

EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of Policy:	New District Leisure Centre
Lead Officer (responsible for assessment):	Sally Bonnett
Department:	Infrastructure and Strategic Housing
Others Involved in the Assessment (i.e. peer review, external challenge):	Victor Le Grand
Date EIA Completed:	24/11/16

What is an Equality Impact Assessment (EIA)?

As part of any effective policy development process, it is important to consider any potential risks to those who will be affected by the policy's aims or by its implementation. The Equality Impact Assessment (EIA) process helps us to assess the implications of our decisions on the whole community, to eliminate discrimination, tackle inequality, develop a better understanding of the community we serve, target resources efficiently, and adhere to the transparency and accountability element of the Public Sector Equality Duty.

The word 'policy', in this context, includes the different things that the Council does. It includes any policy, procedure or practice - both in employment and service delivery. It also includes proposals for restructuring, redundancies and changes to service provision.

(a) **What is the policy trying to achieve?** i.e. What is the aim/purpose of the policy? Is it affected by external drivers for change? What outcomes do we want to achieve from the policy? How will the policy be put into practice?

The aim of the project is to replace the existing ageing Paradise Pools facility with a larger and more comprehensive facility which meets current and anticipated demand as the district 's population grows.

The new facility will provide an eight lane 25m swimming pool, a learner pool with moveable floor, a health and fitness suite with 120 stations, two activity studios, a four court sports hall and a 3G artificial grass pitch.

The new facility is a corporate strategic priority, and is intended to enhance local quality of life and support the adoption of healthy lifestyles by our community.

(b) **Who are its main beneficiaries?** i.e. who will be affected by the policy?

Existing users of Paradise Pools and all other residents and visitors to the districts who already participate or wish to participate in the sports catered for at the new facility.

The existing users of Paradise Pools will benefit from improved facilities; and it is expected that additional users will be attracted by the new facilities and will benefit from the wider range of activities offered, with most of the new users likely to be residents of the district.

(c) Is the EIA informed by any information or background data (quantitative or qualitative)? i.e. consultations, complaints, applications received, allocations/take-up, satisfaction rates, performance indicators, access audits, census data, benchmarking, workforce profile etc.

The need for a new facility was identified through an indoor sports facility strategic needs assessment undertaken with Sport England in 2014.

(d) Does this policy have the potential to cause a positive or negative impact on different groups in the community, on the grounds of any of the protected characteristics? (please tick all that apply)

Ethnicity	<input checked="" type="checkbox"/>	Age	<input checked="" type="checkbox"/>
Gender	<input checked="" type="checkbox"/>	Religion and Belief	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Sexual Orientation	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	Marriage & Civil Partnership	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	Caring Responsibilities	<input type="checkbox"/>

Please explain any impact identified: i.e. What do you already know about equality impact or need? Is there any evidence that there is a higher or lower take-up by particular groups? Have there been any demographic changes or trends locally? Are there any barriers to accessing the policy or service?

The new district leisure centre will have a positive impact on the following groups:

Gender: There will be women and girls only sessions.

Age: There will be activities specifically for younger, teenage and older people.

Disability: The facility will be fully DDA compliant and include lifts, accessible changing places and a pool lift. There will also be specific sessions for disabled people.

Ethnicity, Religion or Belief: The changing village for the swimming pools has been designed so that it can be sectioned off. The plans also include blinds to screen the pools so the facility can be used privately without being overlooked by other users.

There will also be reduced pricing for junior, senior and disabled users of the facility.

(e) Does the policy have a differential impact on different groups?	YES
(f) Is the impact adverse (i.e. less favourable)?	NO
(g) Does it have the potential to disadvantage or discriminate unfairly against any of the groups in a way that is unlawful?	NO

(h) How have you engaged stakeholders in gathering evidence or testing the policy proposals? Who was involved, how and when where they engaged? Does the evidence show potential for differential impact? How will you mitigate any negative impacts? Where there is the potential for an adverse impact that cannot be addressed immediately, these should be highlighted in your recommendations and objectives at the end of the EIA.

Sport England

Sport England have been involved with the project from the outset and continue to monitor progress to ensure that the building delivers not only accessible sports facilities, but also a range of activities for all to help address inactivity in the local community to improve public health, reduce health inequalities and manage or prevent long-term health conditions.

Amateur Swimming Association (ASA)

The ASA have also been consulted throughout the process to ensure the pool meets the requirements of all users of a community leisure swimming pool.

Public Consultation

The general public had the opportunity to comment on the initial designs and their feedback has been incorporated into the final design where possible. The public have also had the opportunity to comment through the planning process.

* The Consultation Register is available to assist staff in consulting with the Council's stakeholders.

(i) Summarise the findings of your research and/or consultation (please use a separate sheet if necessary).

The leisure centre as designed is accessible to all and meets the Sport England and ASA requirements.

Moving forwards GLL will ensure that the facility continues to meet the needs of users and the local community.

(j) What are the risks associated with the policy in relation to differential impact and unmet needs/requirements? i.e. reputation, financial, breach of legislation, service exclusion, lack of resources, lack of cooperation, insufficient budget etc.

The risk is low as GLL will be able to adapt the services it provides to meet any unmet needs or requirements.

(k) Use the information gathered in the earlier stages of your EIA to make a judgement on whether there is the potential for the policy to result in unlawful discrimination or a less favourable impact on any group in the community, and what changes (if any) need to be made to the policy.

Option 1:	No major change - the evidence shows that the policy is robust and no potential for discrimination.	X
Option 2:	Adjust the policy - to remove barriers or to better promote equality.	
Option 3:	Continue the policy - despite potential for adverse impact or missed opportunity to promote equality, provided you have satisfied yourself that it does not unlawfully discriminate.	
Option 4:	Stop and remove the policy – if the policy shows adverse effects that cannot be justified.	

- (I) Where you have identified the potential for adverse impact, what action can be taken to remove or mitigate against the potential for the policy to unlawfully discriminate or impact less favourably on one or more communities in a way that cannot be justified?** Include key activities that are likely to have the greatest impact (max. 6). Identified actions should be specified in detail for the first year but there may be further longer term actions which need to be considered. To ensure that your actions are more than just a list of good intentions, include for each: the person responsible for its completion, a timescale for completion, any cost implications and how these will be addressed. It is essential that you incorporate these actions into your service plans.

N/A

This completed EIA will need to be countersigned by your Head of Service. **Please forward completed and signed forms to the Principal HR Officer.**

All completed EIAs will need to be scrutinised and verified by the Council's Equal Opportunities Working Group (EOWG) and published on the Council's Intranet to demonstrate to local people that the Council is actively engaged in tackling potential discrimination and improving its practices in relation to equalities. Please be aware that you may be asked to attend a half-an-hour session to summarise the findings of the EIA to the Scrutiny and Verification panel.

Signatures:

Completing Officer: Sally Bonnett **Date:** 24/11/16

Director: Emma Grima **Date:** 24/11/16