday 27 October, officers will continue to operate the building until relocation is complete.
- 9.16 There is a risk that by delivering Falkirk Council gymnastics provision within a property we do not operate, Falkirk Council have no control over future charging or access arrangements which could pose a risk to delivering a sustainable service in future. However, our Business Support colleagues have praised the club's business plan, which does not rely unduly on income from the Falkirk Council lets. Falkirk Council is committed to supporting the Community Asset Transfer and will leave fixed apparatus to support Stenhousemuir Gymnastics Club operations. The majority of Stenhousemuir Gymnastics Club income is generated from their own programme and the Club have ambition plans for increasing classes and usage of Carron Gymnastics Centre. In the event of Falkirk Council gymnastics programme relocating, it is envisaged that these new classes and services offer would backfill Falkirk Council income.
- 9.17 There is a risk that Falkirk Council customers and service users will be disrupted by the relocation and fail to remain within the programme leading to reduced activity levels and income. This will be mitigated by through close monitoring of the works to be undertaken at the Mariner Centre and Larbert High School to ensure these are delivered on time and regular engagement with customers and service users.

Equalities

- 9.18 The Council is required to have regard to the Equality Act 2010 and the public sector equality duty (PSED). The PSED places a statutory duty on the Council in the exercise of its functions to have due regard to the need to: (1) eliminate discrimination (2) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (3) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

- 9.19 One of the main aims of the Public Sector Equality Duty is to improve transparency and accountability and this is also a priority for the Council when it comes to reporting on potential policy changes and other equality related issues.
- 9.20 The most effective method of improving transparency and ensuring recognition of the impacts of policy changes and modernisation programmes is to undertake an Equalities and Poverty Impact Assessment (EPIA). The purpose of the EPIA is to ensure that decision makers are fully informed, at a formative stage in the decision-making process.
- 9.21 Whilst identification of a potentially adverse impact does not mean that proposals cannot be taken forward where there is such an impact, mitigation measures should be identified that seek alleviate that impact should the option be approved.
- 9.22 As part of the approach to the SPR, EPIA's have been provided for Carron Gymnastics Centre in January 2024 and January 2025. An updated EPIA has been undertaken for the purposes of this report.
- 9.23 The overall assessment of the EPIA is that the relocation to the Mariner Centre and Larbert High School ensures the least disruption and subsequent impact to the delivery of the Falkirk Council Gymnastics Programme and the 964 customers. There is also a risk given the uncertainty for school holiday provision, the impact on the delivery of the Holiday Hunger Programme.

Sustainability/Environmental Impact

- 9.24 No sustainability assessment is required to be completed in relation to this report. It is however recognised that the reduction in buildings will reduce Falkirk Council emissions.

10. Conclusions

- 10.1 Carron Gymnastics Centre is identified within the Strategic Property Review as a Phase 3 property. The property has a backlog maintenance of £554,422 and an approved recurring SPR saving of £69,430.
- 10.2 An Expression of Interest has been submitted for Community Asset Transfer of Carron Gymnastics Centre. However, given the potential risks detailed in this report around access, the unbudgeted costs associated with access to Carron Gymnastics Centre under a CAT model and to ensure we are delivering best value, it is recommended that Falkirk Council relocate gymnastics provision to the Mariner Centre and Larbert High School which will take place August - October 2025.
- 10.3 We are committed to supporting Stenhousemuir Gymnastics Club with their ambition to Community Asset Transfer the Carron Gymnastics Centre and will therefore leave fixed apparatus to support their current operations and will continue to engage with the club during this process.

