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## Appendix 3: Equalities Impact Assessment: Site Selection

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### Durham County Council Equality Impact Assessment

**NB:** The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the keyways in which we can show due regard.

#### Section One: Description and Screening

<b>Service/Team or Section</b>	Regeneration Economy and Growth; Culture, Sport & Tourism Corporate Property & Land
<b>Lead Officer</b>	Ben Kelsey
<b>Title</b>	Leisure Centre Transformation
<b>MTFP Reference (if relevant)</b>	N/A
<b>Cabinet Date (if relevant)</b>	10 February 2021
<b>Start Date</b>	January 2020
<b>Review Date</b>	January 2021
<b>Review Date</b>	April 2021

<b>Review Date</b>	June 2021

### **Subject of the Impact Assessment**

**Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):**

The Proposal is the transformation of Durham county council leisure centres, including the new build replacement of facilities in Chester-le-Street, Seaham and Bishop Auckland.

The project will modernise the existing leisure stock addressing building condition issues and updating the activity programmes with new activities and revised programmes.

**Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):**

Durham County residents

Durham County Council members and officers

Service users (current and future)

Schools and colleges

Special interest groups

Clubs and other organisations (particularly those who hire current facilities)

AAPs

## Screening

<b>Is there any actual or potential negative or positive impact on the following protected characteristics?</b>		
Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = unsure	Positive Impact Indicate: Y = Yes, N = No, ? = unsure
Age	?	Y
Disability	?	Y
Marriage and civil partnership (workplace only)	N	N
Pregnancy and maternity	?	Y
Race (ethnicity)	?	Y
Religion or Belief	N	Y
Sex (gender)	?	Y
Sexual orientation	N	Y
Transgender	N	Y

**Please provide brief details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.**

In most cases the leisure venues are being improved or in some cases new facilities being built as well as taking the opportunity to address some building condition issues, this will likely improve the overall ability of the leisure services to provide access and cater for all groups.

Given that the leisure centre location may change, there is the possibility that young people who cannot drive independently may suffer if the chosen location is less accessible by pedestrian routes and/or public transport. There is also an issue that older people and/or those with disabilities may find access more difficult if the location changes and travel distances from bus stops / the quality of public transport services or the topography of routes from bus stops to the venues is less easily travelled. However, people closer to a new site location may find any newly located provision more convenient than previously.

There will be a negative impact during construction phase due to a temporary withdrawal / disruption of services. This potentially impacts all users but could have a disproportionate negative affect for younger and disabled people.

The land adjacent to the football club at Tindale Crescent, Bishop Auckland is currently used as a temporary stop over site for Gypsy, Roma, and Travellers (GRT) during the month of May. Any leisure centre development in this location would mean that another GRT site location would have to be identified.

*Please also note appendix 1 site equalities impact overview*

**How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:**

- **eliminate discrimination, harassment and victimisation,**
- **advance equality of opportunity, and**
- **foster good relations between people from different groups?**

Enhanced leisure provision via the new build of three leisure centres is positive to all. New builds will meet higher accessibility standards which is positive for disabled people. This is also likely to be particularly beneficial in terms of age (younger and young working age families) as well as disability where there are more barriers (cost/choice/access) to using alternative leisure provision in the private sector for these groups. As a public provider of leisure services, provision can be tailored to meet the needs of particular groups and this is potentially beneficial in terms of age, disability, sex and religious belief.

Consultation and engagement will ensure that all residents of Durham can feed into the proposals. This includes consultation on the site selection to gather feedback on the impacts of each proposed site location from different groups. Where relevant, specific groups such as Disability Partnership, will be included. This impact assessment has been updated in the evidence section below and in section two with relevant customer data and consultation analysis.

## Evidence

**What evidence do you have to support your findings?**

**Please outline your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.**

*Please note appendix 1 site equalities impact overview*

### **Baseline data on current leisure centre users**

Roughly 3% of our customers are aged between 75 – 96 and 12% are aged between 8 – 15 and might reasonably expect to attend services without an adult. Although we don't collect information on member accounts regarding disability status, from surveys and other data we have collected, we can estimate that we have circa 10% of our members who identify as having a disability.

