

## DIVERSITY IMPACT ASSESSMENT QUESTIONNAIRE

<b>SERVICE:</b>	<b>Leisure facilities/ theatres/seasonal facilities</b>	<b>DIRECTORATE:</b>	<b>COMMUNITY SERVICES</b>
<b>Responsible Officer:</b>	<b>Sean Newton/Alex Minns</b>	<b>Date of Assessment</b>	<b>26<sup>th</sup> June 2007</b>

### Introduction:

As a requirement under the Race Relations (Amendment) Act 2000 all of the council's services have to undergo an impact assessment (IA) to determine their potential impact on the promotion of equalities.

The IA looks at how a service promotes, monitors and consults in their area to ensure that equalities are promoted. Completion of the IA will help the organisation understand what areas need assistance and where best practice can be shared. The information will be used to determine the extent to which services meet the requirements of the Equality Standard for Local Government, the Race Relations (Amendment) Act 2000 and the Disability Discrimination Act 1995. On completion of the IA action plans will be developed which will link to teams service plans. For the year 2006/07 the IA process will be integrated into the service planning process.

In order to complete the IA questionnaire, the following questions, which will enable you to measure your service, will need to be answered.

Where you can provide information and examples please do so, as this will help you to judge the level of impact your service has on the promotion of equalities.

Should you need any help / advice when completing the questionnaire, please refer to the guidance notes issued with this questionnaire or contact Rosie Barnard 520600 ex 2236.

**Q.1 Is your service accessible to all groups /individuals within the community? (i.e are there for example, physical, cultural, linguistic, or geographical barriers to persons wishing to use your service)**

<b>Group</b>	<b>Yes</b>	<b>To some extent</b>	<b>No</b>	<b>If yes, what evidence do you have to demonstrate this?</b>	<b>If no, what do you plan to do?</b>
Racial (inc. culture and nationality)		✓		Changing facilities and swimming sessions may not be adequate to accommodate the requirements of some religions, cultures and gender groups	Pilot session for a cultural group to assess demand
Religious Belief		✓			
Gender (inc. transvestite, transgender & transsexual)		✓			Identify neutral/suitable changing area which accords with best practice
Sexuality (e.g. homosexuality, lesbian & bisexuality)	✓			With the exception of women-only sessions, all activities are available to all sections of the community	
Disabled (i.e a physical and or mental impairment)		✓		There are physical barriers in some premises. Also, not all staff have received disability awareness training	Investigate use of audio descriptors of theatres

Age	✓			No age limits on activities. Specific activities also provided for over 50s	
Geographical Location	✓			However transport issues (availability and cost) affect some individuals' ability to attend facilities	
Any other status (e.g. people with dependants and/or caring responsibilities or people with criminal record/an offending past)	✓			Work with drug and alcohol services, youth probation service. There is a foster carers One Card available	

**Q.2 (a) For whatever reason, does your service treat any group differently from its other customers?**

Yes

To some extent

No

If you have answered 'yes' or to 'some extent' , please specify those individuals or groups affected and whether the impact has the potential to be adverse.

Specialist courses, classes and activities provided. Examples include :

- Mother and child swimming
- 50+ activity sessions
- GP referral

**Q.2 (b) Where the impact is considered to be adverse, can it be justified, for example, on grounds of promoting equal opportunity for another group?**

N/A

**Q.3. (a) Do you promote equality within your service? (e.g. through the use of briefings at team meetings or the circulation of leaflets and/or other equalities related awareness raising materials)**

Yes

To some extent

No

**(b) How often do you take the opportunity to promote equality within your service?**

Regularly

Occasionally  - Investigate using organisations newsletters such as IW Blind Society  
- Investigate alternative radio advertising such as Angel Radio

As issues arise

Not at all

**Q.4. Are there plans in place within your service to promote equality more effectively?**

Yes

No

**If yes, please outline what you intend to do:**

All staff to attend Garnett Foundation diversity training. In addition to this, certain 'key' staff will receive disability awareness training. This includes reception, gym instructors and duty managers at the new Westridge health and fitness facility. This will be rolled out to the same staff groups at other facilities.

