

Equality Impact Assessment Form and Action Table 2015

(Expand the boxes as appropriate, please see guidance (www.somerset.gov.uk/impactassessment) to assist with completion)

"I shall try to explain what "due regard" means and how the courts interpret it. The courts have made it clear that having due regard is **more than having a cursory glance** at a document before arriving at a preconceived conclusion. Due regard requires public authorities, in formulating a policy, to give equality considerations the weight which is **proportionate in the circumstances**, given the potential impact of the policy on equality. It is not a question of box-ticking; it requires the equality impact to be **considered rigorously and with an open mind.**"

Baroness Thornton, March 2010

What are you completing the Impact Assessment on (which policy, service, MTFP reference, cluster etc)?

The expiry of the current contract with a community leisure provider and disposal of leisure assets.

Version

1

Date

10 October 2018

Section 1 – Description of what is being impact assessed

General Background

In August 2009, the County Council entered into an agreement with Somerset Leisure Ltd (now known as 1610 Ltd) to provide community leisure services at dual-use centres on a number of secondary school sites across the county. The contract is due to expire at the end of the 2018/19 financial year.

In January 2017, the Cabinet Member for Business, Inward Investment and Policy authorised officers to proceed with a project to review the County Council's future involvement in community leisure provision, a non-statutory service.

This decision paper sets out the recommended course of action of decommissioning community leisure provision and the transfer of the sites to the schools and academies on which they are situated. While it is hoped that community leisure services will continue to be provided by the schools, the County Council is not placing an obligation on the schools to do so and is therefore unable to guarantee a continuation of service as it will be beyond its control. As a result, it is necessary to consider the possibility of community leisure services either reducing or ceasing and the alternative provision that may be available for people in the affected communities.

This particular paper refers to the Caryford Leisure Centre on the Ansford Academy site, near Castle Cary. There are separate assessments available for each of the other affected leisure centres.

The current facilities on offer at the Leisure Centre include:

- Fitness Studio
- Sports Hall
- Netball and tennis courts
- Climbing wall
- Some fitness classes in the reception area

Caryford Leisure Centre's classes include Zumba, pump and Pilates. The Centre also offer junior gymnastic courses and can host children's birthday parties.

It should be noted that Ansford Academy has stated its intention to continue to provide some leisure services.

The County Council's Public Health Responsibility

It is important to bear in mind that the County Council does not have a statutory duty to provide community leisure services although it does have a duty under section 2B of the National Health Service Act 2006 to take "such steps as it considers appropriate for improving the health of the people in its area".

This duty is a 'target duty' and will be met if the local authority is taking all reasonable steps to meet the duty. The County Council's Public Health Team is targeting its resources to those who are inactive, as this is where the greatest public health gain can be made. The physical activity and healthy eating offer is a place-based approach using asset based community development techniques to empower and support communities to take ownership of, and develop community-based initiatives where they live and work.

It will be targeting areas of high social need as it is aware of the association between living in these communities and physical inactivity and obesity levels. The Public Health Team will continue to monitor the community's health and wellbeing, particularly if the community leisure services cease or diminish, in order to identify if any unmet health needs emerge and look to support mitigation if they arise.

Section 2A – People or communities that are **targeted or could be affected (taking particular note of the Protected Characteristic listed in action table)**

The people, groups or communities that could be affected are those that currently access leisure services from the sites included in the contract and those who may be future users of the sites. The outcomes of any site closure would potentially affect all groups although it is important the County Council considers the impact on people with protected characteristics, some of whom may not find it easy to access alternative provision.

Protected Characteristic – Disability

1610 do not collect information pertaining to disability and, therefore, the County Council is unable to determine the precise impact of the closure of the leisure centre on people with this protected characteristic.

However, the County Council recognises that disabled people can experience considerably higher levels of health inequality than the general population and enabling participation in health and wellbeing activities will help address this inequality.

For example, on average, the life expectancy of women with a learning disability is 18 years shorter than for women in the general population; and the life expectancy of men with a learning disability is 14 years shorter than for men in the general population (NHS Digital 2017).

Indeed, many disabled people cannot access sports or can face physical, logistical and psychological barriers. Negative early experiences in school turn many disabled people off sport altogether.

Protected Characteristic: Age

Somerset has an aging demographic and maintaining the health and wellbeing of older people is a high priority for the County. There are many factors, physical and mental, which may lead to an older person having reduced physical fitness, including the effect of the ageing process itself on muscle mass and strength. Physical activity is considered important in reducing the risk of an older person experiencing a fall. There is evidence to show the risk of hip fracture is up to 40% lower in older people who are more active.

Age Profile

1610's data show a total of 1,539 registered users at the leisure centre, of whom the ages of 1,531 people were recorded. Please see the age profile of these people in table A below. The age bandings are the same as used in the Census.

In the 2011 Census, there were 58,700 people living within the catchment area. Please see information in table B. The age profile of the catchment area is broadly similar to the county profile, as shown in table C.

Current Registered Users (A)			Catchment Area (B)		County Average (C)
Age 0-4	7	0.5%	3,009	5.1%	5.4%
Age 5-9	114	7.4%	3,046	5.2%	5.2%
Age 10-15	192	12.5%	4,625	7.9%	7.2%
Age 16-24	347	22.5%	5,756	9.8%	10.2%
Age 25-44	421	27.4%	12,701	21.6%	22.5%
Age 45-64	346	22.5%	17,531	29.9%	28.3%
Age 65-74	74	4.8%	6,332	10.8%	10.8%
Age 75 and over	38	2.5%	5,700	9.7%	10.2%

As can be seen,

- The most affected age banding of registered users (table A) will be those people in the 25-44 age range.
- Children aged 10-15 will be proportionally more affected compared to the catchment area and county average.
- The profile of registered users differs from the catchment area and county average profiles whereby the highest number of *potential* users are people within the 45-64 age range.

