

### Draft EqIA Template – for DECISIONS

This template should be completed alongside proposals that will be subject to decision by Councillors.

<b>Summary of decision to be made:</b>	Seeking approval to construct a new leisure centre and demolish the existing White Oak leisure centre and appoint an operator for the new centre.		
<b>Lead Officer (job title):</b>	Lesley Bowles (Chief Officer Communities and Business)		
<b>Date the final decision is due to be made:</b>	16/04/2020	<b>Date this assessment commenced:</b>	23/12/2019
<b>Is the decision relevant to the aims of the Public Sector Equality Duty?</b>			Yes
Eliminate discrimination, harassment and victimisation			No
Advance equality of opportunity			Yes
Foster good relations			No
If the answer is yes to any of the above, proceed with the assessment. If the answer is no, please say why and summarise any evidence:			
For each of the following characteristics, summarise any existing data, consultation activity, interpretation of the impacts and actions that can be taken to reduce or mitigate any negative impacts:			
Characteristic:	Data and consultation	Summary of impact	Actions
Disability	Health profiles, 2011 Census, West Kent & DGS Needs Assessments, Kent Joint Strategic Needs Assessment, Kent Health and Wellbeing Strategy, Sevenoaks District Community Plan Sevenoaks District Sports Facility Report 2016 – 2035, Feasibility Study and Options Appraisal for a New Leisure Centre in Swanley 2015, Swanley White Oak Information Events 2019	<p>The new leisure centre has been designed to modern building standards, and in accordance with the Disability &amp; Equality Act 2010, is designed to deliver improved access to the centre and its facilities for those with a disability than provided by the current facility.</p> <p>For those with a disability a Changing Places facility will be provided. For those with a physical disability pool pods will be provided for both pools which is an enhancement on the current facility and will improve opportunity for those with disabilities to access services.</p> <p>A Feel Good Suite facility will be provided. Power assisted Shapemaster equipment will be available in the new centre which enables people of any age, ability or fitness to exercise.</p> <p>Parking spaces for those with a disability will be provided in the leisure centre car park.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for people with a disability to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities for those with a disability for the duration of its contract term.</p>

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Carers	As above	<p>The facilities and health &amp; wellbeing interventions at the new leisure centre are open to all and will continue to provide opportunities for carers to access services.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for carers to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities for carers for the duration of its contract term.</p>
Race	As above	<p>The facilities and health &amp; wellbeing interventions at the new leisure centre are open to all.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for people of all races to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities for those of different race through the duration of its contract term.</p>
Gender	As above	<p>The facilities and health &amp; wellbeing interventions at the new leisure centre are open to all residents regardless of their gender. WCs and wetside changing facilities are all gender neutral. Gender neutral dryside changing will also be available.</p> <p>Where appropriate opportunities to provide female and / or male only sessions will be provided to promote wellbeing amongst groups that may otherwise be under-represented in their use of the facilities provided.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for people of all genders to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities to promote uptake of services for those of different genders through the duration of its contract term.</p>

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Characteristic:	Data and consultation	Summary of impact	Actions
Age	As above	<p>The facilities and health &amp; wellbeing interventions at the new leisure centre are open to all. Some restrictions may apply depending on the equipment or facility that is being used e.g. some machines are not suitable for those under 16.</p> <p>The introduction of a TagActive facility will cater for a wide age range, and is strategically aimed at increasing the up-take of leisure activities by young people. In doing so, it supports wider health and wellbeing objectives by promoting healthy lifestyles.</p> <p>The proposal for the new leisure centre includes changes to the current wet-side offer. The length of the pool is not considered to detrimentally affect people based on age. Following initial feedback on the design of the leisure centre a moveable floor has been added. This allows for shallow water for those learning to swim (who are predominantly younger people). Flumes and the diving pool are not proposed for the new leisure centre, which could adversely affect younger people.</p> <p>The proposal for the new leisure centre also includes changes to the dry-side offer. However, to reduce or remove any negative impact the proposal to replace the leisure centre also includes a proposed investment in nearby facilities to better meet the needs of sports clubs to continue to have access to the space they require.</p> <p>The new operator will continue to provide swimming lessons and the facility contains a ‘training pool’ to ensure young people continue to have access to these important health and leisure services.</p> <p>The Feel Good Suite facility and the addition of pool pods will continue to provide and enhance the ability of older people to benefit from the health and leisure services provided.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for people of all ages to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities for those in different age groups for the duration of its contract term.</p>

