

Equalities Impact Assessment Worksheet – Leisure Strategy

| 1 Identify the aims of the policy/service/function and how it is implemented. | | | |
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| | Key questions | Answers / Notes | Actions required |
| 1.1 | What is the aim, objective or purpose of the policy/service/function? | <p>The Council's leisure service manages the contract with the leisure provider for our two leisure centres and three joint use pools.</p> <p>In our corporate strategic plan we commit ourselves to producing a leisure strategy that would determine the future direction of travel for our two leisure centres and the three joint use pools owned by two local schools and the County.</p> <p>The work undertaken is part of the Council's preparation to re-tender the leisure contract which is due to end in December 2018. The report going to full Council is in relation to where we plan to allocate major long term investment and the potential impact of not investing in some sites.</p> | Decision to Full Council 18 th July |
| 1.2 | What outcomes do you want to achieve with this policy/service/function and for whom? | <p>A report based on a business case that address the following key issues with the leisure centres will support the decision making process. Key issues to address are:</p> <ul style="list-style-type: none"> a. Ageing facilities b. Deteriorating facilities and capital investment requirements c. Increased population particularly in Bishop's Stortford d. Changing leisure trends resulting in demand for different activities and higher customer expectations e. Demand for existing activities to be delivered in different ways for example the increasing popularity of all-weather floodlit pitches f. Increased revenue support for ageing facilities and | |

Equalities Impact Assessment Worksheet – Leisure Strategy

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| | | <p>maintenance expenditure</p> <p>g. Joint Use facilities are subject to significant financial risk arising from the potential loss of Education Funding Agency (EFA) contribution</p> <p>Aims of the plan are to:</p> <ul style="list-style-type: none"> •Reduce the revenue costs of operating the leisure facilities •Increase participation •Contribute meaningfully to the Council's Health and Well-being agenda | |
| 1.3 | Who defines or defined the policy/service/function? | <p>A leisure task and finish group has been developed to shape the future direction of travel working closely with officers and leisure consultants. The work of the task and finish group to explore the future direction of travel was agreed by Exec in July 2016 – this is an extension of the group who carried out initial work in early 2016.</p> <p>The key decision will need to go through Council however reports will go through scrutiny and the Exec before recommendations are made to full Council</p> | Report to full Council on 18 July 2017 |
| 1.4 | Who implements the policy/service/function? | If agreed, a leisure project board will be formed including Exec members and officers to ensure the outcomes are delivered. | |
| 1.5 | What factors or forces are at play that could contribute or detract from the outcomes identified earlier? | <ul style="list-style-type: none"> • Capital costs against revenue business plan may not provide 'break even' position • Council's financial position at time of decision making • Priorities for Chauncy and Leventhorpe School in their asset and land, also conditions for a new agreement • As above for County re: Ward Freeman | Engagement with School and County |

Equalities Impact Assessment Worksheet – Leisure Strategy

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| 1.6 | Taking protected characteristics (age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation), is there anything in the policy/service/function that could discriminate or disadvantage any of these groups? | <p>The purpose of this work is to improve access and inclusion across all community segments and sectors. The leisure centres in their current state are not fit for future purpose.</p> <p>There is insufficient data to determine whether the following characteristics may be disadvantaged:</p> <ul style="list-style-type: none">- Gender reassignment, however non-gendered toilet facilities are and will continue to be available. <p>As part of the services specification we would be asking contractors to demonstrate how they will proactively promote activities including their marketing and communications for 'hard to reach' groups in leisure and sport.</p> | |
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| 2 | Consideration of available data, research and information | | |
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| | Key questions | Answers / Notes | Actions required |
| 2.1 | What do you already know about who uses this policy/service/function? | <p>There is good range information available from our contractors about who uses the leisure centres.</p> <p>Total annual swim and Gym Females 250,344 visits Males 198,521 visits</p> <p>Under 16 swims Females 21,647 visits Males 22,348 visits</p> <p>Under 16 gyms Females 5,104 visits Males 5,245 visits</p> <p>Adults swims Females 42,173 Males 41,025</p> <p>Adults gyms Females 149,865 Males 102,053</p> <p>Senior swims Females 13,258 Males 11,363</p> <p>Senior gyms</p> | |

Equalities Impact Assessment Worksheet – Leisure Strategy

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| | | <p>Females 18,297 Males 16,487</p> <p>Ethnicity</p> <p>Arabic 1615 Asian Other 299 Bangladeshi 40 Black African 47 Black British 105 Black Caribbean 46 Black Other 52 Black Somali 34 Chinese 116 Gypsy Or Irish Traveller 19 Indian 110 Mixed Race 76 Not willing to supply 387 Other 7794 Other Mixed Background 71 Pakistani 36 Turkish 15 Unknown 4607 White 14 White - British 1 White & Asian 130 White & Black Caribbean 30 White British 28053 White European Other 655 White Irish 79 White Other 42 White& Black African 395</p> | |
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Equalities Impact Assessment Worksheet – Leisure Strategy

