



North West Leicestershire
District Council

Hood Park Leisure Centre
Equality Impact Assessment

EQUALITY IMPACT ASSESSMENT

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

Service Area: **Hood Park 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. Phil Hart
- 3. Rob Bartholomew
- 4. Shaun Holyland
- 5. Zoe Allery
- 6. Mark Bates

Head of Service: John Richardson

Signature



Date: 24th September 2007

PART 1: AIMS AND IMPLEMENTATION OF THE POLICY OR SERVICE

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

- 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?

- 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 work 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

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

- 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 the policy is implemented

**Is the service/policy provided solely by one service or in conjunction with another service or through a Partnership?
If external partners are involved - what are the measures in place to ensure that they comply with the Council's Equal Opportunities policy?**

- 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

Users and beneficiaries are:

(Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to reflect the Community).

Representativeness by:

- Children and Young people
- Social classes D and E i.e. low income
- People aged 60 years and older
- Black Minority Ethnic
- People with disabilities

Also, equity of use by

- Carers
- GP Referrals

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 office
Childrens play survey

Working in partnership with other section when they undertaking 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 monitoring gender

- *Religion/Belief*

Start to monitoring gender

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 but are in the initial stages of data collection	Potential language barriers	No
Gender	<p>Figures calculated 01/04/06 until 31/03/07</p> <p>Male: Total visits made male HLC – 6906 Total visits made HPLC – 4976 Male Total = 11882</p> <p>Female: Total visits made male HLC – 9031 Total visits made HPLC – 6264 Female Total = 15295</p> <p>Total visits made = 27177 Percentage split = Male: 43.7% Female: 56.3%</p>	No	No
Disability	Take up at 43.8% against top	Has the potential to affect	Yes, but justified

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
	quartile from Sport England of 10%	disabled users but it is not unlawful	
Age	<ul style="list-style-type: none"> • 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 85% from Sport England 	11-19 year olds – accessibility issues but does not amount to unlawful discrimination	Yes, but justified
Religion/Belief	Unknown, information not collected	Potentially, due to the manner that religious beliefs affect participation in swimming	No
Sexual Orientation	Unknown	No	No
Other groups	Non-users	No	No

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

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 – yes on request
- Website – Text size adjustable and screen reader can be used
- Unsure of website ability to convert into different languages – yes have Browsealoud facility
- 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– yes have Browsealoud facility
- 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

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. If none were identified, identify how disproportionate impact or adverse effect could be avoided in the future.

RACE:

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

GENDER:

- To monitor information annually to ensure proportional representativeness

DISABILITY:

- 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
- Reinforce message to receptionists on collection of data

OTHER GROUPS:

PART 5 – EQUALITY ACTION PLAN

Recommendation	Key activity	Responsible Officer	Milestones	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 Hood Park Leisure Centre by all groups	To train receptionists and DM's in the use of the hearing loop	Shaun Holyland	Completion by June 2008	

Recommendation	Key activity	Responsible Officer	Milestones	Date of completion
	To ensure customers are made fully aware that literature can be provided in alternative languages/sizes/formats	Mark Bates	Completion by June 2008	
	To physically amend the pool disabled change provision in consultation with customers	Shaun Holyland	Completion by May 2008	
	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	Shaun Holyland	To be completed by September 2008	
	To undertake an accessibility audit	Shaun Holyland	To be completed by December 2007	

Recommendation	Key activity	Responsible Officer	Milestones	Date of completion
	To work with the Youth Council on initiatives to encourage use by children and young people	Shaun Holyland	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	