

Equality Impact Assessment Form

screentip-sectionA

1. Document Control

1. Control Details

Title:	John Carroll Leisure Centre to be declared surplus by Sport and Leisure
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2. Document Amendment Record

Version	Author	Date	Approved
1.0	Stephen Chartres	11.01.21	11.01.21
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4.0	Lesley Littler	14.10.21	

3. Contributors/Reviewers

Name	Position	Date
Natalie Hallam	Performance & Business Intelligence Officer	November 2020
Donna Creswell-Duly	Business Manager	November 2020
Nicola Smyth	Service Manager	27 January 2021
John Wileman	Head of Sport, Leisure & Business Management	27 January 2021
Nasreen Miah	Equality & Employability Consultant	15 January 2021

Rosey Donovan	Equality and Employability Consultant	7 th October 2021
Lesley Littler	Programming and Capacity Manager	14 th October 2021

Glossary of Terms

Term	Description
FTE	Full time equivalent (37 hours/per week)
BME	Black & Minority Ethnic people/communities
VR	Voluntary Redundancy
NCC	Nottingham City Council
LC	Leisure Centre

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2. Assessment

1. Brief description of proposal / policy / service being assessed

Nottingham City Council currently operates 8 leisure centres across the city with a subsidy level of £3.694 million. Although there has been significant investment in the facilities over recent years and the subsidy levels have been halved, the service has now reached a position where it cannot grow income or reduce expenditure further from operations to match the Council's significant budget savings requirements.

The proposal is to declare John Carroll Leisure Centre Surplus to Requirements based upon a rationale:-

- Current subsidy
- Usage by the local community
- Locations of other provision locally
- The site has been closed since June 2021 whilst other opportunities and options were explored, customers, clubs, groups, and schools who used the centre have since been displaced to other sites.

John Carroll Facts & Figures:

John Carroll Leisure Centre is located in the heart of Radford and is home to several local sports clubs and community groups

Attendance 2019-20: 146,936

Fitness Members: 567 * as at April 2020 Live Subscriptions

Swim School Members: 214 * as at April 2020 Live Subscriptions

Employees - FTE: 14.89 (9.68 FTE people in post – remaining FTE is vacancies)

Facilities

- 44 station gym
- 6 lane 25m swimming pool with pool hoist.
- Teaching pool
- Multi-activity studio
- 3 Court Sports Hall
- Sensory Room
- Floodlit All Weather Pitch

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2. Information used to analyse the effects on equality:

Analysis carried out

- Customer data – Review of number and profile of participants between April 2019 and present, compared to Census Data.
- Leisure Centre Users and Memberships info – demographics and site usage

Age profiles

- NCC leisure centre users are over-represented in all age-groups from **5 - 49** years, compared to the city population as a whole.
- The exception to this is amongst users in their late-teens and early-twenties, where a large spike occurs in the city population due to the large proportion of higher education students. This isn't reflected among NCC leisure centre users.
- In the case of John Carroll Leisure Centre the local catchment encompasses a large student population. 30% of local residents fall into the corresponding category of 20-24 year olds

Gender profiles

- The city has a **50:50** male-to-female gender split, but among leisure centre users females make up **55%**, and over **60%** of users with Flexible Fitness Direct Debit memberships.

Ethnicity usage profiles

- During period April 2019 – March 2020, the breakdown of usage at John Carroll Leisure Centre from BME communities as a % of all users was as follows: Asian 16%. Black 13% Other 6% Mixed 2% Non-Stated 11% (*Bookings Data 2019/20)

Mosaic Profiles

- John Carroll- The most prominent Mosaic groups within the site users in this area are:
L- 'Single people privately renting low cost homes for the short term'
J – 'Educated young people privately renting in urban neighbourhoods'
I – 'Residents of settled urban communities with a strong sense of identity'

Leisure centre users with disabilities

- Recorded in 2018/19 - 6.6% of all usage at John Carroll LC were by people who stated they had a disability (*Bookings Data 2019/20)

Catchment areas & site usage

- There are 3 other leisure centres either within or on the edge of the current catchment area for John Carroll users – these are Djanogly, Victoria LC, Tennis Centre
- John Carroll Leisure Centre is associated with the lowest proportion are (37%) of flexible fitness members who only used one site. It is also has the lowest proportion of users who only used 1 site for pay and play use.

