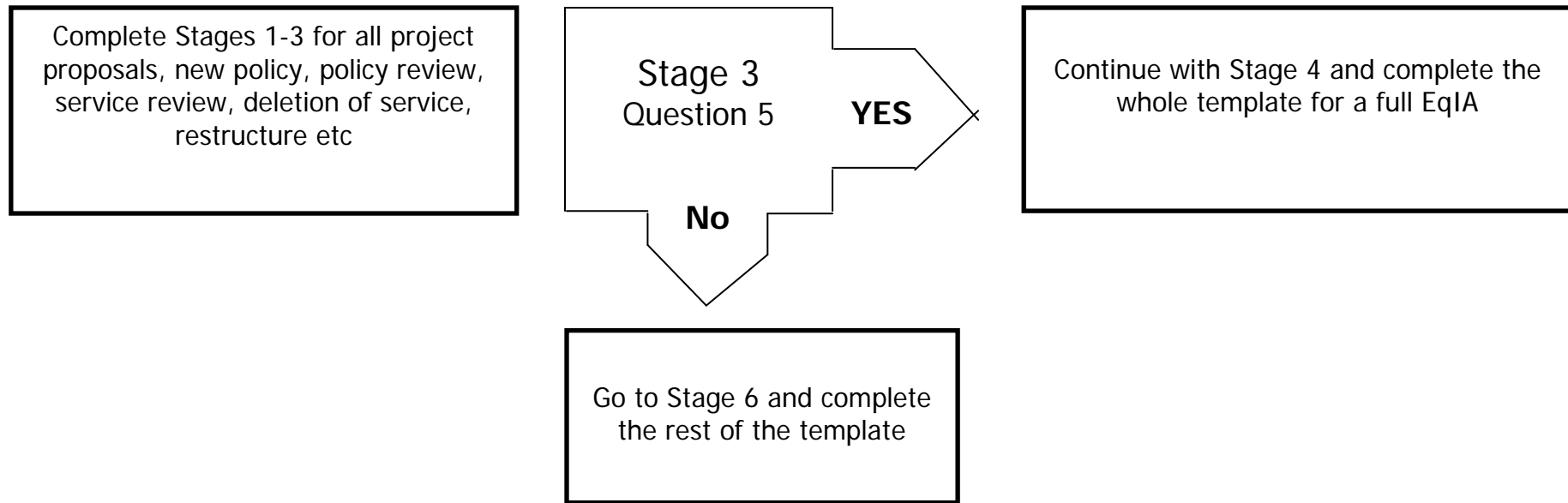


Equality Impact Assessment Template

The Council has revised and simplified its Equality Impact Assessment process (EqIA). There is now just one Template. Lead Officers will need to complete **Stages 1-3** to determine whether a full EqIA is required and the need to complete the whole template.



- In order to complete this assessment, it is important that you have read the Corporate Guidelines on EqIAs and preferably completed the EqIA E-learning Module.
- You are also encouraged to refer to the EqIA Template with Guidance Notes to assist you in completing this template.
- SIGN OFF: All EqIAs need to be signed off by your Directorate Equality Task Groups.
- Legal will NOT accept any report without a fully completed, Quality Assured and signed off EqIA.
- The EqIA Guidance, Template and sign off process is available on the Hub under Equality and Diversity

Equality Impact Assessment (EqIA) Template

Type of Decision: Tick ✓	✓	Cabinet		Portfolio Holder		Other (explain)	
Date decision to be taken:	December 2016						
Value of savings to be made (if applicable):	£100k per annum (Resources and Commercial 100) (CHW12)						
Title of Project:	Re-development of Harrow Leisure Centre sites						
Directorate / Service responsible:	Community/Environment and Culture						
Name and job title of Lead Officer:	Tim Bryan – Service Manager, Libraries, Sport and Leisure						
Name & contact details of the other persons involved in the assessment:	Mick Wynne – Service Manager, Public Realm michael.wynne@harrow.gov.uk 020 8424 7692						
Date of assessment (including review dates):	24/11/16						