Director of Place Services

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Appendices

Appendix 1 – Summary of Falkirk Council Access Requirements and Club CAT proposals

Appendix 2 - EPIA

List of Background Papers:

The following papers were relied on in the preparation of this report in terms of the Local Government (Scotland) Act 1973:

- Insert list here or None

Appendix 1 – Summary of Falkirk Council Access Requirements and Club CAT proposals

Falkirk Council Requirements	Proposed access by Club under a CAT model	Cost	Falkirk Council Assessment
<p>Falkirk Council Gymnastics Core programme delivers 46 hours per week over 40 weeks which equates to 1840 per year. This consists of term time classes that run Monday-Sunday and delivery of the Sports Development Programme.</p>	<p>Monday – Friday 9am-5pm (Falkirk Council Classes only) and 5pm-9pm (Mix of Falkirk Council, Stenhousemuir Gymnastics Club and Tryst Gymnastics Club).</p> <p>Saturday morning may be possible if required.</p>	<p>The proposed cost is £35 per hour.</p>	<p>Based on the £35 charge per hour for the use of Carron Gymnastics Centre and existing Falkirk Council gymnastics provision delivery need, we estimate the actual cost per annum would be £64,400. This is a significantly higher cost than the £42,000 identified in the Club’s financial forecast. This cost is unbudgeted for.</p> <p>Monday to Friday access only would result in loss of 17% of Falkirk Council gymnastics programming which equates to over 150 children and parents.</p> <p>There is also a risk of the shared evening slots preventing Falkirk Council running peak sessions which would have a significant impact on delivery of the Falkirk Council gymnastics programme and result in a loss of programming of up to 30% for the core programme.</p>
<p>Up to 10 weeks of holiday provision. This varies however on average there is around 150 hours holiday time programming per annum.</p>	<p>School holidays not currently included but advised this could be negotiated.</p>		<p>This puts at risk the delivery of the holiday time programming and will impact Sport and Leisure income. This income is projected as £9-12k per annum and equates to 7% of the programme at Carron Gymnastics Centre.</p> <p>There is also a risk that no school holiday access would</p>

			<p>impact the holiday hunger programme in partnership with Fairer Falkirk.</p> <p>The Club have advised we could negotiate however we acknowledge this presents uncertainty at this time for the delivery of Falkirk Council Gymnastics Programme and users.</p>
<p>Falkirk Council currently delivers approximately 1,990 hours per annum in total</p>			<p>Based on the financial forecast provided by the Club accounting for £42,000 from Falkirk Council in Year 1 and the proposed charge of £35 per hour, this equates to the Club accounting for 1200 hours of service delivery.</p> <p>The Club's financial forecast for Year 1 shows an income of £42,000 derived from Falkirk Council paying for access. With a charge of £35 per hour, this equates to only 1,200 hours of service delivery</p> <p>Although we have been advised that they are happy to negotiate in relation to access, this potentially puts 790 hours of Falkirk Council gymnastics provision at risk.</p>

Equality & Poverty Impact Assessment 01062 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Place Services		
	Growth, Planning & Climate		
		Tel:	07577969207
Proposal:	To relocate the council-run Sports Development gymnastics programme from Carron Gymnastics Centre to existing council facilities: the Mariner Centre and Larbert High School.	Reference No:	

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

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

	Children and young people	Significant impact?		
	Yes	No		

Other, please specify:	Outcome of this proposal (please add date of each update):
	Parents of the service users in Sports Development gymnastics programme from Carron Gymnastics Centre to existing council facilities: the Mariner Centre and Larbert High School.

13/05/2025	The relocation aims to ensure the continuity and potential enhancement of the council's programme for its participants, achieve SPR objectives (reducing building numbers, using core assets), deliver approved savings, and ensure best value. This follows the identification of Carron Gymnastics Centre as a Phase 3 property under the Strategic Property Review (SPR), its significant backlog maintenance costs (£554,422.25), poor condition rating (Condition C - Poor: Exhibiting major defects and/or not operating as intended), and the approved annual saving (£69,430) associated with its closure/transfer.

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:	£69'430	The approved SPR saving for Carron Gymnastics Centre is £69,430 annual saving and this will be delivered as agreed by Council.
Increase to this service budget (£'000s)	Per Annum:		
If this is a change to a charge or concession please complete.	Current Annual Income Total:		
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:	01/10/2025	
	End Date (if any):		

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.

