



## Equality Impact Assessment

### Responsibility and Ownership

Name of policy, practice, service or function: (V2 – updated post consultation) Leisure Facilities Priority Areas For Consideration

Responsible department: Leisure Services

Service area: Leisure Facilities

Lead Officer: Lee Hickin JAD - Leisure

### Other members of assessment team

Name	Position	Area of expertise
Lynne Cheong	Equalities Officer	Equalities

## Scope of the assessment

1	<b>What are the main aims/objectives or purpose of the policy, strategy, practice, service or function?</b>	To create sustainable facilities for the future.
2	<b>Are there any external factors we need to consider like changes in legislation?</b>	None that we are aware of at present.
3	<b>Who implements the policy, strategy, practice, service or function?</b>	Bolsover District Council.
4	<b>Who is affected by the policy, strategy, practice, service or function?</b>	All the communities of Bolsover District, Elected Members, BDC staff, Key stakeholders.
5	<b>What outcomes do we want to achieve, why &amp; for whom?</b>	<p><b>Strategic provision –</b></p> <p>To ensure there is a planned sustainable approach to the provision of a strategic and local mix of facilities that considers cross boundary issues and takes account of priorities set out in regional and local sports related strategies.</p> <p><b>Meets the need of future populations –</b></p> <p>To provide an innovative approach to the provision of facilities that can meet the future needs of a growing and changing population.</p> <p><b>Delivers on sustainability principles –</b></p>

		<p>To ensure that sustainability is at the forefront of all sports and active recreation provision particularly in relation to design, layout, facility mix, construction and energy efficiency measures.</p> <p><b>Provides access for all –</b></p> <p>To ensure that sport and active recreation facility providers ‘buy in’ to effective, well managed, affordable community access for all.</p> <p><b>Investigate new opportunities and approaches to funding sports and active recreation facilities within Bolsover District –</b></p> <p>To explore and secure appropriate funding for sports and recreation provision including partnerships, profit share, community management, developer contributions and grant funding. .</p>
6	What existing evidence do you have on the impact of the policy, strategy, practice, service or function?	<ul style="list-style-type: none"> <li>• <b>Current management performance information</b> including income and expenditure budgeted and actual position, attendance, throughputs etc.</li> <li>• <b>Sport England Facilities Planning Model</b> findings</li> <li>• <b>Market segmentation data</b></li> <li>• <b>National Benchmarking Survey</b> findings</li> <li>• <b>Customer satisfaction data</b></li> <li>• <b>BDC Asset Condition survey</b></li> <li>• <b>Draft BDC Built Facilities Strategy</b></li> </ul>
7	How is information about the policy, practice, service or function publicised?	A very comprehensive communication plan has now been developed which along with this EIA has accompanied the consultation process.

--	--	--

**Identifying Potential Equality Issues**

Consider any impacts / barriers on each of the protected characteristics set out below and consider any that might cross over eg: between race / disability, gender / religion and belief, sexuality / age etc. Indicate where the policy, practice, service or function could have a positive or negative impact for different groups and your reasons. Specify which data sources have informed your assessment.

**Race**

<b>8</b>	<b>Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race</b>		
	White	English / Welsh / Scottish / Northern Irish / British	NONE
		Irish	
		Gypsy or Irish Traveller	
		Any other White background	
	Asian / Asian British	Indian	NONE
		Pakistani	
		Bangladeshi	
		Chinese	
		Any other Asian background	
	Black / African / Caribbean / Black	African	NONE
		Caribbean	

<b>8</b>	<b>Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race</b>		
	British	Any other Black / African / Caribbean / Black British background	NONE
	Any other ethnicity	Arab	
		Any other ethnic group	

<b>Sex / gender</b>
---------------------

<b>9</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their gender</b>		
	Female	A new facility would incorporate the latest, modern and most appropriate changing room and other facilities including universal 'village style changing' which is far more conducive to today's society.	
	Male	" "	
	Transgender	" "	

<b>Age</b>
------------

<b>10</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age</b>		
	0-9 years	The proposed new facility would improve the quality, range and scale of provision which would improve and increase access to many more than currently use the facilities at Creswell.	
	10-15 years		
	16-18 years		
	19-24 years	Although changing the current location of the swimming pool from Creswell to Clowne could be seen as adversely affecting the people who use the facility who live close by in Creswell currently, the number of beneficiaries would far outweigh those who may be classed as adversely affected by the	
	25-34 years		
	35-44 years		

