

Equality Impact Assessment



Assessment Of:	Broadmeadow Sports Centre Refurbishment and Decarbonisation Project
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other: Infrastructure Funding	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Leisure	Assessment carried out by: William Elliott and James Teed
Service Area: Leisure	Job Role: Climate Change Officer and Leisure Manager
Version / Date of Sign Off by Director:	TBC

Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The Equality Impact Assessment is associated with a full council committee report requesting Members to consider approving funding for a refurbishment and decarbonisation project at Broadmeadow Sports Centre (the Project)

The Project comprises two core strands involving:

Refurbishment works in support of the 2018 Leisure Strategy

- Creating a new Centre frontage and reception overlooking the car park
- Create an additional studio space on the ground floor
- Create modern village style changing facilities
- Expand and consolidate the ground floor gym
- Expand the first-floor studio
- Refurbish internal floor, wall, and ceiling finishes
- Further enhance lighting and other building services

Decarbonisation works in support of the Part 1 Carbon Action Plan

- Building thermal fabric improvements including glazing upgrades, roof insulation, wall insulation, and draught proofing measures to reduce heat loss.
- Measures to reduce excess solar and internal gains to reduce the demand for active cooling.
- Introducing heat recovery ventilation systems within the sports hall, studio spaces and fitness suites to increase customer comfort and energy efficiency.
- Replacing all gas-fired heating systems with low carbon air source heat pumps or similar heat pump technologies.

- Increased energy sub metering and introducing a building wide approach to system control.

The Project will enhance and increase Leisure provision for communities in Teignmouth and Bishopsteignton whilst reducing the Council's carbon footprint.

1.2 Who will the proposal have the potential to affect?

Service users The wider community Teignbridge workforce

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g., quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

Yes **No** [please select]

The project includes opportunities to improve facilities provided on the ground floor, and to remodel the centre entrance and signage to improve site accessibility and the number of activities. This will enable more people to have access to opportunities to enhance their health, wellbeing, and standard of living.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation compared with Teignbridge's economically active citizens for age, disability, ethnicity, gender, religion/belief and sexual orientation.

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Sport England Segmentation Data	There is a latent demand 1,100 within the community surrounding Broadmeadow with a particular need for gym, sport, and group exercise facilities.
Sport England Segmentation Data and Membership Profile	Comparisons between the segmentation data and centre membership profile data will be used to identify demographics within the

	surrounding communities to inform the provision of facilities and activities, and to inform the proposed building layout.
Leisure Strategy (2018)	Further to the Leisure Needs assessment underpinning the emerging Local Plan, the Leisure Strategy (2018) was used to inform and outline the centre development proposals.
Additional comments:	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

Consideration should be given to gauge public perceptions towards centre development proposals; this could be carried out in subsequent design stages and incorporating representative views of the surrounding communities.
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2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

Project proposals have been led by consultants' advice on what centre enhancement options are possible subject to design constraints and building compliance issues. Proposals have also been developed based on a business case incorporating the expansion of facilities and services provided at the centre, which in turn is based on future community needs.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

See section 2.3.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	None identified
Mitigations:	None
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	None identified
Mitigations:	None
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	None identified
Mitigations:	None
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Shared use of proposed village changing rooms with individual changing and shower cubicles.
Mitigations:	Further consultation with Community Safeguarding Officer to refine design details and proposals.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	None identified
Mitigations:	None
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	None identified
Mitigations:	None
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	None identified
Mitigations:	None
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	None identified
Mitigations:	None
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	None identified
Mitigations:	None
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	None identified
Mitigations:	None

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	None identified
Mitigations:	None
Other group(s) <i>Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport</i>	
Potential impacts:	None identified
Mitigations:	None

3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Ground Floor Studio Space: Proposals include to create a new studio on the ground floor to increase the number of activities available to centre users and attract new users who were previously unable to access the first floor.

Site Access: Proposals include to provide disabled access doors with access control systems, and to re position and remodel the centre entrance overlooking the centre carpark to improve accessibility and wayfinding. The improved centre layout will improve wayfinding through improved circulation space and signage.

Surfaces: Proposals include the provision of underfloor heating and slip resistant surfaces to prevent slips, trips, and falls.

Lighting: Proposals for external lighting in the centre car park and building exterior will be explored in further detail at the next design stage and as part of the project planning submission to support personal safety.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
Further discussion to be held with the Community Safeguarding Officer on the potential usage issues associated with village changing facilities.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
Improved provision of ground floor facilities, site access and wayfinding.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Further discussion to be held with the Community Safeguarding Officer on the potential usage issues associated with village changing facilities.	James Teed	Completion of RIBA stage 3.

4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

Monitoring of centre usage data and customer feedback.

Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

V1 March 2021

Reviewed by Service Manager: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Instead was reviewed by:	Strategic Leadership Team Sign-Off:
Date: 03/07/2023	Date: