



## Equality Impact Assessment Form

26.10.10

(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**

The closure of Waterside Pool as a result of the comprehensive spending review

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

Sean Newton, Business Manager, Leisure Services, Economy and Environment

Alex Minns, Strategic Manager, Leisure Recreation and Parks, 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 should 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 :-

- 95,000 residents and visitors per annum using the facilities
- NHS PCT
- Childrens Services
- Adult and Social Care
- Schools statutory swimming programme
- Car Parks. Lost revenue from loss of service users

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

No community consultation at the current time. Consultation with the public would begin if the closure is considered as an option.

Consultation has taken place with Sport England through the *Active Power Plus* process a facility planning model that looks at the demands for swimming against the population demographics. This identified that existing provision is deficient for the population at peak times any closure will further affect this.

**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 are considered and wherever possible implemented. A reduction in pool provision will result in a loss of opportunity and an over demand for the remaining facilities. Any decision to close a facility may encourage improved community cohesion resulting from the authority working with local residents to look at new models for service delivery to prevent closure

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

- Meets the service rationalization and value for money agenda
- Meets the needs of the building rationalization programme

**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?**

There will be a loss of opportunity from closure of any facility which will make it more difficult promote equal access opportunities to all members of the community. These may be mitigated by the decision to further improve the remaining facilities through the Leisure facilities improvement plans. Such a measure will provide more accessible, higher quality facilities and will create new opportunities to improve physical and mental health through increased health a fitness provision

**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. Depending on the outcome of the decision, the service may be responsible for looking at phased closure, other models of service delivery or the potential impact and management of closure within the current financial year.

## **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 from Leisureflex which is the leisure management and booking information system used by leisure services
- Mosaic profiles
- Active Power Plus Survey Sport England 2007
- 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](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)

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

There have been no complaints to date. If the decision is to look at closure, phased closure or different operating models then this may become an issue during any further consultation.

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

Research through Sport England's *Active Power Plus* identified that the existing provision is deficient for the population at peak times any closure will further affect this and will result on loss of opportunity. Opportunity will be restricted by lack of space in existing facilities to be able to meet demand and the limited opportunity for travel

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

Suggested closure of any facility may encourage new options for delivery of the facility to prevent closure. If closed remaining facilities may, as a result of increased demand become more cost effective to operate

**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)**

	Race/ Disability/ Gender/ Sexual Orientation/Age/Religious Belief
Barriers, negative impact	Loss of opportunity as a result of a reduction in swimming sessions and an inability to travel
Neutral impact	None
Positive impact	Leisure Facilities improvement to remaining facilities may offer improved access, better quality provision and new opportunities for health and fitness

**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 impact as a result of loss of opportunity, the impact would be intended and legal

**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 facilities which would improve access and offer new fitness opportunities.

**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?**

None

**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's (grey perspectives) market.

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

- The process will be managed in accordance with Isle of Wight Councils policy and procedures.
- Depending on the outcome of the decision there will need to be significant public and staff consultation.

**4.6 As 4.5 above please identify training requirements**

None at this stage

## **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?**

Yes

### **5.2 What are the main areas requiring further attention?**

DDA compliance of the remaining facilities  
Implementation plan arising from the decision

### **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 facilities with the objective of overcoming the negative impacts identified

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

To be agreed from implementation of the agreed option

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

This will be dependant on the option selected

## 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/Disability/Age/Religious and Philosophical belief/Gender/Sexual orientation/Geographical location	Invest in remaining facilities to allow improvement to access and opportunity	Sean Newton	2012/2013	Capital Programme	

**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**

<b>Officer’s name</b>	Sean Newton	<b>Role</b>	Business Manager
	Alex Minns		Strategic Manager

**Service, policy, procedure, practice or project that was impact assessed**

**Summary of findings**

**Summary of recommendations and key points of action plan**

**Groups that this policy will impact upon**

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