

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: Capital investment for commercial developments at Clifton Leisure Centre

Name of Author: Donna Peacock

Department: Commercial & Operations

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:

An investment of £30,231 will enable the service to complete pre-construction designs, surveys and estimated costs so that the service will be able to prepare business plans with both cost and programme delivery certainty. The proposed business growth plan details the development of an extended fitness suite provision with a 40% increase in footprint. The project will secure payback on investments over a 10 year period and then maintain ongoing sustainable revenue streams for the service.

Information used to analyse the effects on equality:

- Existing usage data – Review of number and profile of participants between April 2015 – March 2016, compared to Census Data.
- Customer/citizens consultation – Review of Customer Consultation Report November 2015
- Citizens Feedback – Complaints, comments and compliments – Review of HYS April 2015-March 2016
- Market analysis information – Review of UK Fitness Industry Report 2015 and Competitor Review 2015

	Could particularly benefit X	May adversely impact X	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)
People from different ethnic groups.	x	<input type="checkbox"/>	A. We will ensure that any changes to provision and programming meet with the needs of the local community.	A. Consultation will take place in the local community and with existing users to help shape the programme, marketing communications and facilities, ensuring they meet the community needs. This will be completed in May-November to ensure the results influence 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
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). <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		<input type="checkbox"/>

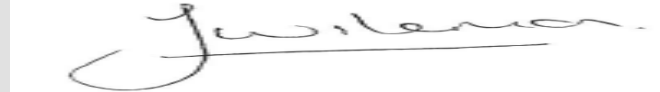
<p>B. We hold detailed customer profile data which is matched against census data so we have a clear understanding on where we need to address representation gaps according to the data we hold.</p>	<p>B. Monitoring of this data will be used to identify groups of people not using our services and whether the offer provided is inclusive of 'marginalised groups'. 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' S:\Sport & Leisure L1\LC Shared\Strategy</p>
<p>C. We will address improvements to fire evacuation policy and procedure and ensure the facility meets all requirements outlined within appropriate legislation.</p>	<p>C. 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. In addition we will seek advice through our CredAble access accreditation.</p>
<p>D. This project enhances the existing service offer. We will maintain pricing concessions for city residents who are aged under 16 and over 60, who have a disability or who are on a low income.</p>	<p>D. Pricing concessions will be offered as part of the core offer for Sport, Communities and Leisure Centres service.</p>

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

John Wileman

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

23.2.16

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.