

Appendix 4

Equalities and Diversity Impact Assessment

Review of Indoor Sports and leisure facilities: Update - Ferryhill Leisure Centre



Durham County Council – Altogether Better equality impact assessment form

NB: Equality impact assessment is a legal requirement for all strategies plans, functions, policies, procedures and services. We are also legally required to publish our assessments.

You can find help and prompts on completing the assessment in the guidance from page 7 onwards.

Section one: Description and initial screening

Section overview: this section provides an audit trail.	
Service/team or section: Indoor Sport and Leisure, Sport and Leisure Services, Neighbourhood Services	
Lead Officer: Head of Sport and Leisure Services, Neighbourhood Services Support Officer: Planning and Policy Team Leader, Neighbourhood Services	Start date: 21Nov 2011
Equality officer - Corporate Equalities	22 Nov 2011
Subject of the Impact Assessment: (please also include a brief description of the aims, outcomes, operational issues as appropriate)	
<p>Review of Indoor Sports and leisure facilities: Update – Ferryhill Leisure Centre</p> <p>This EqIA covers the possible asset transfer of Ferryhill Leisure Centre and is linked to the overall review of indoor sport and leisure facilities which was undertaken in 2010 and completed in July 2011. On 13 July 2011 Cabinet considered a report detailing the outcome of an extensive consultation exercise and making recommendations as to the future of the six leisure facilities. Cabinet (July) recognised the extensive and inclusive consultation process that had been followed with regards to seeking alternatives to closure and took account of the mitigating actions to be put into place to address the impact of the closures recommended from the review. Cabinet agreed to the closure at that time of facilities at Ferryhill, Glenholme and Sherburn. At the same time Cabinet also highlighted its commitment to consider any further 3rd party submissions that might be received that would result in the continued use of the facilities, so long as this was at nil cost to the Council in terms of revenue and capital funding and that TUPE requirements had been fully met where appropriate. In light of the undertaking to consider any further submissions Ferryhill Community Partnership subsequently contacted the Council to register their interest in operating from Ferryhill Leisure Centre. The Partnership have approached the Council with a proposal to operate Ferryhill Leisure Centre as a members “community club” that will operate during significantly reduced opening hours (3:00pm to 10:30pm Monday to Friday and 11:00am to 11:00pm Saturday and Sunday). All users will need to become members, paying a monthly fee of £5. Members will be offered a variety of facilities including: offices for business incubation service, a pub/bistro offering meals, the use of rooms for community groups, a centre for performing arts, and the use of the sports hall. The centre will be managed by volunteers, who will each give four hours per week of their time to run the centre. The opening times will give a requirement of 64 hours per week by volunteers, meaning a minimum of 16 volunteers is necessary, (currently there are 32 volunteers). The impact of the previously approved closure of Ferryhill Leisure Centre on previous customers and staff has already been subject to detailed analysis, consultation and assessment resulting in the implementation of a range of actions designed to manage and mitigate associated negative impacts. In particular, significant</p>	

consultation included extensive liaison with clubs and community organisations operating from the Centre to identify suitable alternative facilities. Consequently, most clubs and organisations have now been signposted to alternative facilities and have already left the centre. The success of these mitigating actions is now subject to review. Staff affected by the decision to close the facility have been subject to change management protocols to ensure fair treatment. This EqIA relates to the proposal made by Ferryhill Community Partnership to operate from the Ferryhill leisure centre building and considers the equality and diversity impact on customers.

Who are the main stakeholders: General public / Employees / Elected Members / Partners/ Specific audiences/Other (please specify) –

- Members of the Public
- Clubs and community groups

Is a copy of the subject attached? No
If not, where could it be viewed? Please Contact Indoor Leisure, Sport and Leisure Services, Neighbourhood Services

Initial screening

Impacts to Staff

The foundation of the proposal, with which the Council's legal team agrees, is that TUPE does not apply. Therefore this proposal creates no change to the situation already experienced by the affected centre staff, all of whom have now served their period of notice.

