



Equality Impact Assessment

Responsibility and Ownership

Name of policy, practice, service or function: Creswell Heritage and Wellbeing Centre Proposal

Responsible department: Leisure Services

Service area: Leisure Facilities

Lead Officer: Lee Hickin, Joint Assistant Director - Leisure

Other members of assessment team

Name	Position	Area of expertise

Scope of the assessment

1	What are the main aims/objectives or purpose of the policy, strategy, practice, service or function?	To create sustainable facilities for the future.
2	Are there any external factors we need to consider like changes in legislation?	None that we are aware of at present.
3	Who implements the policy, strategy, practice, service or function?	Bolsover District Council.
4	Who is affected by the policy, strategy, practice, service or function?	All the communities of Bolsover District, Particularly Creswell and surrounding communities. Elected Members, BDC staff, Key stakeholders.
5	What outcomes do we want to achieve, why & for whom?	<p>Strategic provision –</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>Meets the need of future populations –</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>Delivers on sustainability principles –</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>Provides access for all –</p> <p>To ensure that sport and active recreation facility providers ‘buy in’ to effective, well managed, affordable community access for all.</p> <p>Investigate new opportunities and approaches to funding sports and active recreation facilities within Bolsover District –</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	<p>What existing evidence do you have on the impact of the policy, strategy, practice, service or function?</p>	<ul style="list-style-type: none"> • Current management performance information including income and expenditure budgeted and actual position, attendance, throughputs etc. • Sport England Facilities Planning Model findings • Market segmentation data • National Benchmarking Survey findings • Customer satisfaction data • BDC Asset Condition survey • Draft BDC Built Facilities Strategy • IMD data
7	<p>How is information about the policy, practice, service or function publicised?</p>	<p>The Steering Group for the proposal (Elected members and officers of BDC, EWCHBL representatives, Elmton with Creswell Parish Councillors and other community group representation) recently held a public consultation event at Creswell Social Centre for people to look at and provide feedback on the proposals for Creswell Leisure Centre once it ceases to operate as a swimming pool. Those who attended had the chance to look at the various options on display and let us have their comments so together we could create a sustainable future for this building.</p>

		<p>73% of those who completed a feedback form said they approved the proposals on display with 64% saying they would be very likely or likely to use the facilities on offer.</p> <p>People also provided their own ideas and feedback on what they would like to see happen to the building and what facilities should be available. The most common suggestion was to include some kind of soft play zone for children with a refreshments area. A very comprehensive communication plan has now been developed which along with this EIA has accompanied the consultation process.</p>
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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

8	Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race		
	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	

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

Sex / gender

9	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their gender		
	Female		None
	Male		“ “
	Transgender		“ “

Age

10	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age		
	0-9 years	The proposed new facility would improve the quality; range and diversity of provision which could improve and increase access to many more than currently use the facilities at Creswell pool.	
	10-15 years		
	16-18 years		
	19-24 years		
	25-34 years		
	35-44 years		
	45-54 years		
	55-59 years		
	60-64 years		
	65 years and over		

Disability

11	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	
	Physical or mobility impairments	The proposed new facility would improve the quality; range and diversity of provision which could improve and increase access to many more than currently use the facilities at Creswell pool.
	Sensory (hearing, visual, speech)	
	Mental health	
	Learning disabilities	
	Non-visible conditions such as epilepsy or diabetes	

Religion or belief

12	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	
	No religion	None known at present.
	Christian	
	Buddhist	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.
	Hindu	
	Jewish	
	Muslim	
	Sikh	
	Any other religion	
	Any other philosophical belief	

Sexual orientation

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their sexual orientation	
	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

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors	
	Rural / urban	None
	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 feedback and complaints				
Consultation and community involvement	<ul style="list-style-type: none"> • 7th April 2016 	<ul style="list-style-type: none"> • Survey / public meetings • Stakeholder meetings 	<ul style="list-style-type: none"> • Stakeholders and partners are in support of the proposal • 73% of those who completed a feedback form said they approved the proposals on display with 64% saying they would be very likely or likely to use the facilities on offer. 	
Performance information including Best Value	<ul style="list-style-type: none"> • Ongoing financial performance information • 2013 Benchmarking with other facilities 	<ul style="list-style-type: none"> • Internal Financial Management system • National Benchmarking service 	<ul style="list-style-type: none"> • Currently operating at a substantial loss • the facility is expensive to operate, is too small to generate more income 	<ul style="list-style-type: none"> • None

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

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

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

Please state where the departmental electronic assessment will be kept:

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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