

Equality and Fairness Impact Assessment (EFIA) Form



If the 'policy or practice' (see definition below) you are developing or going to develop is assessed as relevant after undertaking the online screening process (the [Impact and Value Assessment \(IVA\)](#)) - that is, it will have either a positive or negative impact on people - you should complete an Equality and Fairness Impact Assessment (EFIA) using this form.

This form should only be completed if you have undertaken an [Impact and Value Assessment \(IVA\)](#) to screen whether a full Equality and Fairness Impact Assessment is required.

Complete this for all relevant policies or practices:

- 'relevant' means it will have an impact on people
- 'policy or practice' - see definition below

Definition of policy or practice for the purposes of EFIA:

- The term 'policy or practice' covers Service delivery and Employment. This can include a policy, a plan, a strategy, a project, a service review, a function, practice or service activity or a budget option.

Section 1: Policy details (see definition of 'policy or practice' above)

Name of policy or practice

PKC Responsible Events Policy and Supplementary Guidelines 2026

Service and Division/Team

Environment and Infrastructure - Climate Change and Sustainable Development

Owner/Person responsible (include your name and position)

Niamh Anderson - Climate Change and Sustainable Development Officer

Impact Assessment Team (include your names and positions). This team can consist of two people or more as appropriate.

Angela Harris - Sustainable Development Officer

Eirni Kourtesi - Team Leader, Climate Change and Sustainable Development

Is the policy or practice being impact assessed new or existing?

New

What are the main aims of the policy or practice?

The PKC Responsible Events Policy and Supplementary Guidelines aim to:

- embed sustainability into all stages of event planning, delivery and post-event evaluation across PKC-led events, PKC-funded events and events held on PKC-managed land
- reduce the environmental impact of events by minimising waste, promoting low-carbon travel, improving energy and water efficiency, and protecting local biodiversity
- ensure events are socially responsible, inclusive and accessible, supporting fairness, clear communication, and equitable participation for all communities
- support the local economy by encouraging use of local suppliers, promoting fair working practices and ensuring events contribute positively to Perth and Kinross communities
- provide a clear, consistent framework (through event tiers and the Responsible Events Checklist) that sets proportionate sustainability expectations based on the scale and impact of each event
- align event planning with PKC's wider strategic commitments, including Net Zero targets, climate change strategy, community wellbeing and responsible use of public resources

Who are the main target groups/beneficiaries?

Event organisers delivering PKC-led events.
External organisers applying to use PKC-managed land.
Organisations and community groups receiving PKC funding or in-kind support.
Local communities affected by events.
Event attendees, including residents, visitors and vulnerable groups.
Local businesses, suppliers and traders engaged in event delivery.
Internal PKC teams involved in event planning, approval, sustainability and compliance work.

What are the intended outcomes of the policy or practice?

Events in Perth and Kinross are delivered in a way that minimises environmental harm and supports climate change objectives.
Increased fairness, accessibility and inclusion across all events.
Strengthened local economy through ethical procurement and prioritisation of local suppliers.
Improved consistency and accountability in event planning through the Responsible Events Checklist.
Better compliance with relevant legislation and PKC policies.
Enhanced community wellbeing and positive social outcomes from events.
A shift towards long-term cultural change where sustainable event delivery becomes standard practice.

Section 2: Detail the positive and/or negative impacts, or tick to indicate no impact identified

Key questions to address in the EFIA

- Does the policy or practice evidence that it has eliminated discrimination?
- Does the policy or practice evidence that it has advanced equality of opportunity?
- Does the policy or practice evidence that it will foster good relations between groups?

The Assessment should highlight areas of interest covering the following:

- positive and negative impacts across all protected characteristics
- scale of the impact: an indication of the degree of potential impact, and whether this is judged to have a High, Medium or Low impact potential
- anticipated duration of the impact if relevant
- whether there is a specific differential impact to a particular protected characteristic or characteristics
- if the impact is more wide-ranging and general in its effect
- whether any impacts identified would/could be mitigated by an amendment to the policy, practice budget decision or service reform proposal

Equality protected characteristic: Age

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Older people (65 years and over)	Improved accessibility requirements, clearer communication formats, and better travel planning support inclusion for older attendees. Waste, noise and lighting controls reduce potential environmental stressors for older residents.	Requirements for active travel promotion may be less relevant to some older attendees. Mitigation: Ensure alternative travel information (such as accessible parking, drop-off points) is always included.	