Stage 1: Overview

<p>1. What are you trying to do?</p> <p>(Explain your proposals here e.g. introduction of a new service or policy, policy review, changing criteria, reduction / removal of service, restructure, deletion of posts etc)</p>	<p>The redevelopment of the Harrow Leisure Centre site (Byron Quarter), which is linked to the Regeneration Programme, is to include either a new or significantly refurbished leisure centre. The current leisure centre is over 40 years old and is inefficient to run and maintain. Providing a new or refurbished leisure centre provides the opportunity to review services provided to ensure they meet current needs and maximise revenue. It is projected that income from the leisure contract would increase by £100K per annum. The current leisure centre includes a large function space for hire, the Byron Hall which is used by a range of community groups.</p> <p>If a new leisure centre is to be provided this would be built elsewhere on the site to the current leisure centre in order to maintain service continuity. Harrow Leisure Centre is currently managed by the Council's leisure contractor, Everyone Active.</p> <p>Due to the current timescales for the redevelopment of the Byron Quarter site, the 17/18 saving is expected to be met from one-off income through improvement to playing pitches by the importation of environmentally approved soil at Bannister Sports Centre.</p>						
2. Who are the main groups / Protected Characteristics	Residents / Service Users	✓	Partners	✓	Stakeholders	✓	✓

that may be affected by your proposals? (✓ all that apply)	Staff	✓	Age		Disability	
	Gender Reassignment		Marriage and Civil Partnership		Pregnancy and Maternity	
	Race	✓	Religion or Belief		Sex	✓
	Sexual Orientation		Other			
3. Is the responsibility shared with another directorate, authority or organisation? If so: <ul style="list-style-type: none"> Who are the partners? Who has the overall responsibility? How have they been involved in the assessment? 	Regeneration and Planning Department have overall responsibility for delivery of the redevelopment of the Byron Quarter site. The Regeneration Department has led on the development of an Indoor Leisure Facilities Strategy to help identify needs and impact of the redevelopment of the leisure centre.					

Stage 2: Evidence & Data Analysis

4. What evidence is available to assess the potential impact of your proposals? This can include census data, borough profile, profile of service users, workforce profiles, results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys, press reports, letters from residents and complaints etc. Where possible include data on the nine Protected Characteristics.

(Where you have gaps (data is not available/being collated for any Protected Characteristic), you should include this as an action to address in your Improvement Action Plan at Stage 6)

Protected Characteristic	Evidence	Analysis & Impact
Age (including carers of young/older people)	<p>The 2011 Census estimated there were 239,100 people living in Harrow in March 2011; an increase of 32,300 between 2001 and 2011. The breakdown by age group was as follows: 0-4, 15,900; 5-9, 14,400; 10-14, 14,600; 15-19, 15,100; 20-24, 16,100; 25-29, 19,300; 30-34, 19,600; 35-39, 17,100; 40-44, 16,600; 45-49, 16,300; 50-54, 15,200; 55-59, 13,100; 60-64, 12,000; 65-69, 9,400; 70-74, 8,000; 75-79, 6,700; 80-84, 4,900; 85-89, 3,000; 90+, 1,600.</p> <p>The age breakdown of Everyone Active card holders at Harrow Leisure Centre for the period 1st January 2016 to 22nd November 2016 was as follows:</p>	<p>The majority of Harrow Leisure Centre users are aged 25 to 59. All leisure centre users would benefit from improved leisure centre facilities that better meet current needs.</p> <p>Improvements to playing pitches at Bannister Sports Centre will ensure that they are fit for purpose for people of all ages. The improved quality pitches will enable more people to use the pitches as the playing surface will be more robust.</p>