1. Participants in Falkirk Councils Gymnastics Programme - There are circa 960 customers/service users participating in Falkirk Council's gymnastic provision at Carron.
 - a. Over 75% of all participants within the Sports Development sessions are children under the age of 16 - Therefore the significant majority of the gymnasts are children and would be defined under the characteristic of age.
 - i. Circa 720 users under 16. This information has been sourced from Gladstone, the Sport and Leisure Customer Management Software system.
 - b. Approximately 93% of the participants within the Sports Development sessions are female - Therefore the significant majority of the gymnasts are female and would be defined under the characteristic of gender.
 - i. Our customer management system does not record gender of users in these classes, however detailed analysis of the registered participants indicates that 7% of the participants in the Sports Development Gymnastics programme are male.
2. Programme mix of Falkirk Councils Sports Development Gymnastics Programme:
 - a. Participants in our Parent and Child, Pre-School & 'Train to participate' classes account for circa 75% of all users. These users would be relocated to The Mariner Centre.
 - b. Participants in the performance pathway, who are 'train to compete' (or aspire to), represents circa 25% of all users. The majority of these users would be moving to Larbert High.
3. Increased Capacity and Addressing Identified Need for young people with Additional Support Needs.
 - a. It is estimated that there is scope to accommodate up to 45 children with Additional Support Needs per week in these new dedicated ASN gymnastics classes.
 - i. Statistics indicate that across the UK one in five people have a disability - <https://www.childline.org.uk/getinvolved/articles/hidden-disabilities/>. According to 2022 Scottish Census, there were 2320 people from 0-15 within the area who had a disability.

ii. Detailed analysis of the current users with additional support needs is not currently available. However based on an assessment of available venue capacity at the Mariner Centre, existing coaching capabilities, local demographic data (including the number of young people with ASN in the area sourced from SEEMIS data), and drawing on the successful model used to grow ASN 'Learn to Swim' provision officers have confidence in this figure. This new capacity aims to directly address an identified need within the community and improve access to gymnastics for children with ASN.

4. Potential impact on users as a result of relocating the programme.

a. Identified that following relocation impact on class times: 86% transfer to the same time/class; 14% (6 classes) require slight time adjustments.

b. In addition to this there is the potential for approx. 20 hours/week additional programming at Mariner.

i. Creating the potential for circa 150 new members.

5. The proposed relocation of the council-run Sports Development gymnastics programme from Carron Gymnastics Centre to existing council facilities follows;

a. The identification of Carron Gymnastics Centre as a Phase 3 property under the Strategic Property Review.

b. The significant backlog maintenance costs associated with the building - £554,422.25.

c. The poor condition rating (Condition C - Poor: Exhibiting major defects and/or not operating as intended).

d. The approved annual saving (£69,430) associated with its closure/transfer.

6. Mitigation of Risk to Holiday Programme Viability and Associated Value: The move to Council-managed venues directly mitigates previous risks to the delivery of this holiday gymnastics element, which were identified under alternative operating models for the Carron facility.

a. This secures approximately 7% of the gymnastics programme (formerly based at Carron) specifically dedicated to holiday provision, with an associated value/income projection of £9,000 - £12,000 per annum.

b. By safeguarding these 150 hours of holiday gymnastics activity, the Council ensures its continued ability to contribute to this targeted anti-poverty initiative, supporting vulnerable young people during school holiday periods.

- 7. Impact on current service users – Squash.
 - a. There are circa 48 customers using the Mariner Centre squash courts.
 - b. Analysis indicates 95% of the users are male.
 - c. Alternative squash provision exists at Polmont/Denny Sports Centres (subject to CAT).
 - d. Market analysis indicates that alternative squash courts in the region have significant capacity.
 - i. The 2 squash courts in The Tryst Sports Centre, Cumbernauld have circa 88% availability between 13th and 20th May 2025. With previous analysis indicating this level of availability to be typical.