Equality protected characteristic: Disability

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Physical disability	<p>Policy requires accessible routes, safe crossings, well-lit paths, and alternative communication formats.</p> <p>Stronger guidance on inclusive layout and event signage helps ensure equal participation.</p>	<p>Smaller event organisers may struggle to interpret accessibility standards.</p> <p>Mitigation: Provide examples/templates in guidance; offer Climate Change Team support.</p>	
Sensory impairment	<p>Clear communication principles, lighting controls, and noise risk planning reduce sensory barriers and improve event experience.</p>	<p>Complex sustainability guidance may unintentionally exclude organisers unfamiliar with sensory-friendly requirements.</p> <p>Mitigation: Offer simple checklists and good practice examples.</p>	
Mental health	<p>Noise management, lighting plans and clearer event communication reduce anxiety triggers.</p> <p>Inclusive events support community wellbeing.</p>	<p>Large events may still pose stressors.</p> <p>Mitigation: Encourage calm spaces, signed routes and good crowd flow planning (included in optional good practice guidance).</p>	
Learning disability	<p>Requirement for clear, simple signage and instructions supports people who benefit from information being broken down into clear steps.</p> <p>Plain language expectations in the policy help ensure event information is easier to understand, improving confidence and independence for attendees with learning disabilities.</p>	<p>Some organisers may unintentionally produce overly complex written content when completing the sustainability requirements.</p> <p>Mitigation: Provide templates and examples written in plain English; encourage use of icons/symbols where possible.</p>	

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
	The Responsible Events Checklist promotes accessible communication formats, which can reduce barriers.		
Neurodivergent conditions	Noise management, lighting control and crowd flow expectations help reduce sensory overload, benefiting neurodivergent attendees. Consistent signage, predictable layouts and clear prevent communication reduce anxiety, uncertainty and cognitive load. Encouraging calm spaces or quieter zones at larger events supports sensory regulation.	Sustainability guidance may include too many steps or multiple inputs , which can overwhelm some neurodivergent organisers. Mitigation: Provide advice and support at every stage of the application as well as enable organisers to request guidance verbally if preferred.	

Equality protected characteristic: Gender reassignment

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Male transitioning to female	Commitment to accessibility, fairness, inclusive communication and fair working practices supports participation of trans attendees and organisers. Event expectations reinforce safe, respectful environments.	No specific negative impacts identified. Ensure events signpost inclusive facilities where appropriate.	

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Female transitioning to Male	Commitment to accessibility, fairness, inclusive communication and fair working practices supports participation of trans attendees and organisers. Event expectations reinforce safe, respectful environments.	No specific negative impacts identified. Ensure events signpost inclusive facilities where appropriate.	

Equality protected characteristic: Marriage/Civil partnership

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Women			X
Men			X
Same-sex couple (male)			X
Same-sex couple (female)			X

Equality protected characteristic: Pregnancy/Maternity/Paternity

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Women	Requirements for accessible routes, water provision and waste facilities support safety and comfort. Sustainable travel guidance	Active travel guidance may not meet needs for those late in pregnancy. Mitigation: Always include clear accessible parking and	

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
	can support families making lows tress travel choices.	drop-off information.	
Men (paternity)	Same as above; inclusive events support families and equitable participation.	X	

Equality protected characteristic: Race

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
View the list of categories used in Scotland's Census	Requirement for translated materials (where appropriate) and clear communication supports inclusion. Emphasis on fair working practices supports diverse supplier engagement.	No specific negative impacts identified. Mitigation: ensure events consider cultural dietary needs when applying catering guidance.	

Equality protected characteristic: Religion/Belief

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
View the list of categories used in Scotland's Census	Fairness, inclusion and community wellbeing principles support equitable access for all faith groups. Policy encourages diverse, respectful events.	Event dates or catering choices may unintentionally affect religious groups. Mitigation: Encourage organisers to check for major faith dates and dietary considerations.	

