

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA/ DDM: Adult Learn to Swim (16-25year olds)**

**Department: Communities**

**Service Area: Sport, Leisure & Parks**

**Author (assigned to Covalent): Claire Sullivan**

**Name of Author: Claire Sullivan**

**Director: Hugh White**

**Strategic Budget EIA N (please underline)**

### **Brief description of proposal / policy / service being assessed:**

The Adult Learn to Swim project for 16-25 year olds has been funded by Sport England with a total grant allocation of £35,320 for the delivery of 2 x 10 week course of swimming lessons and dedicated swimming time for 16-25 year olds at 6 delivery sites. The project will start in January 2016 and run for a total of 20 weeks.

### The project will provide:

- Dedicated swimming time to 16-25 year olds for 2 hours per week at each leisure centre for 20 weeks in total (2 x 10 week courses)
- The whole pool area will be used for this project as 2 lanes used for swimming instruction and 4 lanes for casual swimming with a poolside helper available for advice and support. The swimming instruction will be delivered by a Level 2 teacher
- The leisure centres taking part in the project will provide 2 hours of dedicated swim time per week consisting of 1 day time and 1 evening session.
- Project to start in January 2016

This projects aims to increase participation rates by adults aged 16- 25 years of age with a particular focus on those with young children. Swimming is England's biggest participation sports but is nationally in decline. This project has been developed in partnership with Sport England, the Amateur Swimming Association and Nottingham City Council as a targeted swim project to address swimming participation rates. Participation in swimming is currently very low within this identified age group. This targeted project aims to increase participation in swimming by the target group and also there young families so they all can participate in swimming for health, enjoyment and to develop safety when around water.

The Adult learn to swim project and dedicated pool time for 16-25 year olds will provide 2 hours per week of pool time, 1 day time and 1 evening at 6 leisure centres where adults can swim together and take part in structured swim lessons or casual swimming with poolside help. In total there will be 12 hours of dedicated pool time per week across the City for this age group which will also include swimming lessons and pool side help.

The time and days of the dedicated pool sessions will vary across each leisure centre.

When the project finishes, all those taking part until the end would be given free family passes to encourage on-going swimming, alongside discounts available on swimwear and goggles.

Project Outcomes:

Expected outputs – January to March 2016

6 Delivery Sites

2 x weekly sessions

12 weekly sessions of formal swimming lessons and informal swimming

Sessions

Swimming lessons – 10 adults per session

Informal swimming for up to 20 adults = 30 adults per site x 6 sites

Total = 180 participants January – March 2016

Expected outputs – March to May 2016

6 Delivery Sites

2 x weekly sessions

12 weekly sessions of formal swimming lessons sessions and informal swimming

Sessions

Swimming lessons – 10 adults per session

Informal swimming for up to 20 adults = 30 adults per site x 6 sites

Total = 180 participants March - May 2016

**Overall total 360 participants**

**Information used to analyse the effects on equality**

Insight information for Adults aged 16-25 year olds have been mapped in the City and the leisure centres have been picked for the delivery in areas where higher populations of this age group live.

A wide variation in the times/days/venues of the dedicated pool time for 16-25 year olds will be available to cater for adults aged 16-25.

	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).  <b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>	<input type="checkbox"/>	<input type="checkbox"/>

How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
<p><u>Men</u> Men may feel more inclined to swim (aged 16-25 yr olds) as the pool area will be dedicated to this age group. Non swimmers will encouraged to attend and be able to take advantage of free swimming lessons. The environment will provide exclusive use of the pool to avoid any embarrassment as all pool users will be the same age and looking to develop swim skills. The target group has been picked and funded by Sport England. This target group has been identified nationally as being in decline in participating in swimming. The swim sessions will also provide social opportunities for this age group.</p> <p><u>Women</u> Women may feel more inclined to swim (aged 16-25 year olds) as the pool area will be dedicated to this age group. Non swimmers will encouraged to attend and be able to take advantage of free swimming lessons. The environment will provide exclusive use of the pool to avoid any embarrassment as all pool users will be the same age. The target group has been picked and funded by Sport England. This target group has nationally been in decline in participation in swimming.</p> <p><u>Younger</u> Families and Adults with young children will benefit as free family swim passes will be given out to all participants on the project when it finishes to encourage family swimming time.</p> <p>The project aims to give adults aged 16-25 the swimming confidence to bring</p>	<p><u>Marketing of the sessions and project</u> Funding has been secured for this project with £11,300 of this funding allocated for marketing to reach the target group engaging them in swimming lessons and swimming activity.</p> <p>Positive stories of adults learning to swim will be collected and used as case studies to encourage more people aged 16-25 to swim and learn to swim.</p> <p>All sessions will be promoted and a marketing plan has been created.</p> <p>We will be working closely with Nottingham City Homes to promote this project as we also have another physical activity project in partnership with them.</p>

			<p>their children to the pool to swim after the project has finished where previously they didn't attend swimming with their children.</p> <p><u>Disabled people or carers</u>  Disabled people aged 16-25 years of age may feel more inclined to swim and feel more comfortable learning to swim/swimming with people of the same age. The dedicated swim sessions will also have swimming instructors and pool side helpers on poolside to assist and support people in the swim sessions. Disabled people may feel more able to attend where more help is available on pool side to them. In addition sessions will be typically quieter with a lower number of people attending than other public swim sessions in City leisure centres (e.g. Swim for Fun)</p>	
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**Outcome(s) of equality impact assessment:**

- No major change needed  •Adjust the policy/proposal  •Adverse impact but continue
- Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Attendance reports will be analysed weekly to review the session attendances

This is a short term project that will end after 20 weeks, if session attendances are high enough a dedicated public swim for this age group may be added to the pool programme.

Meetings are booked to take place every 8 weeks with General Managers City wide to review attendances within the pool programme and review compliments and complaints. (HYS) Any changes will be made to the programmes accordingly

**Approved by (manager signature):**

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**Date sent to equality team for publishing:**

14<sup>th</sup> October 2015

Send document or link to:  
equalityanddiversityteam@nottinghamcity.gov.uk

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's

<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>

2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.