- 7. Stenhousemuir Gymnastics Clubs (SGC) proposed access risks the loss of weekend, peak evening programme hours and the additional loss of access during holiday periods.
 - a. This equates to a loss of between 17 and 30% of the total council programming in the venue.
 - b. The cost of hiring the venue from SGC will result in significant unbudgeted costs to the service of between £42k-£64.4k p.a. - Proposed hire charge (£35/hr).
 - c. As a result the programme will no longer be financially viable

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

Enhanced Opportunities and Positive Impact for Young People with Additional Support Needs (ASN)

A cornerstone of the proposal to relocate the Falkirk Council Gymnastics Programme is the transformative opportunity it creates to significantly enhance provision for children and young people with Additional Support Needs (ASN). This strategic relocation is not merely about moving a service, but will provide an opportunity to actively redesigning it to be more inclusive and to address identified community needs with targeted, high-quality programming.

The key positive impacts and opportunities are:

1. Launch of Dedicated ASN Gymnastics Programme

The relocation directly facilitates the exciting introduction of gymnastics classes specifically designed and delivered for children with ASN. Centred primarily at the Mariner Centre, this new, dedicated programme represents a significant step forward in providing tailored recreational and developmental opportunities.

2. Optimal Environment for Specialist ASN Provision

Moving the core recreational programme to the Mariner Centre creates an ideal setting for specialist ASN gymnastics. The venue's layout, which allows for single user group sessions, is pivotal. This ensures a focused, supportive, and less overwhelming atmosphere, which is far more conducive to learning and enjoyment for children with ASN compared to the previous multi-group environment at Carron. This will allow for more personalised coaching and a safer, more comfortable experience.

3. Substantial Increase in Capacity to Meet Identified Needs

This initiative is poised to make a tangible difference. Based on a thorough assessment of the Mariner Centre's available capacity, existing coaching expertise, local demographic data indicating the number of young people with ASN (sourced from SEEMIS data), and leveraging the successful model used to expand the ASN 'Learn to Swim' provision, it is estimated that up to 45 children with Additional Support Needs per week can participate in these new dedicated gymnastics classes. This newly created capacity is a direct response to an understood community need, significantly improving access to gymnastics for children who may have previously faced barriers to participation.

4. Fulfilling Council's Commitment to Inclusion and Wellbeing

This proactive development powerfully aligns with Falkirk Council's core commitments to promoting opportunities, fostering stronger and healthier communities, and actively reducing inequalities. By providing accessible, specialized, and enjoyable activities, this enhanced ASN programme will contribute positively to the physical literacy, social skills, confidence, and overall wellbeing of participating children.

The introduction and expansion of this dedicated ASN gymnastics programme is a key strategic outcome and a direct positive consequence of the decision to relocate the gymnastics service. It transforms a necessary operational change into a valuable opportunity for service enhancement and greater community inclusion.

5. Addressing Poverty and Supporting Vulnerable Young People

Beyond specific needs, the relocation of the gymnastics programme plays a crucial role in the Council's wider efforts to address poverty and support vulnerable young people within Falkirk. A key positive outcome in this regard is the ensured ability to deliver, and potentially enhance, the highly valued Holiday Hunger Programme.

- **Securing the Holiday Hunger Programme:** By relocating gymnastics activities to Council-managed facilities (the Mariner Centre and Larbert High School), secure access during school holiday periods is guaranteed. This is critical for the stable and reliable delivery of the Holiday Hunger Programme, which provides free, engaging activities alongside nutritious food for targeted young people. This initiative, run in partnership with Fairer Falkirk, offers essential support to families facing hardship, particularly when schools are closed. The relocation mitigates previous risks associated with uncertain holiday access at Carron, thereby safeguarding this important anti-poverty measure.
- **Potential for Enhancement:** With stable venue access and the potential for expanded gymnastics programming, there may be opportunities to broaden the reach or scope of holiday activities linked to the Holiday Hunger Programme, further benefiting young people from low-income households.