<b>10</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age</b>	
	45-54 years	geographical change of location. A comprehensive consultation process has now taken place – this has not generated any significant additional information to that already known and that can be added to this section.
	55-59 years	
	60-64 years	
	65 years and over	

<b>Disability</b>		
<b>11</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health</b>	
	Physical or mobility impairments	The proposed new facility would improve the quality, range and scale of provision which would improve and increase access to many more than currently use the facilities at Creswell. The facility would incorporate the very latest Equality Act compliant design features and include IFI (inclusive fitness initiative) equipment.
	Sensory (hearing, visual, speech)	
	Mental health	In addition, as mentioned in the previous section, although changing the current location of the swimming pool from Creswell to Clowne could be seen as adversely affecting the people who use the facility who live close by in Creswell currently, the number of beneficiaries would far outweigh those who may be classed as adversely affected by the geographical change of location.
	Learning disabilities	
	Non-visible conditions such as epilepsy or diabetes	A comprehensive consultation process has now taken place – this has not generated any significant additional information to that already known and that can be added to this section.

<b>Religion or belief</b>
---------------------------

<b>12</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief, including non belief</b>	
	No religion	None known at present.  A comprehensive consultation process has now taken place – this has not generated any significant additional information to that already known and that can be added to this section.
	Christian	
	Buddhist	
	Hindu	
	Jewish	
	Muslim	
	Sikh	
	Any other religion	
	Any other philosophical belief	

**Sexual orientation**

<b>13</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their sexual orientation</b>	
	Heterosexual	None.  A comprehensive consultation process has now taken place – this has not generated any significant additional information to that already known and that can be added to this section.
	Lesbian	
	Gay	
	Bisexual	
	Prefer not to say	

**Other categories**

<b>13</b>	<b>Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors</b>	
	Rural / urban	Currently the Robin Hood Line (train line) goes through Creswell which provides an additional mode of transport for people to and from Creswell from neighbouring settlements including Whitwell, Langwith and Shirebrook.  A comprehensive consultation process has now taken place – this has not generated any significant additional information to that already known and that can be added to this section.
	Carers	none
	Child poverty	none
	Social value	none
	Any other	none

**Analysing the information and setting equality objectives and targets**

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?

**Document the evidence of analysis**

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Customer				



Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
feedback and complaints				
Consultation and community involvement	<ul style="list-style-type: none"> <li>• October 2014 – survey (4 weeks)</li> <li>• Meetings – June 2104 to date</li> </ul>	<ul style="list-style-type: none"> <li>• District wide household survey</li> <li>• Stakeholder survey</li> <li>• Stakeholder meetings</li> </ul>	<ul style="list-style-type: none"> <li>• A response rate of 10.8%</li> <li>• The consultation generated responses from every parish in the District.</li> <li>• <b>20.8%</b> of the respondents classed themselves as having a disability</li> <li>• <b>42.7%</b> were Male</li> <li>• <b>54.4%</b> were female</li> <li>• <b>93.8%</b> were English/British</li> <li>• <b>0.3%</b> were Irish</li> <li>• <b>1.9%</b> were other White</li> <li>• <b>0.1%</b> were mixed / multicultural background</li> <li>• <b>0.6%</b> were Asian</li> <li>• <b>0.2%</b> were Black/African/Caribbean</li> <li>• <b>0.1%</b> were 16 – 18 yrs</li> <li>• <b>1.0%</b> were 19 - 24 yrs</li> <li>• <b>5.9%</b> were 25 – 34 yrs</li> <li>• <b>10.9%</b> were 35 – 44 yrs</li> <li>• <b>16.9%</b> were 45 – 54 yrs</li> <li>• <b>9.8%</b> were 55 – 59 yrs</li> <li>• <b>11.2%</b> were 60 – 64 yrs</li> </ul>	

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
			<ul style="list-style-type: none"> <li>• <b>21.6%</b> were 65 – 74 yrs</li> <li>• <b>10%</b> were 75 +</li> <li>• <b>67.5%</b> either <b>strongly agree</b> or <b>agree</b> with the Council's strategy</li> <li>• <b>78.6%</b> either <b>strongly agree</b> or <b>agree</b> with the Council's aim</li> <li>• <b>72.8%</b> said they had no concerns about the Council's proposal</li> <li>• <b>62.6%</b> where either happy with the proposal or not happy but accept the proposal as necessary</li> <li>• Broadly speaking the less supportive comments on the proposals came from Creswell, Bolsover and Shirebrook – whilst the most supportive comments came from Clowne.</li> <li>• <b>70.3%</b> of those consulted said they had access to transport suitable for visiting Council leisure facilities.</li> <li>• Results of the consultation also indicate that the proposal would lead to increased use of the proposed leisure facilities at Clowne.</li> <li>• Other themes arising from the</li> </ul>	

