



North West Leicestershire District Council

Hermitage Leisure Centre Equality Impact Assessment

EQUALITY IMPACT ASSESSMENT

Name of the policy or service being assessed: **Hermitage Leisure Centre**

Service Area: **Hermitage Leisure Centre**

Date Impact Assessment completed: **24.9.07**

Is this a policy or service? **Policy** **Service** **Procedure**

Is this a new or existing policy or function? **New** **Existing**

Names and roles of the people carrying out the Impact Assessment:

1. Jason Knight
2. Andy Clayfield
3. Rob Bartholomew
4. Duncan Gibb
5. Alison Storer
6. Mark Bates

Head of Service John Richardson

Signature



Date: 24th September 2007

PART 1

AIMS AND IMPLEMENTATION OF THE POLICY

Identifying the aims of the policy

What is the policy? What is the aim, objective, or purpose of the policy?

- More people, more active, more often

Rationale behind the policy and its delivery

- A healthy fulfilled population

Who is affected by the policy? Who is intended to benefit from it and how?

Who are the main stakeholders in relation to this policy?

- Local Community
- Employees
- Councillors
- Council Staff

What outcomes would other stakeholders want from this policy?

- Quality services at an affordable price
- More people, more active, more often
- A healthy fulfilled population
- Safe and pleasant working environment
- To be fully trained in the delivery of the service

Are there any groups, who might be expected to benefit from the intended outcomes but which do not?

- Non-users

Policy Priorities:

(How does the policy fit in with the council's wider aims? Include Corporate and Local Strategic Partnership Priorities):

- Good value and accessible service
- Strong and inclusive communities
- A healthy fulfilled population
- Work to reduce incidence off obesity to at least the national average
- Increase the take up of services from people in priority neighbourhoods and groups
- To increase the health and well being of the local population

How does the policy relate to other policies and practices within the council?

What factors/forces could contribute/detract from the outcomes?

- Finance
- Accessibility
- Targeting of marketing activities
- Political environment
- Inconsistencies in approach
- Lack of front line staff knowledge

How the policy is implemented

Is the service/policy provided solely by one service or in conjunction with another service or through a Partnership?

- By Direct Leisure Services

If external partners are involved - what are the measures in place to ensure that they comply with the Council's Equal Opportunities policy?

N/A

Action needed:

(Include short-term measures to be taken to provide a baseline where no or little information is available)

- *Non-users*
Non-user surveys
Visits to: Shopping precincts
Libraries
TIC
Council offices
Childrens play survey

Working in partnership with other sections when they undertake surveying

- *11-19 year olds*
Childrens play survey
Roll out collection of childrens information during activity such as:
Learn to Swim scheme
After School Activities

Work in partnership with Youth Council

- *Training of Staff*
- *BME's*
Obtaining monitoring information
- *Disability*
Obtaining monitoring information
- *Sexual orientation*

Obtaining monitoring information

- *Gender*
Start to monitor gender
- *Religion/Belief*
Start to monitor religion

PART 2			
ASSESSMENT OF IMPACT			
	From the evidence available Identify how the groups are reflected in the take up of the service	From the evidence does the policy have an actual or potential negative impact	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity
Race	Unsure at present , but are in the initial stages of data collection	Potential language barriers highlighted Specific and relevant leisure activities	No
Gender	Percentage split Male: 43.7% Female: 56.3%	No	N/A
Disability	Take up at 43.8% against top quartile from Sport England of 10%	Has the potential to affect disabled users but it is not unlawful Adverse affect - Reception counter not suitable for wheelchair users Changing rooms Gym equipment – dedicated sessions	ustifiable on terms of cost, approved through DDA assessment and future HLC Capital Development plans
Age	Sequence dance: Take up at 66.4 % for 11-19 year old against top quartile of 115% from Sport England Take up at 47.8% for 60 years and over against top quartile of	Consistency with approach to children who come into the centre	No

	From the evidence available Identify how the groups are reflected in the take up of the service	From the evidence does the policy have an actual or potential negative impact	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity
	85% from Sport England		
Religion/Belief	Unknown, information not collected	Potentially, due to the manner that religious beliefs affect participation in swimming	No
Sexual Orientation	Unknown	No	N/A
Other groups		Non-users	

PART 3: PROCESS OF POLICY OR SERVICE DELIVERY AND MONITORING

Operation Times

When is the service provided - are there seasonal issues; are there barriers to the service based on the time and delivery of the service which may affect the target groups?