Best Judgement:	
Has best judgement been used in place of data/research/evidence?	Yes
Who provided the best judgement and what was this based on?	Sport and Leisure Officers have had to make determinations on the number of current customers who have some form of additional support needs. This was required as our current leisure customer management software does not differentiate between participants with specific health needs, and those with additional support needs. As such it is not possible to review this information on bulk. As we would do with pupil information on SEEMIS for example. However we have used national statistics, pupil information across Falkirk schools, and our knowledge and experience of the demographic of the local population.
What gaps in data / information were identified?	The council cannot search additional support needs of existing users.
Is further research necessary?	No
If NO, please state why.	A comprehensive body of evidence has been compiled to inform this Equality and Poverty Impact Assessment (EPIA) regarding the relocation of the Falkirk Council Gymnastics Programme. This existing data and research provide a robust foundation for assessing the potential impacts of the proposal, and therefore, no further extensive analysis is deemed necessary prior to decision-making.

SECTION FOUR: ENGAGEMENT

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

Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?	Yes	
If YES, please state who was engagement with.	Officers have conducted significant engagement representatives from both gymnastics clubs. Specifically Stenhousemuir GC and Tryst GC. Initially regarding their potential interest in a CAT, and subsequently Tryst GC as facility users. Engagement has occurred with staff/Trade Unions regarding SPR impacts.	
If NO engagement has been conducted, please state why.		
How was the engagement carried out?	What were the results from the engagement? Please list...	
Focus Group	No	
Survey	No	
Display / Exhibitions	No	
User Panels	No	
Public Event	No	
Other: please specify	Engagement with the clubs has been ongoing over a period of around 18 months. During this period a number of both in-person and on-line meetings have been convened with representatives from both clubs. Specifically to discuss the future plans for gymnastics in the region. Including the implications of the SPR, the councils plans for relocation and latterly around Stenhousemuir GC's interest in a CAT.	
Has the proposal / policy/ project been reviewed / changed as a result of the engagement?	Yes	
Have the results of the engagement been fed back to the consultees?	Yes	
Is further engagement recommended?	No	

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		✓		With a significant number of users being children, the impact of relocating the programme will be positive. Relocating the gymnastics programme guarantees its future for Falkirk's young people in improved facilities, significantly enhancing the overall opportunities for participation in the sport across the authority, with increased capacity for more members. This strategic move ensures a stable, high-quality, and more inclusive gymnastics offer, fostering the development and wellbeing of the community's youth. With all gymnasts falling in the younger age groups there is no evidence that this proposal will impact older users.
Disability		✓		The relocation of Falkirk's gymnastics programme introduces a significant positive impact for disabled people by creating dedicated Additional Support Needs (ASN) classes within the improved and accessible Mariner Centre. This strategic initiative establishes tailored opportunities for up to 45 individuals per week, fostering their inclusion, skill development, and wellbeing through specialized gymnastics provision designed for their needs.
Sex		✓		With a significant number of users being female, the impact of relocating the programme will be positive. Relocating the gymnastics programme guarantees its future for Falkirk's young females in improved facilities, significantly enhancing the overall opportunities for participation in the sport across the authority, with increased capacity for more members. This strategic move ensures a stable, high-quality, and more inclusive gymnastics offer, fostering the development and wellbeing of the community's youth.
Ethnicity	✓			This group will not be specifically impacted by this change.
Religion / Belief / non-Belief	✓			This group will not be specifically impacted by this change.
Sexual Orientation	✓			This group will not be specifically impacted by this change.
Transgender	✓			This group will not be specifically impacted by this change.
Pregnancy / Maternity	✓			This group will not be specifically impacted by this change.

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:

				<p>physical activity. By increasing the number of venues delivering Gymnastics provision across the authority it will make the sport more accessible as a result. However, it is also recognised that a number of customer may face increased travel of no more than 2.5 miles.</p> <p>Ensuring Continued Support for the Holiday Hunger Programme: The relocation of the gymnastics programme to Council-operated facilities (Mariner Centre and Larbert High School) guarantees essential venue access for Falkirk Council's gymnastics holiday provision.</p> <p>This holiday gymnastics provision, amounting to approximately 150 hours annually delivered over up to 10 weeks of school holidays, is an integral component that supports the wider Holiday Hunger Programme.</p>
Care Experienced				This group will not be specifically impacted by this change.
Other, health, community justice, carers etc.				This group will not be specifically impacted by this change.
Risk (Identify other risks associated with this change)				

	Evidence of Due Regard
Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):	The proposals will not lead to any unlawful discrimination. All services will continue to be accessible to everyone regardless of individual characteristics or circumstances.
Advance Equality of Opportunity:	Recognising the role gymnastics plays in the physical, emotional, and mental health of our communities, this proposal has been developed to ensure the sport remains accessible, and mitigates against potential price increases associated with the alternatives. Furthermore, the councils concession scheme will continue to support residents to access services. Additionally, the proposals recommended this report provide an opportunity to provide increased opportunities for young people with additional support needs.