Equality protected characteristic: Sex

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Female	<p>Clear communication, safety-focused lighting and transport planning support all genders.</p> <p>Fair Work First principles support gender fairness among suppliers and staff.</p>	X	
Male	<p>Clear communication, safety-focused lighting and transport planning support all genders.</p> <p>Fair Work First principles support gender fairness among suppliers and staff.</p>	X	

Equality protected characteristic: Sexual orientation

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Lesbian	<p>Policy emphasises fairness, respect, community wellbeing and inclusive communications.</p> <p>Encourages safe and welcoming event environments.</p>	X	
Gay	<p>Policy emphasises fairness, respect, community wellbeing and inclusive communications.</p> <p>Encourages safe and welcoming event environments.</p>	X	

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
Bisexual	Policy emphasises fairness, respect, community wellbeing and inclusive communications. Encourages safe and welcoming event environments.	X	
Other sexual orientation	Policy emphasises fairness, respect, community wellbeing and inclusive communications. Encourages safe and welcoming event environments.	X	

Equality protected characteristic: Socio-economic (fairness)

Please refer to **Appendix 2 of accompanying guidance**

Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned) and any mitigation	No impact
	Promotion of local suppliers supports community wealth building. Free water refill points reduce costs for attendees. Sustainable transport promotion may reduce travel costs.	Some sustainable options may be more expensive for small organisers. Mitigation: Provide low-cost good-practice alternatives in guidance.	

For any policies or practice specific to young people under the age of 16 years, a separate Children’s Rights and Wellbeing Impact Assessment should be undertaken – view the [National Guidance](#).

Section 3: Recommendations and actions

As a result of this equality impact assessment, please **clearly describe practical actions** you plan to take to:

- reduce or remove any identified **negative impact**
- promote any **positive impact** or
- **gather** further information/evidence

Equality protected characteristic: Age

Specific characteristics	Action	Who is responsible	Date for completion
Older people (65 years and over)	Ensure all event guidance includes alternative travel information (accessible parking, drop-off points, mobility-friendly routes).	Climate Change and Sustainability Team/Event Organisers	Before policy publication post Committee in May 2026 and included in all future event guidance

Equality protected characteristic: Disability

Specific characteristics	Action	Who is responsible	Date for completion
Physical disability	Provide accessible design templates and layout examples to help organisers meet accessibility requirements.	Climate Change and Sustainability Team	Pre Committee in May 2026/ First publication
Sensory impairment	Develop simplified sensory friendly planning tips and checklists for organisers.	Climate Change and Sustainability Team	Pre Committee in May 2026/ First publication
Mental health	Include optional good practice recommendations for calm spaces, quiet routes, and crowd flow design.	Climate Change and Sustainability Team/Events Team	Pre Committee in May 2026/ First publication

Specific characteristics	Action	Who is responsible	Date for completion
Learning disability	Provide plain language templates and examples for event communications, including use of icons and step-by-step instructions.	Climate Change and Sustainability Team/Communications Team	Pre Committee in May 2026/ First publication
Neurodivergent conditions	Produce a simplified “Quick Reference Summary” of the sustainability requirements for organisers who may find multi-step forms overwhelming.	Climate Change and Sustainability Team	Pre Committee in May 2026/ First publication

Equality protected characteristic: Gender reassignment

Specific characteristics	Action	Who is responsible	Date for completion
Male transitioning to female	Encourage events to signpost inclusive/gender-neutral facilities where available.	Event Organisers, supported by Events Team	Pre Committee in May 2026/ First publication
Female transitioning to male	Encourage events to signpost inclusive/gender-neutral facilities where available.	Event Organisers, supported by Events Team	Pre Committee in May 2026/ First publication

Equality protected characteristic: Marriage/Civil partnership

Specific characteristics	Action	Who is responsible	Date for completion
Women	No actions required as no negative impacts identified.	-	-
Men	No actions required as no negative impacts identified.	-	-

Specific characteristics	Action	Who is responsible	Date for completion
Same-sex couple (male)	No actions required as no negative impacts identified.	-	-
Same-sex couple (female)	No actions required as no negative impacts identified.	-	-