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3. Impacts and Actions:

<u>screentip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>
Younger	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

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>Service Users –</p> <p>Providing leisure centres and sports facilities (leisure facilities) is discretionary. Many councils choose to do so because ensuring that residents have access to appropriate and affordable facilities is a way of encouraging people to be physically active and thereby maintain and improve their fitness and health. Importantly we know that a large proportion across all demographics of our community see these services as important to them.</p> <p>Children and young people - NCC's Swim school is predominantly used by children and young people (94% of live memberships are children aged 0-14 yrs). There over 214 swim school members at John Carroll Leisure Centre affected who have already been transferred to our different sites</p> <p>* as at April 2020 Live Subscriptions</p> <p>Clubs based at John Carroll Leisure Centre 5 wet (swimming) clubs (1 specifically BME) 11 dry clubs (2 specific focus on BME and/or hard to reach) Astro – 5 clubs (2 x hard to reach)</p> <p>Staff John Carroll operates with 14.89 FTE staff (9.68 FTE people in post with a headcount of 25</p>	<p>screentip-sectionE</p> <p>Actions:</p> <p>1. Investigated options for community use / management of the building (January – September 2021)</p> <p>We progressed discussions with the appropriate Community Associations on proposals for them to take on the John Carroll Centre building as a hub for targeted work in the community. Unfortunately, groups and organisations were unable to produce a viable business plan which would allow them to both maintain the centre and continue with provision.</p> <p>2. Transition Plan (April - September 2021)</p> <p>A mitigation plan will be produced which will identify:</p> <ul style="list-style-type: none"> • Alternative provision and programming for existing John Carroll Leisure Centre users was investigated and clubs, groups, and schools have been successfully displaced to our other sites. • The locations of the alternative provision and transport routes to access these • Alternative provision for people with disabilities and any special needs. Additional disability Swim School Sessions were put on at Harvey Hadden for those customers moving who had a disability. • Alternative provision and additional capacity for Swim School and School Swimming. This has now all been successfully displaced to Harvey Hadden and Djanogly. • Alternatives sought for specific BME groups currently using John Carroll Leisure Centre. All groups who were looking to be displaced found alternative suitable locations. <p>screentip-sectionF</p>

	<p>3. Consultation and engagement Plan : (April – September 2021)</p> <p>Work took place with identified groups using John Carroll Leisure Centre to define their needs to ensure that we could find suitable alternative provision. This included:</p> <ul style="list-style-type: none">• Adequate notice to all users with a clear timetable for closure / transfer• Information on their continuation of the flexible fitness Direct Debit scheme and its use and availability at other centres, customers who wanted to cancel their membership were able to.• All clubs and groups were met with independently and alternative provision at our other facilities was found. <p>Staff Consultation</p> <p>Formal staff consultation allowed the Council's established method of consultation. This commenced from 20 January 2021 with Voluntary Redundancy (VR) being the preferred option. With staff from other leisure centres also being offered VR there were opportunities for staff currently working at John Carroll leisure Centre to transfer to other sites</p>
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4. Outcome(s) of equality impact assessment:

	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
x	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

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

September 2021 – April 2022

- Monitor on a quarterly basis, the take up and usage at alternative sites of people from John Carroll catchment area with specific reference to groups identified.

6. Approved by (manager signature) and Date sent to equality team for publishing:

Approving Manager: The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.	Date sent for scrutiny: 11/01/2021 Send document or Link to: equalityanddiversityteam@nottinghamcity.gov.uk
SRO Approval: John Wileman Head of Sport, Leisure & Business Management John.wileman@nottinghamcity.gov.uk Tel: 011587 64956 (internal 64956)	Date of final approval: 15 January 2021

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://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
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.