Impacts to Customers

As a general point, it is considered that the proposed opening hours align with equality and diversity needs. Opening hours for the most part include afternoon running to late evening and this will enable children, young people, and parents of school age children to use the facility. It also creates the potential for running activities for youth groups from the centre in the evening. Prior to the receipt of this proposal, DCC Sports and Leisure Services had supported members of the Ferryhill Bowls Club in finding alternative facilities for members. This proposal will enable Ferryhill Indoor Bowls Club to return to the centre and make continued use of the bowls facilities and so brings a positive impact to members of this group most of whom are over 50. The retention of this local facility represents a strategic benefit for customers with mobility difficulties or limited access to transport such as older residents, disabled people, children and young people in terms of those services which will be on offer as part of this proposal as these groups will have closer access to these facilities. In relation to the Members fee applicable as part of this proposal, there is currently little detail describing activities proposed for delivery at the centre which include business incubation, performing arts, a pub / bistro, taekwondo, use by a doctors' referral group and use of the sports hall for a variety of unspecified purposes. Participation in these activities may incur additional cost to customers above the monthly £5 membership and this may disproportionately exclude equality and diversity groups. Ferryhill Community Association should be advised to ensure that any additional fees and charges on top of the £5 monthly membership fee do not disproportionately exclude equality groups. Additionally clarification should be sought as regards to the club status and membership criteria in terms of equality as the proposal states the introduction of a 'private members club'.

Prompts to help you:
 Who is affected by it? Who is intended to benefit and how? Could there be a different impact or outcome for some groups? Is it likely to affect relations between different communities or groups, for example if it is thought to favour one particular group or deny opportunities for others? Is there any specific targeted action to promote equality?

There is a potential positive impact on specific groups as shown below

Gender		Disability	Y	Age	Y	Race/ethnicity		Religion or belief		Sexual orientation	
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How will this support our commitment to promote equality and meet our legal responsibilities?
 Reminder of our legal duties:
 Eliminating unlawful discrimination & harassment
 Promoting equality of opportunity
 Promoting good relations between people from different groups
 Promoting positive attitudes towards disabled people and taking account of someone's disability, even where that involves treating them more favourably than other people
 Involving people, particularly disabled people, in public life and decision making
 The proposal will result in the retention of a local facility and so will benefit those with mobility difficulties or limited access to transport.

What evidence do you have to support your findings?
 Letters of support from local groups in Ferryhill.
 The formal proposal received from the Ferryhill Community Association.

Decision: Proceed to full impact assessment – Yes Date: 22 November 2011

If you have answered 'No' you need to pass the completed form for approval & sign off.

Section two: Identifying impacts and evidence- Equality and Diversity

Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.

	Identify the impact: does this increase differences or does it aim to reduce gaps for particular groups?	Explain your conclusion, including relevant evidence and consultation you have considered.	What further action is required? (Include in Sect. 3 action plan)
Gender	Positive for all as the proposal is providing local facilities and activities Due to lack of detail in terms of provision within the proposal it is not possible to ascertain actual impact on gender and if gender specific activities will be	Information contained within proposal document.	1. Ferryhill Community partnership to be advised of responsibilities in relation to equality and access.

Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.

	<p>offered.</p> <p>It is not considered that the proposed monthly membership fee of £5.00 will disproportionately exclude members in terms of gender. There may be concessions however this is not yet clear. However, participation in activities will probably incur additional cost to customers above the monthly £5.00 membership and this may disproportionately exclude people in terms of protected characteristic. Pricing structures are not clear within the proposal.</p>		<p>2. Ferryhill Community Association should be advised to ensure that any additional fees and charges on top of the £5 monthly membership fee do not disproportionately exclude equality groups.</p> <p>3. Clarification to be sought as regards to the club status and membership criteria in terms of equality as the proposal states the introduction of a 'private members club'.</p>
Age	<p>One of the main objectives of the community partnership's proposal is to develop the lives of younger people and this will therefore have a positive impact on this group. For example the offer of a drama group will have a positive impact for younger people.</p> <p>Opening hours for the most part include afternoon running to late evening and this will enable children, young people, older people and parents of school age children to use the facility. It also creates the potential for running activities for youth groups from the centre in the evening.</p> <p>Ferryhill Indoor Bowls group propose to return to the facility and this will have a positive impact for members who are predominately over the age of 50.</p>	<p>Information contained within proposal document.</p> <p>Proposal includes activities for younger and older users.</p>	As 1-3 above