- No

Methods of communication to the public (external) and internally

What methods do you use to communicate this service? Include review and assessment of methods, media, translations, interpretation etc, bearing in mind the extent to which these media forms are accessible to all sections of the community

Externally:

- Press releases - Unsure as to whether publication available in different formats
- Editorial - Unsure as to whether publication available in different formats
- Adverts - Unsure as to whether publication available in different formats
- Vision newspaper – Unsure as to whether publication available in different formats
- Website – Text size adjustable and screen reader can be used
- Unsure of website ability to convert into different languages
- Newsletters – Available in different formats using Council services
- Leaflets – Available in different formats using Council services

Internally:

- Communication Bulletin - Available in different formats using Council services
- Inner Vision- Available in different formats using Council services
- Intranet– Text size adjustable and screen reader can be used
- Unsure of website ability to convert into different languages
- Leisure and Culture Newsletter- Available in different formats using Council services

Future Monitoring and Consultation

How and when will the policy be monitored?

Identify areas for future consultation and any barriers to participation in consultation with proposals to overcome these.

- Monitoring to take place annually through Smart plan and improvement plans
- Consultation planner to be reviewed annually

Leisure centre user groups

PART 4

MEASURES TO REDUCE DISPROPORTIONATE OR ADVERSE IMPACT – POSITIVE IMPACT

Specify measures that can be taken to remove or minimise the disproportionate impact or adverse effect identified at the end of Part 3. If none were identified in Part 3, identify how disproportionate impact or adverse effect could be avoided in the future. (Consider measures to reduce any adverse impact and better achieve the promotion of equality of opportunity).

RACE:

- Collection of information through MRM
- To review how to target market this group
- Reinforce message to receptionists on collection of data

GENDER:

- To monitor information annually to ensure proportional representativeness

DISABILITY:

- Review counters – see pg 11
- To review the disabled changing room
- Collection of information through MRM
- Reinforce message to receptionists on collection of data
- Undertake a building disability audit

AGE:

- To collate information and ensure proportional representativeness
- To work closely with Youth Council to ensure proportional representativeness
- Eliminate staff barriers when entering centres
- Target promotion of activities to 60 years and older groups across the District

RELIGION/BELIEF:

- Collection of information through MRM
- Ascertain how religion is categorised
- To review how target market this group
- Reinforce message to receptionists

SEXUAL ORIENTATION:

- Collection of information through MRM
- Ascertain how orientation is categorised
- To review how target market this group
- Reinforce message to receptionists on collection of data

PART 5 – ACTION PLAN

Recommendation	Key activity	Responsible Officer	Milestones	Progress	Date of completion
To collect relevant data through MRM	To ensure receptionists are trained and aware of the relevant personal data to collect	Mark Bates	Completion by May 2008		
	To await for corporate action on collection of sexual orientation/belief data	Chhaya McDonald			
To monitor data collected	To ensure proportional representation of target groups	Mark Bates	To be monitored annually as part of the Smartplan against pre-determined PI's		
To ensure accessibility to Hermitage Leisure Centre by all groups	To train receptionists and DM's in the use of the hearing loop	Duncan Gibb	Completion by June 2008		
	To ensure customers are made fully aware that literature can be provided in alternative languages/sizes/formats	Mark Bates	Completion by June 2008		

Recommendation	Key activity	Responsible Officer	Milestones	Progress	Date of completion
	To consider the redevelopment of the reception counter and disabled changing provision as part of the HLC Capital Development Programme	Jason Knight	Included as a Smartplan action		
	To ensure target groups are adequately and specifically marketed to	Mark Bates	Ongoing		
	To train receptionists in dealing with children and young people in a professional manner	Duncan Gibb	To be completed by September 2008		
	To undertake an accessibility audit	Duncan Gibb	To be completed by December 2007		
	To work with the Youth Council on initiatives to encourage use by children and young people	Duncan Gibb	To be completed by September 2008		
	To include provision of swimming for people with specific religious beliefs in the Normal Operating Procedures	Jason Knight	To be completed by May 2008		