

## Community and Equality Impact Assessment

As an authority, we have made a commitment to apply a systematic equalities and diversity screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have significant positive, negative or adverse impacts on the different groups in our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

## About the service or policy development

Name of service or policy	Leisure services re-procurement 2023
Lead Officer	Sarah Ryan
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Why is this service or policy development/review needed?
The current provider of Leisure Services has served an early termination notice, resulting in the need to reprocure a replacement service provider.

### 1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

<p>What impacts will this service or policy development have on communities? Look at what you know. What does your research tell you?</p> <p>Please state which data sources you have used for your research in your answer below</p> <p><i>Consider:</i></p> <ul style="list-style-type: none"> <li>National &amp; local data sets</li> <li>Complaints</li> <li>Consultation and service monitoring information</li> <li>Voluntary and Community Organisations</li> <li>The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.</li> <li>It is Council policy to consider the impact services and policy developments could have on residents who are socio-economically disadvantaged. There is space to consider the impact below.</li> </ul>
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Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
<b>Local communities in general</b>	x			Leisure facilities available for all residents across the borough	
<b>Age</b>	x			Ageing Well Programme includes activities for older residents	

			at the Leisure Centres, which are heavily promoted with sensitive marketing. Swimming for under 5s is also provided free of charge.	
<b>Disability</b>	x		Availability of adapted equipment	The current provider has an inclusive programme, in other words, a range of sessions where all abilities (disabled or non-disabled) are welcome to participate, with staff who endeavour to aid access and inclusiveness. This requirement will be replicated in the new specification. Adaptations to the buildings, gym & swimming pool have been made to facilitate access to as many participants as possible with accessibility and inclusivity in mind.
<b>Gender reassignment</b>		x		Risk of stereotyping, discriminatory attitudes and behaviours but only small as relies on disclosure of participant
<b>Marriage and civil partnership</b>		x	n/a	
<b>Pregnancy and maternity</b>		x		Sessions are provided to expectant mothers (off peak) to participate in Aquanatal an aquatic antenatal class, they too have access to any other facilities providing medically safe to do so in pregnancy. The only negative impact with current provisions is the lack of Creche facilities to allow Mothers to exercise with childcare facilities available in the centres.
<b>Race (including Gypsies, Roma and Travellers)</b>		x		Small risk of stereotyping, discriminatory attitudes and behaviours.
<b>Religion or belief</b>			x	Risk of stereotyping and discriminatory attitudes and behaviours. National and local research does demonstrate that some BME groups are generally underrepresented at leisure centres. However, there is currently little statistical data available that shows physical activity participation by different religious groups. Accessibility will be hindered by: Dress code e.g. some Muslim women choose to wear the 'jilbab' (longer outer garment) which covers the whole of the body other women may dress modestly. Women following the Muslim faith cannot engage in mixed gender sports and for many apprehensions about taking part stems from a fear of discrimination or of facing negative

				attitudes from service providers in relation to their religious and cultural needs. Risk that participation may dip or be hindered at times when religious festivals and periods of fasting are taking place. Women's only gym and swimming sessions have been introduced to try and overcome some of the religious barriers to participation.
<b>Sex</b>			x	We are aware that national trends indicate that there is a potential risk of under representation in sport participation from females, but the introduction of women's only gym and swimming session may improve participation in these areas.
<b>Sexual orientation</b>			x	Potential risk of stereotyping and discriminatory attitudes and behaviours (includes risk of being treated differently due to perceived sexual orientation, or the sexual orientation of those a person may associate with)
<b>Socio-economic Disadvantage</b>	x			National data demonstrates that lower income households are less likely to be physically active – there is current provision for concession memberships for those in receipt of Universal Credit. Free swimming sessions for children during school holidays, meaning all children regardless of family socio economic status can still participate in exercise whilst away from school. Children under 5 can swim for free at all times. Healthy Lifestyles Team work in collaboration with the Leisure Centres to encourage exercise and can make referrals for a 12 week free intro gym membership to aid weight loss/healthier living, unhealthy lifestyles and socio economic status generally go hand in hand.
<b>Any community issues identified for this location?</b>		x		

## 2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups.

If you have already undertaken some consultation, please include:

- Any potential problems or issues raised by the consultation
- What actions will be taken to mitigate these concerns

## 3. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
Through KPI's and contract monitoring	Contract manager	LBBB
Feedback and surveys from users of the facilities	Quarterly	The provider

## 4. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Hilary Morris	Commercial Director	25.08.2023