

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:	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Leisure	Assessment carried out by: James Teed and William Elliott.
Service Area: Leisure	Job Role: Leisure Manager and Climate Change Officer
Version / Date of Sign Off by Director:	v.2 / 05 March 2024.

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 the refurbishment and decarbonisation of Broadmeadow Sports Centre.

The refurbishment works include:

- Building a new centre frontage and reception overlooking the car park.
- Remodelling toilet, shower, and changing facilities by creating a village change facility.
- Consolidating and increasing the provision of gym space.
- Creating a new studio room on the ground floor.
- Expanding the first-floor studio.
- Refurbishing internal floor, wall and ceiling finishes.
- Improvements to lighting systems.

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

The Project will enhance and increase Leisure provision for communities in Teignmouth, Shaldon 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 <i>[Include a reference where known]</i>	Summary of what this tells us
Sport England Segmentation data	There is a latent demand of 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.
User data	Broadmeadow current data shows 403 female members and 389 male members. Group exercise attendance data (01.01.24-14.02.24) shows 5593 attendances, 4238 from females (76%).
RIBA Architecture Access Audit Checklists	Guidance to undertake access audits and inform making buildings, environments, and services more accessible.
Devon and Cornwall Police – Designing out crime.	Feedback on the proposed facility plans and advice to help manage the building with operational considerations.
Women's Rights Network Group	Representation made through Councillors and Council Meetings, and a meeting held with the Leisure Manager to discuss the matters regarding women's safety that have been raised.
Groups representing different protected characteristics	Groups were contacted directly to seek feedback on the proposed design. At time of writing, no feedback has been received.
Sport England Design Guidance	Guidance considered during tender specification preparation.
Public consultation	A public consultation ran from 11-December-2023 until 19-January-2024 seeking feedback on the proposed works. The proposed works received positive support. A strong indication that users are more likely to become a member or visit the facilities if the facilities were modernized, including expanding the gym and increasing the number of studios (75%). Responses were received from 154 women and 149 men.
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.

A wide range of groups have offered feedback into the process. The public consultation achieved 345 responses. Groups representing different protected characteristics were contacted (via email to meet timelines, rather than meetings offered in person) directly to seek feedback on the proposed design; at time of writing, no feedback has been received from these specific groups. Devon and Cornwall Police (designing out crime) reviewed the proposals and indicated they would have no objections to the plans.

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.

As outlined in section 2.1, a good range of work has been completed to engage with a broad range of stakeholders.

A public consultation elicited 345 responses and offered a strong range of feedback points. A Women's Rights Network Group has made representation through Councillor's and attended an Executive Meeting, then had a meeting with the Leisure Manager to discuss points they raised. The Devon and Cornwall Police Designing Out Crime were consulted and offered feedback towards the design considerations. Groups representing different protected characteristics were contacted directly for feedback on the proposals.

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.

Feedback will remain ongoing, and the Council's comments and complaints process is available. Leisure continues to engage with its customers through various platforms and in-person.

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)	
We recognise the intersectionality of those with multiple protected characteristics have a unique experience. Our focus of approach is to be as inclusive as possible, such as introducing options to use either single-sex or village changing facilities.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Improved opportunities for parents and carers needing supported visits.
Mitigations:	Private cubicle changing areas being introduced.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Improved opportunities for carers needing supported visits.
Mitigations:	Opportunities provided with the addition of a downstairs studio and the introduction of the village changing area.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Enhanced facility improves accessibility.
Mitigations:	Automated front doors being installed. Downstairs studio introduced. Private shower facility being installed. Village changing being introduced, which would allow for carers or those supporting to assist with changing.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	A Women's Rights Network raised a concern regarding their perceived fear of crime for female users. However, 89% of female respondents to the

	consultation responded that they would feel more comfortable having their own changing and shower area using a village changing option.
Mitigations:	Single sex changing remains available. Village changing option introduced to provide an additional flexible changing space. Proposed design has been discussed with Devon and Cornwall Police and support for the more flexible design was achieved.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	None.
Mitigations:	The flexible changing space and cubicle changing allows more privacy and comfort for individual users of the facility.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	Introduction of family changing areas on the village changing will help.
Mitigations:	None.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	None.
Mitigations:	The flexible changing space and cubicle changing allows more privacy and comfort for individual users of the facility.
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	None.
Mitigations:	The flexible changing space and cubicle changing allows more privacy and comfort for individual users of the facility.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	Single sex facilities will also be retained.
Mitigations:	The flexible changing space and cubicle changing allows more privacy and comfort for individual users of the facility.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	None.
Mitigations:	The flexible changing space and cubicle changing allows more privacy and comfort for individual users of the facility, particularly for those needing care or assistance.

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	None. The costs are not changing as a result of the work beyond the standard annual fees and charges reviews.
Mitigations:	The benefits of improving the facility may reduce the need and expense for members of our communities needing to travel further to participate in similar activities.
Other group(s) <i>Please add additional rows below to detail the impact for other relevant groups as appropriate e.g.</i>	Care Leavers – the Council recently supported free access to Leisure for Care Leavers, so this will improve accessibility opportunities.

Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport	
Potential impacts:	Possible lost income If paying members were to now be offered free access.
Mitigations:	Health and wellbeing support in place to benefit our residents.

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

In addition to the benefits identified above:

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, which advances the equality of opportunity for people.

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. Opportunity to provide single-sex and village changing provision will support reducing the likelihood of unlawful discrimination.

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 and users perceived 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:

Engagement with community organisations and groups representing people with protected characteristics has been as far as reasonably practicable. However, there has been limited engagement.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Improved provision of ground floor facilities, accessibility, activity opportunities 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
Police design feedback shared with the design team	James Teed	Completed, Feb-24.
Design details to progress to RIBA 4 and ensure floor to ceiling coverage to avoid voyeuristic opportunities in the changing areas.	James Teed	RIBA 4, estimated April 2024.

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, operational feedback and customer feedback.

4.4 Is there an opportunity to promote positive attitudes and good relations between different groups and communities?

The centre being used by a broader range of users and demonstrating the benefits of adding in improved access, a downstairs studio, private changing cubicles and village changing facilities will provide an opportunity to offer feedback on the success of the scheme. The general leisure services branding and advertising will reflect our user groups to support and promote the communities accessing the facilities.

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.

Reviewed by Service Manager: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Instead was reviewed by:	Strategic Leadership Team Sign-Off: Martin Flitcroft
Date: 05 March 2024.	Date: 05 March 2024.