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| | | <p>Users with disability or long term conditions: 2902</p> <p>Additional data was reviewed through MOSAIC data and sport England market segmentation data. Information can be found in the appendices of the main reports.</p> | |
| 2.2 | <p>What additional information is needed to ensure that all protected characteristic groups' needs are taken into account?</p> | <p>Within the specification for the new contract whether that includes major or minor works to the centres we would need bidders to demonstrate how they will promote equalities in the design and build of the project as well as the operations.</p> <p>As part of a community development or annual service plan from a leisure contractor we would expect a number of focus groups to be delivered to ensure the operations of the service.</p> <p>This work however at this stage is to gauge how much funding would be required to future proof the centres and whether the Council would want to invest in leisure long term.</p> | |
| 3 | Formal consultation | | |
| | Key questions | Answers / Notes | Actions required |
| 3.1 | <p>Who do we need to consult with?</p> | <p>Those already consulted about the future design proposals include:</p> <ul style="list-style-type: none"> Sport England ASA Leisure market providers Current provider Herts Disability Sports Hub Two Schools County Council | <p>Consultants to arrange meetings with key stakeholders</p> |

Equalities Impact Assessment Worksheet – Leisure Strategy

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| | | <p>Leisure task and finish group</p> <p>When the Council's position is clearer (post full Council), consultation will take place regarding the proposed future developments / investments.</p> <p>In terms of planning permission consultation will take place as part of this process for sites that may require planning approval, i.e. Grange Paddocks and Hartham.</p> <p>Further discussions with the school's/County and users of the facilities will take place after full Council.</p> | |
| 3.2 | What method/form of consultation can be used? | <p>Meetings /forums</p> <p>Social media</p> <p>Surveys</p> | |
| 4 | Assessment of impact | | |
| | Key questions | Answers / Notes | Actions required |
| 4.1 | Have you identified any differential impact and does this adversely affect any protected characteristic groups in the community? | <p>As suggested previously the aim of this work is to improve access and inclusion. There are disabled users in all centres however the centres are not equipped to cater for a wide range of disabilities, significant investment into leisure centres will allow greater access and inclusion. Advice from the Herts Disability Sports Hub has been and will continue to be taken as design plans continue.</p> <p>Should rationalisation in terms of our management of sites be recommended from this work there may be a concern with some of the protected characteristics groups travelling to alternative sites, the Sport England recommendation of drive times of up to 20mins will apply in the scenario. Residents</p> | |

Equalities Impact Assessment Worksheet – Leisure Strategy

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| | | <p>receiving free travel may be able to make provision to use alternative sites. A train and bus service is available from Ware (Fanshawe Pool and gym) to Hartham Leisure centre and a bus service is available from Sawbridgeworth (Leventhorpe) to Grange Paddocks.</p> <p>It is important to remember that though our management maybe withdrawn, this does not mean facilities will close, discussions will take place with Schools/county who own the joint use facilities to further explore the options.</p> | |
| 4.2 | If there is an adverse impact can it be avoided, can we make changes, can we lessen it etc? | <p>This project will benefit from the sustainable travel recommendations approved by Executive.</p> <p>In terms of travel, we would insist that facilities provided additional parking as well secure cycle storage.</p> | |
| 4.3 | If there is nothing you can do, can the reasons be fairly justified? | N/A | |
| 5 | Consideration of the effect of proposed changes on other groups. | | |
| | Key questions | Answers / Notes | Actions required |
| 5.1 | Do any of the changes in relation to the adverse impact have a further adverse affect on any other protected characteristic group? | No. | |

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| INTERNAL PROCESSES FOR THE ORGANISATION | | | |
| 6 | Making a decision in the light of data, alternatives and consultations | | |
| | Key questions | Answers / Notes | Actions required |

Equalities Impact Assessment Worksheet – Leisure Strategy

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| 6.1 | The organisation's decision making process | Leisure Task and Finish group July 2016 to May 2017 Overview and Scrutiny June 2017 Executive June 2017 Council 2017 | Added to forward plan |
| 7 | Monitor in the future and publication of results of such monitoring | | |
| | Key questions | Answers / Notes | Actions required |
| 7.1 | What have we found out in completing this EQIA? What can we learn for the future? | Ensure that another EQIA is completed as part of the tender evaluation process for the leisure contract when we have a clearer steer on the design and build and operations of the centres. | |
| 8 | Publication of results of the impact assessment Date Lead Officer | | |