**Q.5 Have you consulted in the past three years with any of the following groups regarding the delivery of and access to your service?**

<b>Group</b>	<b>Yes</b>	<b>To some extent</b>	<b>No</b>	<b>If yes, what evidence do you have to demonstrate this?</b>	<b>If no, what do you plan to do?</b>
Racial (inc. culture and nationality)			✓		
Religious Belief			✓		
Gender (inc. transvestite, transgender & transsexual)			✓		

Sexuality (e.g. homosexuality, lesbian & bisexuality)			✓		Whilst the answer is No, we have conducted the following which would potentially include all sections of the community
Disabled (i.e a physical and or mental impairment)		✓			Questions agreed through Citizen Panel asking for views on future delivery of service
Age		✓			Junior research completed for Leisure needs analysis
Geographical Location		✓			As part of the research for the leisure needs analysis surveys were carried out for user and non-user surveys which I included all of these groups
Any other status (e.g. people with dependants and/or caring responsibilities or people with criminal record/an offending past)		✓			

**Q.6 Do you train your staff on equality issues?**

Yes

To some extent

No

**If you have answered yes, or to some extent, what training is available, who provides/delivers it and what areas does it cover? (e.g. Disability, Race, Gender, Age, Sexual Orientation, Religious Belief or location)**

Diversity awareness - Garnett Foundation  
DDA - English Federation for Disability Sport

**If you have answered no, have you explored the availability of suitable training for your staff? Who have you consulted with?**



**Q.7 Have you received any equality/diversity complaint/comment about your service?**

Yes

No

**If yes how was this dealt with:**

This related to the Tone Zone Gym at the Heights Leisure Centre where there are 3 steps down to the gym – a complaint was received which stated that the area was not accessible to wheelchair users. Due to the configuration of the entrance is as not physically possible to alter the entrance

**What changes were made as a result of any action taken:**

A secondary gym area was created in the former bar area; there is level access from the facility entrance doors to this area. The complaint was satisfied with this outcome.

**Q.8 Is there any evidence to suggest that policies/strategies/practices through their implementation that there is (a) higher or (b) lower participation or uptake by different minority ethnic groups?**

(a)

(b)

If you answered (a) please provide further information and give examples including monitoring data:

If you answered (b) please state below how you will incorporate the General Duty in the review of policy/strategy/practices:

**Q.9 Any additional comments:**

**List of useful contacts:**

**CRE – Commission for Race Equality – [www.cre.gov.uk](http://www.cre.gov.uk)**

**DRC – Disability Rights Commission – [www.drc.gb.org](http://www.drc.gb.org)**

**Disability info – [www.disability.gov.uk](http://www.disability.gov.uk)**

**Equal opportunities Commission – [www.eoc.org.uk](http://www.eoc.org.uk)**

**Employers Organisation – [www.lga-employers.gov.uk](http://www.lga-employers.gov.uk)**

**Local Government Association – [www.lga.gov.uk](http://www.lga.gov.uk)**

**RNIB – Royal National Institute for the Blind - IW contact - Olive Light 522205**

**RNID – Royal National Institute for the Deaf – IW contact Sound Advice – Joyce Love 529533**

**Victim Support IW – 530530**

**DIAL – Disability information IW – The Riverside Centre – 522823**

**WIM (Women Into Management) Network – IWC Prue Grimshaw (82)3411 Claire Shand (82)3002**

**DDA (Disability Discrimination Act) Task Group – IWC Rosie Barnard – 520600 ex 2236**

**BME (Black Minority Ethnic) Cross Directorate Group – IWC Prue Grimshaw (82)3411 Rosie Barnard 520600 ex 2236**

**Race & Diversity Standing Forum – IWC Rosie Barnard 520600 ex 2236**

**Unison – Equality Rep – Louise Biggs 3768**

**HR – Equality & Diversity Policy related to employment – Ginny Gledhill 3120**

**Vectis Equality Group (BME Group representing IW Communities and individuals) [jane.mckean@iow.nhs.uk](mailto:jane.mckean@iow.nhs.uk)**