

Equality Impact Assessment Form

Revised June 2009



(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. (please refer to the guidance for additional information)

1.1 What is being assessed

Provision of leisure, theatre and seasonal facilities which are directly managed by the Council's Leisure Services section; all of these are existing services

1.2 Officer(s) and section or service responsible for completing the assessment

Sean Newton, Business Manager, Leisure Services, Economy and Environment
Alex Minns, Operations Manager, Leisure Services, Economy and Environment

1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

Provision of leisure services is not a statutory requirement. The Council is able to provide these services by virtue of the powers conferred on it under Sections 19, 144 and 145 of the Local Government (Miscellaneous Provisions) Act 1976. This provides that a local authority may provide, inside or outside its area such recreational facilities that it sees fit. Furthermore, the general power to promote and improve the economic, social and environmental well being of an area (Local Government Act 2000) has greatly clarified the Council's ability to provide leisure services.

The Government has identified that an active lifestyle has a substantial positive impact on individual and public health especially with regard to the prevention of chronic diseases such as coronary heart disease, stroke, diabetes and some concerns. It has published guidance on how local authorities and PCTs to determine and respond to the health needs of the populations by providing and encouraging more physical activity (be active, be healthy: a plan for getting the nation moving).

1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

Main stakeholders are residents and visitors using the facilities
Other stakeholders include NHS PCT, Childrens Services, Adult and Social Care – all of whom would want the service to improve the health and wellbeing of the resident population.

1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

All services are actively promoted to the island resident population through various local media sources

1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?

All facilities are available to the majority of island residents and the service actively encourages mixed participation where programming permits; where there are barriers to participation special sessions will be considered and wherever possible implemented.

All sessions/activities/performances are available to all sections of the community; by the nature of the programming cross-cultural contact is inherent to the operation of the facilities.

1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?

Leisure Services contributes to the following corporate outcomes:-

- Increase life expectancy
- Support vulnerable people
- Improve emotional health
- Enhances the Council's reputation
- Improve performance and value for money

1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

To promote equal access opportunities to all members of the community to all facilities/activities to improve physical and mental health and wellbeing and meet the above service/corporate objectives

1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?

The services are provided by, and directly managed by the Council's Leisure Services section which forms part of the Economy and Environment directorate. Whilst external parties may be involved primarily through grant funding opportunities they are not directly involved in service delivery and therefore compliance with the equality and diversity strategy is the sole responsibility of Leisure Services.

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

The following information is used to inform impact assessments:

Member usage data held in either Flex or Theatre Flex which is the leisure management and booking information system used by leisure services

Mosaic profiles

Demographic intelligence compiled as part of the research information for the Leisure Needs Analysis in April 2007

http://www.iwight.com/equality_and_diversity/demographic_information.asp

2.2 Equalities profile of users and beneficiaries

It is only possible to profile users who hold and use One Cards; this is then achievable through the following categories:-

- Gender
- Age
- Disability (only if in receipt of Disability Living allowance)
- Ethnicity (where supplied)

2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination

The only official complaint was in the first quarter of 2007 and related to the Tone Zone Gym at the Heights Leisure Centre where there are 3 steps down to the gym – the complaint was that the area was not accessible to wheelchair users. Due to the configuration of the entrance it was not physically possible to alter the entrance.

2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project

Increased participation through the concessionary One Card provides a lesser financial return and could result in increasing subsidy levels for the services in question.

2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project

Increase in participation for those eligible for a concessionary One Card which is a means tested benefit ; eligibility includes recipient of the following:-

- Council tax benefit/housing benefit
- Income support
- Job seekers allowance
- Employment support allowance
- Long term incapacity benefit
- Severe disablement allowance
- Disability element of the working tax credit
- Disability living allowance (rec'd by children < 16 at the higher rate/mobility component)

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the 6 strands of diversity covered in the Authority’s single equality scheme.