#### Age profile breakdown:

Age group	Number	Percentage
0-15	7418	22%
16-24	5225	16%
25-34	5193	16%
35-44	4438	14%
45-54	4131	13%
55+	5751	17%
Undisclosed	562	2%
<b>Total</b>	<b>32718</b>	<b>100%</b>

**Technical work** has been completed around planning, highways, access, transport and a range of other metrics from a range of sources to enable the site selection to be fully informed. The technical appraisal includes consultation with building control and initial planning pre-applications to ensure each site assessment is fully sited on all key notes and considerations.

#### **Consultation feedback Summary**

- There were 2559 respondents to the consultation and engagement surveys, 709 responses to the consultation regarding site selection and 1850 on the engagement covering facility and activity mix.
- There was an even distribution from both male and female respondents across both surveys
- Although there were responses across all age groups, there was a lower response rate from those aged between 0-15 and those aged 75+.
- 12% of respondents identified as having a disability
- Swimming came through strongly as a key activity for families and especially for disabled customers as a means of physical activity which is accessible and less intensive. All three of the new leisure facilities will include pool provision and associated access considerations such as appropriate changing provision and suitable aids such as poolside hoists will be appropriately addressed.
- Public transport came out very low in the surveys with a very small percentage of customers using public transport. However, there was anecdotal evidence within the qualitative responses which indicated

residents are particularly aware of the need for public transport provision. The Tindale site at Bishop Auckland and the Riverside site in Chester-le-street came across very strongly with public transport and accessibility concerns.

### **Next steps**

- Dedicated consultation with groups representing protected characteristics will ensure the project is reviewed by a cross section of key user groups. Focussed sessions with Disability Partnership, and a special focus around young people and families should ensure that these groups are well considered, despite the lower response from these areas in the wider consultation and engagement exercise.
- Engagement through the Gypsy, Roma and Traveller SW Durham forum meetings
- The proposed leisure centre sites are all being assessed against a range of metrics to ensure that the venues are built in the right places to ensure fair and equitable access.
- Mainstream leisure activities, whilst still very important, do not necessarily ensure provision for the widest cross section of users, the proposals to include new activities will ensure broader coverage and increase opportunities for physical activity and health.
- The current condition of the present facilities at Bishop Auckland, Chester-le-Street and Seaham is poor, which can be discouraging to users. The buildings are not necessarily ideal for access by all, rebuilding these offers the opportunity to address this generally, but also in terms of the activities on offer and the access to them.
- Building new facilities affords the opportunity to bring these up to date with new regulations and standards, for example to ensure changing places changing provision within the scope of works.

Given the low level of response to the phase 1 consultation and engagement surveys from young people and those aged 75+ further focused work in these areas will be required. From the consultations it is clear the activity mix has a big family focus and although this came through strongly in consultation with other groups such as the area action partnership boards, this was not directly evident in the consultation findings.

Therefore, as part of phase 2 consultation and onwards through the life of the project it is planned to deliver localised sites specific engagement as well as a range of focus groups with key area, especially focussing on the older generation, young people and families.

Once detailed designs are completed, this assessment will be revisited and specific reviews of accessibility to the new venues at the chosen locations and the new activities will be considered.

### Screening Summary

On the basis of this screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	Yes
No evidence of actual or potential impact on some/all of the protected characteristics?	N/A

### Sign Off

Lead officer sign off: <b>B. Kelsey</b>	Date: November 2020 Updated 10 December 2020
Service equality representative sign off: <b>M. Gallagher</b> Equality and Diversity Team Leader	Date: November 2020 Updated 10 December 2020

If carrying out a full assessment, please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)



## Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

Protected Characteristic: <b>Age</b>		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
<p>Independent transport to the new facilities may be an issue, depending on location – particularly for younger customers.</p> <p>The quality and proximity of public transport routes / bus stops may be a limiting factor for older people.</p> <p>However, people closer to a new site location may find any newly located provision more convenient than previously.</p> <p>New leisure offer will be designed to meet the needs of users in both the physical building design and the range of services, activities on offer. Upgraded facilities will result in more people accessing services which better meet their needs.</p>	<p>Concerns noted in public consultation responses regarding the accessibility of sites via public transport</p> <p>New builds will meet higher accessibility standards which is positive. The concept of inclusive design considers</p>	<p>Detailed exploration of transport infrastructure to identify this within the site appraisal as a key factor.</p> <p>Ensure that all feedback captured is used within the development of designs once site</p>

