

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract: Management of the Indoor Leisure Service (Contract)

Division: Leisure & Sustainability

Lead Officer: Judy Holmes

Date Assessment completed: January 2013

1. SCOPING

1.1 What are the aims of the policy, service/service change or contract?

Project Objectives

The overall objective is to deliver the following:

An external provider (either an existing Trust or private operator) to manage the Council's Indoor Leisure Facilities and Civic Halls.

Project Scope

The Project will address the following Key issues:

Financial:

To achieve reductions to Council budgets;

To access additional resources to reinvest into and enhance the District Council's leisure and entertainment provision;

Management/operations:

To promote a management approach that improves the current level of service;

To increase usage of the Council's leisure facilities;

To create a culture of trust based on openness and transparency between client and provider;

To provide these services via pro-active and flexible methods to accommodate customer requirements, and enable continuous service improvement throughout the duration of the contract;

Strategic:

To maintain the contribution these services make to the Council's wider community and economic ambitions;

Improve access to sport, recreation and culture for the local population;

Meet the Community's current and future needs for culture and leisure in the district.

1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

External – (directly) – service users and suppliers

Internal – Head of Service, Contract Manager, Human Resources/Communications, Asset Maintenance, Members and Emerald Scheme users

1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

A household survey was undertaken for the Leisure & Cultural Strategy in 2009. This showed that the two most popular types of sport and physical activity that people take part in by far are Recreational Walking and Swimming followed by Fitness Classes, Recreational Cycling and Going to the Gym. Roughly one in eight people were also found to take part in golf, badminton and tennis. Overall 57% of those who responded used the Leisure Centres.

We also know through the national Active People's survey which shows that there is less propensity there is to exercise in more deprived urban areas such as Bentswood in Haywards Heath and Victoria, Leylands and St Andrews wards in Burgess Hill.

Other data compiled by the Leisure operator shows that over 36% of visits are under the concessionary category which are available to those people over 60, under 17 or have a qualifying disability.

1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?

Of those people who do not participate in exercise, the following barriers to using the Leisure Centres were identified as follows:

- | | |
|-------------------------------------|-------|
| • Cost of taking part | 19.0% |
| • Lack of time – work commitments | 12.3% |
| • Lack of time – family commitments | 14.8% |
| • Lack of motivation | 9.7% |
| • Range of facilities | 5.8% |
| • No-one to do it with | 9.0% |

Clearly one in five responders find that cost is an issue but lack of time either through work or family commitments is also faced by one in four responders.

The Household survey provides some of the key issues which need to be further investigated are:

- Need to identify percentage of residents from deprived/rural areas to target non users
- Analyse take up by ethnic groups to ensure BME percentage of district reflects percentage of users.
- More women than men would either like to start (15%) or would like to do more exercise (46%)
- Consider a policy review of current concessions and the potential for subsidy targeting.

1.5 Are contractors or partnerships used to deliver the service? Yes

Identify the contractors/partnerships used to deliver the service.

Freedom Leisure (until July 2014)

What is their contribution to equality in service delivery and the promotion of equality?

Equality & diversity policies and action plans will be requested as method statement for ISDS & tender stages. All method statements included as a schedule to the Contract. Sports Development plans will be required to address the Council's requirement to increase participation of target groups identified in the specification based upon target groups in the action plan appended to this report.

How are equality issues addressed through contractual arrangements and service level agreements?

As part of the Council participation targets, the specification will identify key target groups which by definition will be the more vulnerable residents of our district which will include those with disabilities and on low incomes'. (Sports & Audience Development Plans/Participation Targets/Pricing requirements will feature these key groups.

The contractor will be required as part of participation targets to target groups in the community who are under-represented in terms of their use of Leisure Centres and those vulnerable groups who have health issues.

In addition these groups will be consulted by the contractor as part of its ongoing customer care and marketing plans.

Key target groups as follows:

Women

Young people

Those with disabilities

Those with Health inequalities

Those with Cultural needs

2. Assessment of Impact; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

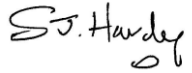
Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of different ethnic groups including white minorities, but also established white communities, different age groups, for example older and younger people, people who are disadvantaged by socio-economic factors such as low incomes, religion, skill or living in a deprived or rural area, disabled people. Men and women including taking account of pregnancy and maternity,				
Affordability	Concessions are provided for young people, people of retirement age.	Consider a policy review of current concessions and the potential for subsidy targeting	GW	Reporting/Review & Liaison procedures as laid out within the Specification and Contract
Access to facilities	There are stipulations about times of opening for casual use Provision of Creche facilities	Access to casual sessions e.g. swimming are developed for those on low income particularly at times of low utilisation	GW	Ensure times are adhered to and Creche facilities provided (%age utilisation)
Disabled access within the facilities	Facilities are developed to Part M standard for those with disabilities New Changing facilities for those with disabilities have been developed in each Leisure Centre Parking arrangements are situated at front of building	Complete Changing Places programme	GW	Finish programme
Suitability of the programmes/activities	Young people's programmes eg Junior Wellbeing Programmes for those with disabilities eg SMART Mums & Toddlers Ante Natal Classes GP referral programme Older people (in association with Age Concern)	Outreach programmes to be developed to provide stepping stone for those who do not want to /cant access Leisure Centres Develop more programmes for disadvantaged including GP referral. Explore demand for programmes relating to religion and culture e.g. women only sessions. Further work with Wellbeing Team	GW	Customer satisfaction surveys and numbers of community and target groups reached (inc rural), Numbers attending and full conversions to memberships Number of programmes and attendances Measured as part of Wellbeing outcomes

The needs of people eg gay men, lesbians, bisexuals transgender communities and heterosexual people and also issues from marriage and civil partnership				
As above	None	None		Not applicable

3. Mid Sussex District Council Equality Impact Assessment Summary

Key Findings	Future Actions
Generically Mid Sussex has quite a high ratio of residents who take part in active lifestyles in comparison with other areas. However participation levels are lower amongst females, people from BME groups, people with a limiting disability and lower income groups .	<ul style="list-style-type: none"> Continue to require operators of Leisure Centres to strive to increase participation of target groups identified above and monitor take up and satisfaction levels through statistical analysis and customer surveys.

4. Signing off this assessment and action plan

Signature 

Person undertaking the assessment

Date ...January 2013.....

Signature 

Head of Service

DateJanuary 2013.....

Please send your completed impact assessment to Neal Barton for publication on the website.