	<p>Under 16 = 6513 members; 17-24 = 3051; 25-59 = 13972; 60 plus = 3422.</p> <p>Consultation with relevant sports clubs including Kodak Football Club, Headstone Manor Football Club, Pinner Albion Football Club, and Bessborough Cricket Club who have both adult and junior teams. All the clubs have identified the need for improvements to playing pitch surfaces.</p>	
Disability (including carers of disabled people)	<p>6,380 people in Harrow were recipients of Employment and Support Allowance (ESA) and Incapacity Benefits in August 2015, 4.0% of the total resident population.</p> <p>The number of Everyone Active card holders at Harrow Leisure Centre for the period 1st January 2016 to 22nd November 2016 was 3,954</p>	<p>Improvements to leisure centre facilities will ensure that they are fully accessible for people with a disability.</p> <p>Improvements to playing pitches at Bannister Sports Centre will ensure that they are fit for purpose for all users including those people with a disability.</p>
Gender Reassignment	Data not currently available for this protected characteristic.	<p>All leisure centre users would benefit from improved leisure centre facilities that better meet current needs.</p> <p>Improvements to playing pitches at Bannister Sports Centre will ensure that they are fit for purpose for all users</p>
Marriage / Civil Partnership	Data not currently available for this protected characteristic	<p>All leisure centre users would benefit from improved leisure centre facilities that better meet current needs.</p> <p>Improvements to playing pitches at Bannister Sports Centre will ensure that they are fit for purpose for all users</p>
Pregnancy and Maternity	Data not currently available for this protected characteristic	<p>All leisure centre users would benefit from improved leisure centre facilities that better meet current needs.</p> <p>Improvements to playing pitches at Bannister Sports Centre will ensure that they are fit for purpose for all users</p>
Race	The 2011 Census estimated there were 239,100 people living in Harrow in March 2011; an increase of 32,300 between	Leisure centre users of all races would benefit from improved

	<p>2001 and 2011. The main ethnic groups identified by the 2011 Census were: 30.88% White (UK); 26.38% Indian; 11.2% Other Asian; 8.2% Other White; 3.57 African</p> <p>The main ethnic groups of Everyone Active card holders at Harrow Leisure Centre for the period 1st January 2016 to 22nd November 2016 was as follows:</p> <p>Arabic = 1680 members; Asian Other = 1775 members; Indian = 1894; White British = 1577</p>	<p>leisure centre facilities that better meet current needs.</p> <p>Improvements to playing pitches at Bannister Sports Centre will ensure that they are fit for purpose for users of all races.</p>
Religion and Belief	<p>The 2011 Census estimated there were 239,100 people living in Harrow in March 2011; an increase of 32,300 between 2001 and 2011. The 2011 Census showed the following religions in Harrow: Christian 37.31%; Buddhist 1.13%; Hindu 25.27%; Jewish 4.41%; Muslim 12.5%; Sikh 1.15%; Other religions 2.49%.</p>	<p>Leisure centre users of all religions and beliefs would benefit from improved leisure centre facilities that better meet current needs.</p> <p>Improvements to playing pitches at Bannister Sports Centre will ensure that they are fit for purpose for users of all religions and beliefs.</p>
Sex / Gender	<p>The 2011 Census estimated there were 239,100 people living in Harrow in March 2011; an increase of 32,300 between 2001 and 2011. The 2011 Census showed that there were 118,000 males and 121,000 females in Harrow.</p> <p>The gender of Everyone Active card holders at Harrow Leisure Centre for the period 1st January 2016 to 22nd November 2016 was as follows:</p> <p>Female = 12,669 members</p> <p>Male = 15,221 members</p>	<p>Leisure centre users of all genders would benefit from improved leisure centre facilities that better meet current needs.</p> <p>Improvements to playing pitches at Bannister Sports Centre will ensure that they are fit for purpose for users of all genders.</p>
Sexual Orientation	Data not currently available for this protected characteristic	<p>All leisure centre users would benefit from improved leisure centre facilities that better meet current needs.</p> <p>Improvements to playing pitches at Bannister Sports Centre will</p>

ensure that they are fit for purpose for all users

Stage 3: Assessing Potential Disproportionate Impact

5. Based on the evidence you have considered so far, is there a risk that your proposals could potentially have a disproportionate adverse impact on any of the Protected Characteristics?

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes									
No	✓	✓	✓	✓	✓	✓	✓	✓	✓

YES - If there is a risk of disproportionate adverse Impact on any **ONE** of the Protected Characteristics, complete a FULL EqIA.

