

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

**Title of EIA/ DDM: Leisure Centre Gym Equipment Capital Replacement Programme**

**Name of Author: Donna Peacock**

**Department: Communities**

**Service Area: Sport, Communities and Leisure**

**Author (assigned to Covalent): John Wileman**

**Director: Hugh White**

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

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

**Leisure Centre Gym Equipment Capital Replacement Programme**

Investment of £996,600 between 2015/16 and 2019/20 to replace and renew Leisure Centre Gym Equipment. The investment programme will include replacement equipment at the following Nottingham City Council Leisure Centre's - Clifton Leisure Centre, Victoria Leisure Centre, Southglade Leisure Centre, John Carroll Leisure Centre, Ken Martin Leisure Centre and the Nottingham Tennis Centre.

The programme presents best value in protecting existing revenues and minimises future financial risks as equipment is procured with inclusive service and maintenance agreements.

This self-sustaining programme will enable the service to maintain income which will assist to mitigate against future financial pressures and the potential reduction in services offered.

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

- Existing usage data / Customer Insight
- Customer/citizens consultation
- Citizens Feedback – Complaints, comments and compliments
- Market analysis information

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>	<b>How different groups could be affected (Summary of impacts)</b>	<b>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</b>
People from different ethnic groups.	x	<input type="checkbox"/>	This project sustains the existing service offer and will have no adverse effect on these specific groups. Where identified, concessions have been put in place to address those elements which could have	Consultation will take place in the local community and with existing users to help shape the investment programmes, ensuring they meet the community needs. This will be completed 3-6 months prior to installation to ensure the results influence
Men	x	<input type="checkbox"/>		
Women	x	<input type="checkbox"/>		
Trans	x	<input type="checkbox"/>		

Disabled people or carers.	x	<input type="checkbox"/>
Pregnancy/ Maternity	x	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	x	<input type="checkbox"/>
Lesbian, gay or bisexual people.	x	<input type="checkbox"/>
Older	x	<input type="checkbox"/>
Younger	x	<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"/>

<p>an impact.</p> <p>Our Gym Equipment provider supplies accessible gym equipment presented and marketed in a representative inclusive format.</p>	<p>decision making and in conjunction with NCC colleagues in the Engagement and Consultation Team. We will use a range of platforms to maximise engagement including social media, print, web etc</p> <p>We hold detailed customer profile data which is matched against census data so we have a clear understanding on where we need to address representation gaps according to the data we hold. Monitoring of this data will be used to identify groups of people not using our services and whether the offer/equipment provided is inclusive of 'marginalised groups'.</p> <p>When deemed necessary, as part of the design processes, input and advice will be sought from Paul Day (Access Officer) to ensure that the proposals are in line with current legislation, ensuring that citizens with disabilities are able to access the facilities.</p> <p>We are currently targeting work to address gaps from groups including women and girls, citizens with a disability and BME Groups. The Service will operate with officers delivering work programmes with the aim of increasing participation by underrepresented groups, e.g. 'This Girl Can' campaign designed to engaged women and girls in sport and physical activity. This targeted work is a key theme as identified through our Service Strategy 'Setting the Pace' and 'Building on success'.</p> <p>Pricing concessions will be offered as part of the core offer for Sport Communities and Leisure service.</p>
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**Outcome(s) of equality impact assessment:**

- No major change needed x
- 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:**

A business review process will be completed annually to monitor attendance and access to the pricing concessions. Comments,

compliments and complaints will be regularly monitored through the 'Have your say' system.

**Approved by (manager signature):**



John Wileman

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64956

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

5.8.15

Send document or link to:

[equalityanddiversityteam@nottinghamcity.gov.uk](mailto: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.