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
			<p>analysis include requests to:</p> <ul style="list-style-type: none"> <li>○ Improve transport links to a new facility</li> <li>○ Improve parking at a new facility</li> <li>○ Ensure a new facility would be 'fit for purpose'</li> <li>○ Ensure the Creswell facility would remain operational until a new facility was completed</li> <li>○ Ensure that existing memberships would be transferable</li> </ul> <p>• Along with the broader consultation, a number of key stakeholders were also consulted and feedback received on the proposal.</p>	
Performance information including Best	<ul style="list-style-type: none"> <li>• Ongoing financial performance</li> </ul>	<ul style="list-style-type: none"> <li>• Internal Financial Management</li> </ul>	<ul style="list-style-type: none"> <li>• Currently operating at a substantial loss</li> <li>• the facility is expensive to</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>

<b>Data or information</b>	<b>When and how was it collected?</b>	<b>Where is it from?</b>	<b>What does it tell you?</b>	<b>Gaps in information</b>
Value	<ul style="list-style-type: none"> <li>information</li> <li>• 2013 Benchmarking with other facilities</li> </ul>	<ul style="list-style-type: none"> <li>system</li> <li>• National Benchmarking service</li> </ul>	<ul style="list-style-type: none"> <li>operate, is too small to generate more income</li> </ul>	
Take up and usage data	<ul style="list-style-type: none"> <li>• Draft Built Facilities Strategy</li> </ul>	<ul style="list-style-type: none"> <li>• FPM, facilities planning model</li> <li>• Internal performance tracking</li> </ul>	<ul style="list-style-type: none"> <li>• The facility is overstretched and demand is not being met by current supply</li> </ul>	
Comparative information or data where no local information available				
Census, regional or national statistics	<ul style="list-style-type: none"> <li>• Draft Built Facilities Strategy</li> </ul>	<ul style="list-style-type: none"> <li>• FPM, facilities planning model</li> </ul>	<ul style="list-style-type: none"> <li>• Creswell is overstretched</li> <li>• Bolsover District has a considerable shortfall of water space</li> <li>• Creswell is no longer fit for purpose</li> </ul>	
Access audits or other disability assessments	<ul style="list-style-type: none"> <li>• Accessibility Audit August 2008</li> </ul>	<ul style="list-style-type: none"> <li>• Direct access consultants</li> </ul>	<ul style="list-style-type: none"> <li>• Improvements and recommendations which have been made as a result of the audit</li> <li>• Creswell LC was DDA compliant</li> </ul>	<ul style="list-style-type: none"> <li>• There are no recent audits</li> </ul>
Workforce profile				

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Where service delivered under procurement arrangements – workforce profile				
Monitoring and scrutiny arrangements				

**Recommendations and Decisions**

**Take immediate action by:**

Amending the policy, strategy, practice, service or function	
Use an alternative policy, strategy, practice, service or function	
Develop equality objectives and targets for inclusion in the service plan	
Initiate further research	
Any other method (please state)	

**All actions must be listed in the following Equality Impact Assessment Improvement Plan Summary**

**Equality Impact Assessment Improvement Plan Summary**

**Name of policy, practice, strategy, service or function** .....

**Department** .....

**Date of assessment** .....

Please list all actions, recommendations and/or decisions you plan to take as a result of the equality impact assessment.

<b>Recommendation/Decision</b>	<b>Action Required</b>	<b>Responsible Officer</b>	<b>Target Date</b>	<b>Resources</b>	<b>Progress</b>	<b>Actual Outcome</b>

Please state where the departmental electronic assessment will be kept:

.....

## EIA Assessment Group

Date of assessment		
Sub group approval	Yes / No	
Subject to minor amendments	Yes / No	
Date published on corporate website		

Copies of all EIAs are stored on PERFORM.

The Council publishes its Equality Impact Assessments as evidence of the analysis that it undertook to establish whether its policies, strategies, practices, services and functions would further or would have furthered the 3 aims of the general equality duty, details of the information that it considered and details of engagement undertaken when doing the analysis.

The general duty requires the council to:

- Eliminate discrimination, harassment & victimisation
- Advance equality
- Foster good relations between different groups