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Religion / Belief	As above	<p>The facilities and health &amp; wellbeing interventions at the new Leisure Centre are open to all.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for people of all religions/belief to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities for those of different religions / beliefs for the duration of its contract term.</p>
Sexual Orientation	As above	<p>The facilities and health &amp; wellbeing interventions at the new Leisure Centre are open to all residents regardless of their sexual orientation.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for people of all sexual orientations to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities for those of different sexual orientation for the duration of its contract term.</p>
Pregnancy / Maternity	As above	<p>The facilities and health &amp; wellbeing interventions at the new Leisure Centre are open to all residents. Some restrictions may apply in pregnancy, e.g. the type of activities undertaken.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for people that are pregnant / maternity to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities for pregnancy / maternity for the duration of its contract term.</p>

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Characteristic:	Data and consultation	Summary of impact	Actions
Marital or Civil Partnership Status	As above	<p>The facilities and health &amp; wellbeing interventions at the new Leisure Centre are open to all residents regardless of their marital or civil partnership status.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for people of different marital or civil partnership status to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities for people of different marital or civil partnership status for the duration of its contract term.</p>
Gender reassignment	As above	<p>The facilities and health &amp; wellbeing interventions at the new Leisure Centre are open to all residents regardless of their reassignment. WCs and wet-side changing facilities are all gender neutral. Gender neutral dry-side changing will also be available.</p> <p>The proposed operator has an equality and diversity policy in place and will work to promote opportunities for people that have needed gender reassignment to use the services provided in the centre.</p>	<p>To ensure the new operator has appropriate equalities monitoring in place.</p> <p>To continue to work with the operator to seek to provide opportunities for people that have needed gender reassignment for the duration of its contract term.</p>
<p><b>Summary of impacts :</b> (to be included in committee reports)</p>	<p>Members are reminded of the requirement, under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to (i) eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010, (ii) advance equality of opportunity between people from different groups, and (iii) foster good relations between people from different groups. The decisions recommended through this paper directly impact on end users. The impact has been analysed and varies between groups of people.</p> <p>It is reasonable to conclude that the new leisure centre, built to modern building standards will improve access to facilities to a range of customers, including those that are young, old or have a disability. The proposed new leisure facility provides a different mix of facilities and services to those provided at the existing leisure centre. Following feedback on the initial designs for the new centre the proposals have been amended, including the provision of a moveable swimming pool floor to ensure services can be provided to a broader range of users. Consideration of the services proposed to be provided in the new leisure centre demonstrates a positive impact for people with a disability. Although young people may experience some negative impact from the changes proposed to the wet-side offer, the addition of TagActive and the focus of the proposed new operator to deliver significant health and wellbeing benefits targeted at young people and other groups, who would benefit from more active lifestyles, will seek to ensure the overall impact on people is positive. Older people experience a positive impact with</p>		

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	<p>improved accessibility of services and the inclusion of the Feel Good Suite and Shapemaster equipment. The proposal for the new leisure centre also includes changes to the dry-side offer. However, to reduce or remove any negative impact the proposal to replace the leisure centre also includes a proposed investment in nearby facilities to better meet the needs of sports clubs to continue to have access to the space they require.</p> <p>It is concluded that the proposal Members are asked to take a decision on does not create unlawful discrimination, harassment, victimisation which would be prohibited by the Equality Act 2010. Actions have been noted to ensure, that should the decision be taken to proceed with the new centre and operator, appropriate equalities monitoring will be put in place and the Council will continue to work with the operator to promote new and existing services across the protected characteristics to advance equality of opportunity and foster good relations between people from different groups.</p> <p>In undertaking the equality impact assessment the provision of leisure services has been evaluated between the existing facility and new leisure centre being proposed. However, should the decision be taken not to replace the leisure centre, over a period of time the existing centre may not be sustainable and could lead to the loss of leisure services to Swanley. Under such circumstances the equality impact is likely to be negative across the protected characteristics.</p>			
Please tick the outcome of this assessment:	<del>No impact</del>	<del>Adjust the policy</del>	Continue the policy ✓	<del>Stop and remove the policy</del>
Date assessment will be reviewed:	23/12/2020			