- **Best Practice:** You may want to consider setting up a Working Group (including colleagues, partners, stakeholders, voluntary community sector organisations, service users and Unions) to develop the rest of the EqIA
- It will be useful to also collate further evidence (additional data, consultation with the relevant communities, stakeholder groups and service users directly affected by your proposals) to further assess the potential disproportionate impact identified and how this can be mitigated.
- **NO** - If you have ticked 'No' to all of the above, then go to **Stage 6**
- Although the assessment may not have identified potential disproportionate impact, you may have identified actions which can be taken to advance equality of opportunity to make your proposals more inclusive. These actions should form your Improvement Action Plan at Stage 6

Stage 4: Further Consultation / Additional Evidence

6. What further consultation have you undertaken on your proposals as a result of your analysis at **Stage 3**?

Who was consulted? What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? E.g. revising your proposals
This eia will be kept under review as the project is rolled out.		

Stage 5: Assessing Impact					
7. What does your evidence tell you about the impact on the different Protected Characteristics? Consider whether the evidence shows potential for differential impact, if so state whether this is a positive or an adverse impact? If adverse, is it a minor or major impact?					
Protected Characteristic	Positive Impact ✓	Adverse Impact		Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur. Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 7	What measures can you take to mitigate the impact or advance equality of opportunity? E.g. further consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 6)
		Minor ✓	Major ✓		
Age (including carers of young/older people)					
Disability (including carers of disabled people)					
Gender Reassignment					
Marriage and Civil					

Partnership					
Pregnancy and Maternity					
Race					
Religion or Belief					
Sex					
Sexual orientation					
8. Cumulative Impact – Considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on a particular Protected Characteristic? If yes, which Protected Characteristics could be affected and what is the potential impact?	Yes		No		
9. Any Other Impact – Considering what else is happening within the	Yes		No		

Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on individuals/service users socio economic, health or an impact on community cohesion?

If yes, what is the potential impact and how likely is it to happen?

Stage 6 – Improvement Action Plan

List below any actions you plan to take as a result of this Impact Assessment. These should include:

- Proposals to mitigate any adverse impact identified
- Positive action to advance equality of opportunity
- Monitoring the impact of the proposals/changes once they have been implemented
- Any monitoring measures which need to be introduced to ensure effective monitoring of your proposals? How often will you do this?

Area of potential adverse impact e.g. Race, Disability	Proposal to mitigate adverse impact	How will you know this has been achieved? E.g. Performance Measure / Target	Lead Officer/Team	Target Date
All	Consultation to be undertaken with Harrow Leisure Centre users and stakeholders to help develop detailed plans for a new or refurbished leisure centre	When the consultation has been completed and the results have been reviewed and used to inform detailed plans	Regeneration Team	February 2017

Stage 7: Public Sector Equality Duty

10. How do your proposals meet the Public Sector Equality Duty (PSED) to:

1. Eliminate unlawful discrimination, harassment and victimisation

The proposals will improve leisure centre facilities for all users as they will better meet current needs.

and other conduct prohibited by the Equality Act 2010 2. Advance equality of opportunity between people from different groups 3. Foster good relations between people from different groups	Improvements to playing pitches at Bannister Sports Centre will ensure that they are fit for purpose for all users
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Stage 8: Recommendation

11. Which of the following statements best describes the outcome of your EqIA (✓ tick one box only)

Outcome 1 – No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed.	✓
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Outcome 2 – Minor Impact: Minor adjustments to remove / mitigate adverse impact or advance equality of opportunity have been identified by the EqIA and these are included in the Action Plan to be addressed.	
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Outcome 3 – Major Impact: Continue with proposals despite having identified potential for adverse impact or missed opportunities to advance equality of opportunity. In this case, the justification needs to be included in the EqIA and should be in line with the PSED to have 'due regard'. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the adverse impact and/or plans to monitor the impact. (Explain this in Q12 below)	
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12. If your EqIA is assessed as outcome 3 explain your justification with full reasoning to continue with your proposals.	
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Stage 9 - Organisational sign Off

13. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?	
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Signed: (Lead officer completing EqIA)	Tim Bryan	Signed: (Chair of DETG)	Dave Corby
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Date:	23/11/16	Date:	19/12/2016
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Date EqIA presented at Cabinet Briefing (if required)		Signature of DETG Chair (following Cabinet Briefing if relevant)	
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