Equality protected characteristic: Pregnancy/Maternity/Paternity

Specific characteristics	Action	Who is responsible	Date for completion
Women	Ensure all guidance includes alternative travel options (accessible parking, drop-off points, rest areas).	Climate Change and Sustainability Team/Event Organisers	Pre Committee in May 2026/ First publication
Men (paternity)	No additional actions required	-	-

Equality protected characteristic: Race

Specific characteristics	Action	Who is responsible	Date for completion
View the list of categories used in Scotland's Census	Include clear guidance reminding organisers to consider cultural dietary requirements and translation needs.	Climate Change and Sustainability Team	Pre Committee in May 2026/ First publication

Equality protected characteristic: Religion/Belief

Specific characteristics	Action	Who is responsible	Date for completion
View the list of categories used in Scotland's Census	Add a prompt within the Responsible Events Checklist asking organisers to check for major faith dates and	Climate Change and Sustainability Team	Pre Committee in May 2026/ First publication

Specific characteristics	Action	Who is responsible	Date for completion
	religious dietary considerations.		

Equality protected characteristic: Sex

Specific characteristics	Action	Who is responsible	Date for completion
Female	No actions required as no negative impacts identified; continue to promote safety focused lighting, clear communication and fair working practices.	Climate Change and Sustainability Team/Event Organisers	Ongoing
Male	No actions required as no negative impacts identified; continue to promote safety focused lighting, clear communication and fair working practices.	Climate Change and Sustainability Team/Event Organisers	Ongoing

Equality protected characteristic: Sexual orientation

Specific characteristics	Action	Who is responsible	Date for completion
Lesbian	Ensure inclusive communication principles remain embedded in guidance and templates.	Communications Team/Climate Change and Sustainability Team	Ongoing
Gay	Ensure inclusive communication principles remain embedded in guidance and templates.	Communications Team/Climate Change and Sustainability Team	Ongoing
Bisexual	Ensure inclusive communication principles remain embedded in guidance and templates.	Communications Team/Climate Change and Sustainability Team	Ongoing

Specific characteristics	Action	Who is responsible	Date for completion
Other sexual orientation	Ensure inclusive communication principles remain embedded in guidance and templates.	Communications Team/Climate Change and Sustainability Team	Ongoing

Equality protected characteristic: Socio-economic (fairness)

Please refer to Appendix 2 of accompanying guidance

Specific characteristics	Action	Who is responsible	Date for completion
	Provide examples of low-cost sustainability options for smaller organisers (such as low-waste catering options, simple recycling set-ups, low-cost energy measures).	Climate Change and Sustainability Team	Pre Committee in May 2026/ First publication

Section 4: Evidence

You should list here the sources of information used to assess the impact of the relevant policy or practice. This can include local sources such as reports, information and data, relevant partners' information, data and reports, other Council's relevant information, data and reports, national information, research outcomes, data profiles and any other evidence which has led to the development of this policy.

Information/evidence gained and used to shape this policy or practice	List details, source and date (continue on a separate sheet if necessary – please advise if this has been done)
<p>Community consultation/engagement outcomes from individuals and organisations - this usually includes formally arranged contact with individuals, community groups, third sector and other relevant interest groups</p>	<p>Informal feedback gathered through discussions with local event organisers, community groups, supported events, and environmental organisations indicating a need for clearer sustainability expectations and more consistent event standards.</p> <p>Further community consultation will take place week commencing 16 March 2025 to receive feedback on the current process from community groups who have previously hosted events within the Perth and Kinross area.</p>
<p>Employee involvement/consultation feedback (for example survey, focus groups)</p>	<p>Input gathered from the Climate Change and Sustainability Team, Events Team, Waste Services, Roads and Traffic, Environmental Health, Communications, Procurement, and Greenspace teams during development of the policy and checklist.</p> <p>Officer feedback from reviewing multiple event applications identified gaps in sustainability planning and inconsistencies in organiser knowledge.</p>
<p>Research and information list main sources</p>	<p>Review of PKC strategic documents and internal policy frameworks: Development of the Responsible Events Policy and Supplementary Guidelines was informed by detailed review of Perth and Kinross Council's core strategic documents, including the Corporate Plan 2022/2023 to 2027/2028, Community Plan/LOIP 2022 to 2032, Climate Change Strategy and Action Plan, Culture Strategy</p>