<p>Ongoing engagement and future consultation opportunities will ensure feedback from the residents of Durham, covering all protected characteristics. Focussed sessions will be offered for younger and older age groups.</p> <p>There will be a negative impact during construction phase due to a temporary withdrawal of services. This impacts all users but could potentially have a disproportionate negative for younger/older people.</p>	<p>how all groups of people use a building and future proofs a building aiming to ensure building design is as inclusive as possible.</p> <p>Although there were consultation responses across all age groups, there was a lower response rate from those aged between 0-15 and those aged 75+.</p>	<p>selection has been confirmed.</p>
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Protected Characteristic: <b>Disability</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The quality and proximity of public transport routes / bus stops may be a limiting factor for people with disabilities.</p> <p>However, people closer to a new site location may find any newly located provision</p>	<p>Concerns noted in public consultation responses regarding the accessibility of sites via public transport.</p> <p>12% of respondents identified as having a disability</p>	<p>Detailed exploration of transport infrastructure to identify this within the site appraisal.</p> <p>Programme in the completion of accessibility audits</p>

<p>more convenient than previously.</p> <p>New leisure offer will be designed to meet the needs of users in both the physical building design and the range of services, activities on offer. Upgraded facilities will result in more people accessing services which better meet their needs.</p> <p>Ongoing engagement and future consultation opportunities will ensure feedback from the residents of Durham, covering all protected characteristics. Focussed sessions via Disability Partnership will allow for specific consultation with disability groups.</p> <p>There will be a negative impact during construction phase due to a temporary withdrawal of services. This impacts all users but could potentially have a disproportionate negative for disabled people.</p>	<p>New builds will meet higher accessibility standards which is positive. E.g. As part of Part M building reg, it is now compulsory to include a changing place facility.</p> <p>The concept of inclusive design considers how all groups of people use a building and future proofs a building aiming to ensure building design is as inclusive as possible.</p> <p>Good practice design guidelines will be followed where possible e.g. Sport England and Swim England.</p>	<p>as design work progresses.</p> <p>Ensure that all feedback captured is used within the development of designs once site selection has been confirmed.</p> <p>Specific engagement with Disability Partnership.</p>
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Protected Characteristic: **Marriage and civil partnership (workplace only)**

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
N/A		

Protected Characteristic: **Pregnancy and maternity**

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
	No specific comments were raised during the consultation.	

Protected Characteristic: **Race (ethnicity)**

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The site adjacent to Bishop Auckland Football club (Tindale Crescent) is currently used as a temporary Gypsy, Roma and Traveller stop over location during May. Should the new Leisure Centre be built in this location, an alternate stop over site would need to be identified.	Initial consideration has taken place through the councils GRT meetings and options for alternate site locations are to be identified.	Should the Tindale site be used as a new build location, alternate suitable GRT temporary site options to be identified via engagement with SW Durham forum.

Protected Characteristic: **Religion or belief**

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
	No specific comments were raised during the consultation.	

Protected Characteristic: **Sex (gender)**

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
	<p>There was an even distribution from both male and female respondents across both surveys.</p> <p>No gender specific comments were raised during the consultation.</p>	

Protected Characteristic: **Sexual orientation**

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
	No specific comments were raised during the consultation.	

Protected Characteristic: **Transgender**

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

	No specific comments were raised during the consultation.	
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## Section Three: Conclusion and Review

### Summary

**Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.**

#### Positive.

- Improvements to the physical environment which will improve general access to the leisure centres and activities / services.
- The concept of inclusive design considers how all groups of people use a building and future proofs a building aiming to ensure building design is as inclusive as possible. Part M building reg will ensure a building meets minimum access standards such as inclusion of a changing place. Good practice design guidelines will be followed where possible e.g. Sport England and Swim England, to ensure enhanced accessibility.
- New builds will allow the chance to re-shape the activity / facility mix in a way that is less practical when refurbishing existing sites. Therefore, allowing greater flexibility to the range of services on offer.
- Accessibility audits, particularly for new build facilities will ensure the designs maximise the opportunity to promote accessibility.

