

## Colchester Borough Council

### Equality Impact Assessment Form - An Analysis of the Effects on Equality

#### Section 1: screening stage

Name of policy, service or strategy to be assessed:

The Fundamental Service Review business case for Colchester Borough Council's Sport and Leisure Services.

1. What is the main purpose of the policy, service or strategy?

A Fundamental Service Review (FSR) of the Council's Sport and Leisure Services began in March 2011. This is part of the corporate improvement programme of reviews. The purpose is to identify ways to improve the service in terms of customer experience, efficiency and effectiveness.

2. What main areas or activities does it cover?

The Sport and Leisure service comprises:-

- Ownership and operation of Leisure World Colchester
- Operation of Highwoods and Tiptree Sports Centre from premises owned by the host schools – Gilberd and Thurstable
- Ownership and operation of Colchester Tennis Centre at Shrub End
- The Sports Development programme, which focuses on working with schools and clubs to encourage participation, 2012 Olympics, working with partners such as the University, the Garrison and Colchester United Community Sports Trust to deliver activity throughout the borough.

3. Who are the main audience, users or customers who will be affected?

The increase in Colchester's population will lead to an increased demand for sport and leisure activity from all sectors of the community. The FSR aims to put the sport and leisure operations on an improved commercial footing based on increases in both participation and population. This increased demand for sport and leisure activity will also generate challenges in terms of capacity.

We want to provide borough residents and visitors with an unrivalled range of sport and leisure opportunities, enabled by a trusted brand, and with the very best in customer experience. The impact on residents' quality of life would have far-ranging benefits for the community and a significant payback for the wider public sector.

4. What outcomes do you want to achieve from the policy, service or strategy?

The FSR business case sets out an ambitious change plan for the provision of sport and leisure services. The aim is for every borough resident to participate in an active lifestyle that will lead to them living a longer, healthier and happier life and all of this at no revenue cost to Council Tax payers.

5. Are other service areas or partner agencies involved in delivery? If so, please give details below:

Yes – other Council services such as Customer Service Centre, Parking Services, Legal and ICT along with a range of partners such as Schools Sports Partnerships, the Joint Use Sports Centres at

Highwoods and Tiptree, LEAP (GP referral scheme) and sports clubs and societies are all involved at differing levels.

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'<sup>1</sup> to:

- (a) eliminate unlawful discrimination, harassment and victimisation?
- (b) advance equality of opportunity between people who share a 'protected characteristic'<sup>2</sup> and those who do not?
- (c) foster good relations between people who share a protected characteristic and those who do not?

Yes - The service makes a key contribution to the wider health and wellbeing agenda for all borough residents.

The service also contributes directly to the following Strategic Plan priorities for action:

- Addressing older people's needs
- Addressing younger people's needs
- Community development
- Community safety
- Healthy living.

Colchester's population is expected to grow by 38,800 (21%) by 2021 to 215,900, more than twice the national average. The increase in population will lead to increased demand for sport and leisure activity, and the FSR business case seeks to address this important opportunity for the Council to put its sport and leisure operations on an improved commercial footing based on increases in both participation and population.

If you have answered 'no', please give details of the reasons for this decision:

Not applicable.

7. If you answered 'yes' to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the 'general duty':

Full Equality Impact Assessments need to be carried out as part of the implementation planning stage of the review, as this is when an assessment of any potential direct or indirect discrimination can be made. Any identified negative impacts on equality target groups can then be minimised or removed – and any identified positive impacts can then be improved or promoted. Equality Impact Assessments will be an integral part of any changes to services which follow the approval of this business case.

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality?

No concerns. Any impacts from changes to service delivery are being considered through individual EQIAs, which will be completed as necessary.

---

<sup>1</sup>these 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

<sup>2</sup>The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

9. Could the policy, service or strategy discriminate<sup>3</sup> against any 'protected characteristic', either directly or indirectly?

The Sport and Leisure service aims to provide sport and leisure opportunities to as many local people as possible. In the course of ensuring that the services are provided safely and within the resources available operational controls are required through programming and pricing, for example. This may mean restricted access to certain services / facilities at certain times of the day / week for some people, regardless if they have a protected characteristic or not. For example, adults can't access the fitness pool when junior swimming lessons are taking place. Although protected characteristics may be affected in different ways, no unlawful discrimination will result.

10. If you have identified any negative impacts above, have you been able to minimise or remove them, and if so, how?

This Equality Impact Assessment screening is on the business case – at a strategic level, around whether the principles identified in the reports to Strategic Overview and Scrutiny Panel in February 2012 and to Cabinet in March 2012.

Detailed Equality Impact Assessments will need to be carried out before any changes to the service are implemented. This is not possible at this stage as the detailed implementation work has yet to take place, so an assessment of any potential direct or indirect discrimination cannot be undertaken until specific proposals are made.

Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action Required
No likely negative impacts have been identified and this has been justified with reference to consultation, data or information. ✓	Sign off screening and finish.

A copy of this screening document has been sent to the Head of Service and the Equality and Diversity Officer. It has been published on the Council's website [www.colchester.gov.uk](http://www.colchester.gov.uk). Please follow this pathway from the homepage: Council and Democracy>Policies, Strategies and Performance>Equality and Diversity>Equality Impact Assessments>Life Opportunities>Sport and Leisure Full Business Case

12. Name and job title of person completing this form:

Zoe Punchard, Sport and Leisure Business Manager

13. Date of completion:

January 2012.

14. Date for update or review of this screening:

The date is dependent on the implementation plan which is being developed, subject to approval of this business case. Full Impact Assessments will be undertaken before changes to the service are implemented.

---

<sup>3</sup>Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or Marriage and Civil Partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic' unless the practice can be objectively justified by a legitimate aim.