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	<p>The availability of this local facility represents a strategic benefit for customers with limited access to transport such as older residents, children and young people as these groups will have the choice of a more local facility.</p> <p>The proposed monthly membership fee of £5.00 may be prohibitive in terms of age, particularly for younger people. There may be concessions however this is not yet clear. Participation in activities will probably incur additional cost to customers above the monthly £5.00 membership and this may disproportionately exclude people in terms of protected characteristic. Pricing structures are not clear within the proposal.</p>		
Disability	<p>The availability of this local facility represents a strategic benefit for customers with mobility difficulties or limited access to transport including disabled people as they will have the choice of a more local facility with a good standard of access. The building has been previously used by disability groups due to relative ease of accessibility.</p> <p>Limited opening times (generally afternoons and evening) will present some restriction yet this is preferable to no facility availability.</p> <p>Due to lack of detail in terms of provision within the proposal it is not possible to ascertain actual impact on disability and if specific activities for disabled people will be offered.</p> <p>There may be concessions however this is not yet clear. Participation in activities will probably incur</p>	<p>Information contained within proposal document.</p> <p>Facility information and access audit.</p>	As 1-3 above

Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.			
	additional cost to customers above the monthly £5.00 membership and this may disproportionately exclude people in terms of protected characteristic. Pricing structures are not clear within the proposal.		
Race/Ethnicity	Insufficient data to ascertain impact.		As 1-3 above
Religion or belief	Insufficient data to ascertain impact.		As 1-3 above
Sexual Orientation	Insufficient data to ascertain impact.		As 1-3 above

How will this promote positive relationships between different communities?
 Transfer of the Ferryhill facility will be beneficial to the local community in terms of offering activities and access to a local facility.

Section three: Review and Conclusion

Summary: please provide a brief overview, including impact, changes, improvements and any gaps in evidence.			
<p>The proposal to transfer Ferryhill Leisure Centre to Ferryhill Community Association to operate the facility presents positive benefits across the protected characteristics through the provision of a facility offering access to a variety of activities. Clarification should be sought regarding the club status and membership criteria in terms of equality as the proposal states the introduction of a 'private members club'. There are equality legislation guidelines around membership of an association or private members club: Web link Does equality law apply to the organisation I belong to or want to join or be a guest of? This may not be relevant depending on clarification of legal status.</p> <p>Additionally, Ferryhill Community Association should be advised to ensure that any additional fees and charges on top of the £5 monthly membership fee do not disproportionately exclude people in terms of protected characteristic, also responsibilities in relation to equality and access.</p>			
Action to be taken	Officer responsible	Target Date	In which plan will this action appear
1. Ferryhill Community partnership to be advised of responsibilities in relation to equality and access.	Strategic Manager Outdoor Sport and Leisure	Dec 2011	Neighbourhood Services Equalities Action Plan
2. Ferryhill Community Association should be advised to ensure that any additional fees and charges on top of the £5 monthly membership fee do not disproportionately exclude equality groups.	Strategic Manager Outdoor Sport and Leisure	Dec 2011	Neighbourhood Services Equalities Action Plan

3. Clarification to be sought as regards to the club status and membership criteria in terms of equality as the proposal states the introduction of a 'private members club'.	Strategic Manager Outdoor Sport and Leisure	Dec 2011	Neighbourhood Services Equalities Action Plan
When will this assessment be reviewed?	Date: N/A		
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer - sign off: Head of Sport and Leisure, Neighbourhood Services			Date: 24 Nov 2011
Service equality representative - sign off: Policy Performance and Communications Manager, Neighbourhood Services			Date: 24 Nov 2011

Please ask us if you would like this document summarised in another language or format.

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