#### Negative.

- Potential that location and its proximity to public transport infrastructure may limit accessibility for some (age and disability), although it could improve for others
- There will be a negative impact during construction phase due to a temporary withdrawal of services. This potentially impacts all users but could have a disproportionate negative for younger and disabled people.
- Loss of current GRT temporary stop over site at Tindale Crescent if that location is chosen. Resulting in an alternate location being required.

**Will this promote positive relationships between different communities? If so how?**

- The consultation and engagement will provide opportunities for feedback by all residents.
- The formation of key focus groups will allow the sharing of feedback and input from a wide range of special interest areas.
- As work progresses there will be the chance to deliver walk-rounds and on-site sessions with key focus groups, which in itself is a chance to bring people into facilities and promote access and inclusion.

**Action Plan**

<b>Action</b>	<b>Responsibility</b>	<b>Timescales for implementation</b>	<b>In which plan will the action appear?</b>
Detailed exploration of public transport infrastructure to support site appraisal.	B. Kelsey	December 2021	The leisure transformation programme plan.
Accessibility input into the designs for the new builds	S. Shaw	January 2021 – July 2021	The leisure transformation programme plan.
Phase 1 of consultation and engagement	A. McQuillan	December 2021	The leisure transformation programme plan.
Phase 2 consultation and engagement	A. McQuillan	Summer 2021	The leisure transformation programme plan.

Engagement with GRT meetings to identify potentially suitable alternate locations for the temporary stop over site at Tindale Crescent. (if this site is chosen)	S. Shaw	Feb 21 and as required thereafter	The leisure transformation programme plan.
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### Review

Are there any additional assessments that need to be undertaken? (Y/N)	N
When will this assessment be reviewed? Please also insert this date at the front of the template	January 2021

### Sign Off

Lead officer sign off: <b>B. Kelsey</b>	Date: <b>10.02.21</b>
Service equality representative sign off: <b>M. Gallagher</b>	Date: <b>10.02.21</b>

Please return the completed form to your service equality representative and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)



## Appendix 1 – Site Equalities Impact Overview

The below table identifies what, if any, negative impacts there may be on any protected characteristics.

<b>Site</b>	<b>Age</b>	<b>Disability</b>	<b>Marriage &amp; civil partnership</b>	<b>Pregnancy &amp; Maternity</b>	<b>Race (ethnicity)</b>	<b>Religion or Belief</b>	<b>Sex (gender)</b>	<b>Sexual Orientation</b>	<b>Transgender</b>
Bishop Auckland: Existing Site	Y	Y	N	N	N	N	N	N	N
Bishop Auckland: College site	Y	Y	N	N	N	N	N	N	N
Bishop Auckland Tindale Site	Y	Y	N	N	Y	N	N	N	N
Chester-le- Street: Existing site	Y	Y	N	N	N	N	N	N	N

Chester-le-Street: Civic site	Y	Y	N	N	N	N	N	N	N
Chester-le-Street: Riverside	Y	Y	N	N	N	N	N	N	N
Seaham: Existing site	Y	Y	N	N	N	N	N	N	N
Seaham: Dock Top	Y	Y	N	N	N	N	N	N	N
Seaham: St John's	Y	Y	N	N	N	N	N	N	N

## **Appendix 1 – Site Equalities Impact Overview – Cont’d**

### **Age**

Different age groups may be impacted both positively and negatively due to site location and we will support equitable access through the pedestrian and public transport infrastructure as well as key considerations such as sustainable travel plans and encouraging active travel. It will also be important that programming for activities in the next stage of work following site selection is considerate of travel implications to mitigate any adverse impact for younger and older groups. Through improvement to the built facility as well as to travel opportunities generally, there is likely to also be many positives.

### **Disability**

Like Age, access to the sites and consideration of all methods of transport infrastructure will be a key consideration. However, the improved accessibility of the new facilities themselves will also be a real positive. Although the location may have some negative impacts for some, the new facilities will be a positive for accessibility in that they can be built to ensure good access and comply with the required current standards.

### **Race**

The only site where Race would be affected, would be the site adjacent to the football club, at Tindale Crescent in Bishop Auckland. The site is currently used as a Gypsy, Roma, and Traveller temporary stop over location and an alternate site would need to be found if the leisure centre was to be built on the Tindale location.