3.1 Complete this section with the following information – relating to all of the identified groups: (please refer to the guidance for additional information)

	Reason, evidence, comment					
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact	Changing facilities and swimming sessions may not be adequate to accommodate the requirements of some religions, cultures and gender groups	There are physical barriers in some premises. Also, not all staff have received disability awareness training	Lack of suitable changing areas for T/S and T/G			Changing facilities and swimming sessions may not be adequate to accommodate the requirements of some religions, cultures and gender groups
Neutral impact					No age limits on activities. Specific activities also provided for over 50s	
Positive impact				With the exception of women-only sessions, all activities are available to all sections of the community		

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: (please refer to the guidance for additional information)

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

Yes – negative impacts exist although none of these were intended; legal issues may exist surrounding DDA compliance of the majority our facilities

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. if none were identified, identify how disproportionate or adverse effect could be avoided in the future

Through the Leisure Facility Improvement Plan (which was developed through the Leisure needs Analysis) we are actively investigating the provision of refurbished and improved changing facilities with the objective of overcoming all negative impacts identified.

In respect of suitability of both changing facilities and activity provision for minority groups we will investigate the feasibility of programming single specific sessions to meet their identified needs.

4.3 If there is no evidence that the service, policy, procedure, practice or project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

N/A

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Through a review of the business plans for the delivery of the Leisure Facility Improvement Plan we have identified a need to programme additional sessions for the over 50 (grey perspectives) market.

4.5 How will any service, policy, procedure, practice or project be implemented?

- Provision of improved changing facilities – lead by the Business Manager in conjunction with the appointed architects who have a leisure background and are familiar with such requirements. This will be funded through the existing capital allocation for the facility improvement.
- Investigate revision of existing programme to include specific sessions – lead by Alex Minns, Operations Manager.
- DDA compliance issues – lead by the Business Manager in conjunction with the appointed architects and the Councils Property Services section – all of whom who have a leisure background and are familiar with such requirements. This will be funded through a combination of the existing capital allocation for the facility improvement and the corporate DDA budget.

4.6 As 4.5 above please identify training requirements

Equality and Diversity training for all frontline staff within the facilities

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(please refer to guidance for additional information)*

5.1 Does the service, policy, procedure, practice or project comply with equalities legislation?

No

5.2 What are the main areas requiring further attention?

DDA compliance of the majority our facilities

Changing facilities require improvements to improve suitability

5.3 Summary of recommendations for improvement

One of the objectives of the Leisure Facility Improvement Plan (which was developed through the Leisure needs Analysis) is to actively investigate the provision of refurbished and improved changing facilities with the objective of overcoming all negative impacts identified

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

Project management documentation is in place and it is monitored monthly through the Programme Office; this will include equality monitoring

5.5 When will the amended service, policy, procedure, practice or project be reviewed?

Annual reviews will be implemented after the completion of the Leisure Facility Improvement Plan

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Race	Changing facilities require improvements to improve suitability	Sean Newton	November 2010 to August 2013 across all facilities		
Disability	DDA compliance of the majority our facilities	Sean Newton	November 2010 to August 2013 across all facilities		
Age					
Religious and Philosophical belief					
Gender	Changing facilities require improvements to improve suitability	Sean Newton	November 2010 to August 2013 across all facilities		
Sexual orientation					
Geographical location					
All of the above	Investigate revision of existing programme to include specific sessions	Alex Minns	November 2010 to August 2013 across all facilities		

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary and the publish your report using the Equality and Diversity pages of the Intranet. Your summary information and a copy of your completed report will then be made available to the public on the Council’s website.

Date of assessment

Officer’s name	<input type="text" value="Sean Newton"/>	Role	<input type="text" value="Business Manager"/>
	<input type="text" value="Alex Minns"/>		<input type="text" value="Operations Manager"/>

Service, policy, procedure, practice or project that was impact assessed	<input type="text" value="Provision of leisure, theatre and seasonal facilities which are directly managed by the Council’s Leisure Services section"/>
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Summary of findings	<input type="text" value="Insufficient DDA compliance of the majority our facilities. Changing facilities require improvements to improve suitability."/>
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Summary of recommendations and key points of action plan	<input type="text" value="One of the objectives of the Leisure Facility Improvement Plan is to actively investigate the provision of refurbished and improved changing facilities with the objective of overcoming all negative impacts identified."/>
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Groups that this policy will impact upon

Race	<input type="checkbox"/>	Gender	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	Age	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Other	<input type="checkbox"/>	All	<input checked="" type="checkbox"/>