Information/evidence gained and used to shape this policy or practice	List details, source and date (continue on a separate sheet if necessary – please advise if this has been done)
	<p>2023 to 2028, and the Community Health and Wellbeing Strategy 2022 to 2025. These documents set priorities for Net Zero, sustainable communities, inclusive cultural development, and wellbeing, ensuring that the events policy aligns with Council-wide commitments.</p> <p>Review of national legislation and Scottish Government guidance: Research included all key statutory obligations relevant to sustainable event delivery, including the Waste (Scotland) Regulations 2012, Climate Change (Scotland) Act 2009, Environmental Protection Act 1990, Single-Use Plastic Products (Scotland) Regulations 2021, Sustainable Procurement Action Plan for Scotland, and the Best Value Statutory Guidance 2020. These provide legal requirements on recycling, waste separation, carbon reduction, procurement, environmental protection, and continuous improvement.</p> <p>Benchmarking against other Local Authorities and national sustainable event frameworks: Best-practice models from other Scottish councils and recognised sustainable event frameworks were reviewed. These helped shape the event tiers, sustainability requirements, and checklist structure, ensuring the policy is consistent with national approaches to circular economy, low-emissions events, waste minimisation, and accessibility standards. Fife and Dundee City Council – who are looking to draft their own Responsible Events Policies – were consulted through the drafting process with information being shared through regular group meetings.</p> <p>Integration of international sustainability principles: The Responsible Events Policy was informed by relevant United Nations Sustainable Development Goals (SDGs), particularly those relating to responsible consumption and production,</p>

Information/evidence gained and used to shape this policy or practice	List details, source and date (continue on a separate sheet if necessary – please advise if this has been done)
	<p>climate action, sustainable communities, and biodiversity conservation. These international frameworks support the policy’s aims of reducing environmental harm, ensuring inclusive practice, and embedding social responsibility in event delivery.</p> <p>Use of local cultural, economic and tourism evidence: Events-related insights from Creative Scotland, Invest in Perth, PKC Levelling Up reports, Scotland’s Census and VisitScotland datasets were used to understand the economic and cultural value of events in Perth and Kinross. These sources provide figures on visitor numbers, jobs supported, investment levels, and the wider impact of events on local communities and the economy, reinforcing the need for sustainable and well-managed event practices.</p> <p>Support from internal officer experience: The policy draws on extensive operational knowledge from officers supporting PKC-led events, funded events, and events held on PKC-managed land. This includes insight into carbon reduction, circular economy practices, biodiversity protection, active travel, sustainable procurement, accessibility, and challenges such as waste pressures, noise impact, and community feedback.</p> <p>Engagement with external partners: Events Scotland and Scone Palace were approached to provide input into the development of the Responsible Events Policy; however, no further communication or formal feedback was received.</p> <p>Responsible Events Policy -Summary of Policy and Legislation</p>

Information/evidence gained and used to shape this policy or practice	List details, source and date (continue on a separate sheet if necessary – please advise if this has been done)
Officer knowledge and experience	<p>Extensive officer experience supporting PKC-led events, funded events, and events on PKC-managed land.</p> <p>Specialist knowledge from the Climate Change and Sustainability Team relating to carbon reduction, circular economy, active travel, biodiversity protection, and inclusive design.</p> <p>Learning from reviewing several years of event sustainability issues such as waste pressures, noise impact, accessibility challenges and community feedback.</p>
Equality monitoring data	Existing PKC equality and inclusion data highlighting barriers around communication, accessibility, and socio-economic fairness.
Service user feedback (including customer contact, services and complaints)	Feedback received through previous event approval processes highlighted recurring issues relating to waste management, accessibility, and clarity of communication. FOI requests and complaints raised by residents also indicated concerns about unsustainable event management practices.
Partner feedback	<p>Input from partner services involved in event approvals, including Environmental Health, Licensing, Greenspace, Waste Services, and the Events Team.</p> <p>Discussions with community organisations and third-sector partners who deliver events across Perth and Kinross will be initiated formally week commencing 16 March 2026.</p>
Other - this may be information gathered in another Council area, nationally or in partner organisations which is considered to have relevance	Events Scotland and Scone Palace were approached for input into the policy however we did not receive any further communication.