Foster Good Relations (promoting understanding and reducing prejudice):

The proposals offer limited scope to improve relations between protected characteristic groups.

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.
Business	Yes	There are a number of commercial gymnastic providers that operate across the Falkirk area. As deliverers in the same sporting discipline they will be interested in this proposal.
Councils	No	
Education Sector	No	
Fire	No	
NHS	No	
Integration Joint Board	No	
Police	No	
Third Sector	Yes	There are a number of amateur gymnastic clubs that operate across the Falkirk area. As deliverers in the same sporting discipline they will be interested in this proposal.
Other(s): please list and describe the nature of the relationship / impact.		

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
Disruption to existing gymnastics programme users.	Programme participants	Officers will develop a new class timetable for the gymnastics programme, which minimises the degree of disruption faced by the small number of users who's class time will change. It is anticipated that this will be undertaken as part of the normal business as usual approach to timetabling. Which happens termly already as children progress through the levels, move up classes due to age and stage and in line with other family commitments.	Cameron Reid	02/02/2026	The Falkirk Plan - Working in Partnership with Communities. - Poverty - Mental Health and Wellbeing.
Impact on squash court users at the Mariner Centre	Existing customers	Availability and location of alternative squash provision will be promoted to existing users.	Cameron Reid	01/10/2025	The Falkirk Plan - Working in Partnership with Communities. - Mental Health and Wellbeing.
Managing disruption to current gymnastics programme Users	Programme participants	Implementing clear communication and engagement strategies with all users. Particular focus will be given to those who will require slight adjustments to their class times.	Cameron Reid	01/10/2025	The Falkirk Plan - Working in Partnership with Communities. - Poverty - Mental Health and Wellbeing.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Managing disruption to Stenhousemuir Gymnastics Club.	Club members	Implementing clear communication and engagement strategies with all users. Leaving essential gymnastics apparatus at the Carron Gymnastics Centre to support SGC's current operations and their Community Asset Transfer (CAT) ambitions	Russell Macaloney	01/10/2025	The Falkirk Plan - Working in Partnership with Communities. - Mental Health and Wellbeing.

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 ?	Executive June 2025. Members will receive a separate report which relates to Stenhousemuir Gymnastics Clubs CAT application later in the year.

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	Officers noted the positive benefits associated with this proposal. By relocating Falkirk Councils Gymnastics programme it secures and safeguards vital gymnastics provision for Falkirk residents by relocating to sustainable, Council-owned facilities. It supports the outcomes of the Strategic Property Review by addressing financial pressures, this strategy delivers the agreed annual saving of £69,430, reduces significant future liabilities associated with the Carron Centre, and ensures the continued, cost-effective delivery of this valued service.
Stop the proposal as it is potentially in breach of equality legislation	No	

SECTION NINE: EPIA TASK GROUP ONLY

OVERALL ASSESSMENT OF EPIA:	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?	Yes
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ASSESSMENT FINDINGS	The assessment demonstrates the scale of the impact on those with protected characteristics by providing user and specific programme information. The evidence also demonstrates the positive impact of tailored programmes to children and young people with additional support needs. The mitigating actions noted in section 7 demonstrates the ability to provide alternative/flexible solutions to the issues raised.	
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		

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</u> been made?	Yes / No	If YES, please describe:

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	This proposal provides continuity of services/programmes with a scope to improve outcomes. The analysis shows positive impact on children and young people, including those with additional support needs, and predominantly female users. The continuity of these services in a new location with adequate facilities highlights a low impact on those with protected characteristics.

SECTION TEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:			
Signature:		Date:	19/05/2025