Section 5: Consultation/Engagement

Consultation with key stakeholders must be undertaken throughout the EFIA process. This activity **can also** help to **reach people not previously involved** with these processes, but who will be affected by this policy or practice when it is implemented. You may wish to refer to the [Council's Consultation Guidance](#).

The Consultation/Engagement process can also help **identify or agree changes** that need to be made to ensure the policy or practice will be inclusive on implementation and future practice.

The Equalities Team Leader (email Equalities@pkc.gov.uk) may be able to provide advice relating to potential contact with consultees from equality protected characteristic groups via existing mechanisms such as the Community Equalities Advisory Group (CEAG) or Equalities Strategic Forum.

A summary of the replies received from individuals and stakeholders consulted/involved. Include any previous feedback or complaints relating to equality and diversity issues and the policy or practice currently being assessed.

Continue on a separate sheet(s) if necessary – please advise if this has been done.

Equality protected characteristic: Age

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Older people (65 years and over)		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Equality protected characteristic: Disability

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Physical disability		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting.

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
		External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Sensory impairment		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Mental health		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Learning disability		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Neurodivergent conditions		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
		when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Equality protected characteristic: Gender reassignment

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Male transitioning to female		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Female transitioning to male		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Equality protected characteristic: Marriage/Civil partnership

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Women		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Men		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Same-sex couple (male)		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Same-sex couple (female)		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Equality protected characteristic: Pregnancy/Maternity/Paternity

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Women		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Men (paternity)		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Equality protected characteristic: Race

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
View the list of categories used in Scotland's Census		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Equality protected characteristic: Religion/Belief

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
View the list of categories used in Scotland's Census		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Equality protected characteristic: Sex

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Female		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Male		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Equality protected characteristic: Sexual orientation

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Lesbian		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Gay		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Bisexual		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.
Other sexual orientation		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Equality protected characteristic: Socio-economic (fairness)

Please refer to Appendix 2 of accompanying guidance

Specific characteristics	Date	Outcome of consultation/engagement (continue on a separate sheet if necessary – please advise if this has been done)
Socio-economic (fairness)		No formal external consultation completed at this stage. Internal officer engagement has informed the drafting. External consultation is scheduled and will be recorded when completed. During the week commencing 16 March, we plan to undertake targeted consultation through the Equalities Team with event organisers and community groups who have previously delivered events within LGBT+, ethnic minority and other diverse communities across Perth and Kinross.

Section 6: Outcomes

When the evidence has been considered in relation to the proposed policy, practice, project, service reform or budget option, it will be apparent what the likely impacts are. The type, scale, duration, and specificity of the likely impacts will inform the direction of the outcome of the EFIA.

There are four potential outcomes as follows (**highlight the one you are recommending as a result of your Impact Assessment**):

1. No major change required the policy, practice, project, service reform or budget option is robust and can continue without amendment.
2. Continue the policy, practice, project, service reform or budget option. A justification is required for continuing despite the potential for adverse impact.
3. Adjust or amend the policy, practice, project, service reform or budget option. Remove barriers, make changes to better advance equality or remove or mitigate negative impact.
4. Stop, or remove the policy, practice project, service reform or budget option if adverse effects cannot be justified and cannot be mitigated.

Section 7: Authorising the assessment

The following signatures are required:

Lead Officer Responsible

Signed (by hand)

Name Niamh Anderson

Date 16 March 2026

Quality Assured by Perth and Kinross Council Equality and Fairness Impact Assessment trained officer (within service)

Signed

Name David McPhee

Date 27 March 2026

Section 8: Publishing the assessment

The completed and authorised EFIA should be added to the relevant section on the [Council website](#).

Date action completed: 7 April 2026

Section 9: Committee reporting

Ensure your committee report to accompany this policy includes information about any actions taken to reduce or remove negative impacts identified, or include any positive impacts expected when the policy is implemented.