It is likely that some older people may qualify for the Exercise Referral Scheme, as described in section four below. For people of pensionable age (65 in 2018, rising to 67 by 2028), the National Concessionary Travel Scheme, described in section four below, may be of some assistance to older people to access alternative leisure centres.

Passes are available for Somerset residents who are of pensionable age and allows people to travel free on buses in every area of England, subject to certain time restrictions.

Protected Characteristic – Sex

Although women are more inactive than men (27% compared to 24%. Source: Department for Digital, Culture, Media & Sport), men experience poorer health outcomes than women and, on average, die younger.

1610's data show a total of 813 (52.8%) registered female users at the centre and 718 (46.7%) registered male users. In addition, there were 8 people (0.5%) whose gender was not known or not recorded.

In the 2011 Census, there were 30,042 females (51.2%) and 28,658 males (48.8%) living in the identified catchment area. This mirrors the profile of the county (also 51.2% females and 48.8% males).

Therefore, based solely on these demographics, it can be concluded there is likely to be a greater impact on females if community leisure services were to cease or reduce at the leisure centre due to the profile of the people currently using the facilities.

The Census information suggests that a higher number of *potential* users are also likely to be female.

However, both male and females may be able to access the alternative provision described in section four below.

Protected Characteristic – Race

1610 do not collect information pertaining to race although we are able to compare the ethnicity profile of the catchment area to the county average.

Catchment Area			County Average	
White: British	55,573	94.7%	95.5%	
White: Irish	281	0.5%	0.4%	
White: Gypsy or Irish Traveller	83	0.1%	0.0%	
White: Other White	1,726	2.9%	2.6%	
Black and Minority Ethnic	1,037	1.8%	1.5%	

As can be seen in the table,

- The profile of the catchment area (i.e. potential users of the facility) and the county average is broadly the same.
- White British people are most likely to be affected by the closure of the leisure facility.

The County Council is aware that people from black and minority ethnic groups are at greater risk of some health conditions than the general population (for example, Diabetes UK and the British Heart Foundation report a greater prevalence of diabetes and chronic heart disease respectively in minority ethnic groups). These risks will be reduced by participation in health and wellbeing activities.

The County Council is also aware through reports issued by the Equality and Human Rights Commission that gypsy and traveller communities experience extreme health inequality, with average male life expectancy being under 50 years. Where race equality is combined with other protected characteristics (for example age, low income or disability), the impact multiplies.

Protected Characteristic – Sexual Orientation

1610 do not collect information pertaining to sexual orientation and, therefore, the County Council is unable to determine the precise impact on people with this protected characteristic.

However, the County Council is aware that lesbian, gay, bisexual and transgender people of all ages can experience barriers to participating in health promotion activities and in accessing health services due to societal stigma and discrimination; as well as experiencing poor health and wellbeing as a direct result of exclusion and discrimination.

It is also aware that people of a certain orientation may feel less comfortable accessing new/alternative facilities which could cause distress or anxiety.

Protected Characteristic – Gender Reassignment

1610 do not collect information pertaining to gender reassignment and, therefore, the County Council is unable to determine the precise impact on people with this protected characteristic.

However, it is acknowledged that people whose gender has been reassigned, or are going through the process, may find it more uncomfortable initially to access alternative provision where there may be separate male and female changing areas. Therefore, it is possible that any reductions or cessation of services at the leisure centre may have a disproportionate impact on

people with this protected characteristic.

Protected Characteristic: Pregnancy and Maternity

1610 do not collect information pertaining to pregnancy and maternity and, therefore, the County Council is unable to determine the precise impact on people with this protected characteristic.

However, it is acknowledged that women in the later stages of pregnancy may find it more uncomfortable to travel to alternative centres. Therefore, it is possible that any reductions or cessation of services at the leisure centre may have a disproportionate impact on people with this protected characteristic.

Protected Characteristic: Religion or Belief

1610 do not collect information pertaining to religion or belief and, therefore, the County Council is unable to determine the precise impact of the closure of the facility on people with this protected characteristic although it is aware of cultural preferences - for example, some women following the Muslim faith are not permitted to engage in mixed gender sports.

The likelihood of there being a detrimental impact on people with particular religious, or other, beliefs is considered low.

People on Low Income

1610 do not collect information on income. It is acknowledged that people on low income will find it more difficult to access alternative provision due to the possible increased need to travel. There is alternative provision identified above that is within walking or cycling distance. It is acknowledged there may also be some differences in admission prices at alternative centres.

Carers

1610 do not collect information on carers although it is acknowledged that carers may attend the centre in order to accompany, and provide assistance to, family and friends or certain people who would otherwise be unable to access the centre on their own. It is acknowledged that for some people, it may be more difficult for carers to access alternative centres.

Section 2B – People who are **delivering the policy or service**

It is also possible that existing employees may be made redundant and some may be entitled to transfer to the employ of a new provider. This will be a matter between for their current employer to handle. We will, however, work with 1610 Ltd to make sure that staff are dealt with fairly through this process.

Section 3 – Evidence and data used for the assessment (Attach documents where appropriate)

Data Analysis

The leisure operator, 1610 Limited, provided the County Council with user data in May 2018. This contained the postcode, gender and age of registered users. There were some acknowledged limitations with the data:

- It does not differentiate between 'casual' users and members.
- Approximately 13% of post codes provided were unable to be mapped due to incorrect or missing information.
- The County Council is not aware of the dates used for the age calculations.
- There was no activity information contained in the data, which means that each person could have used the centre once or on a regular basis.

Affected Electoral Wards

Officers within the Customers and Communities Team have used the information to produce a 'heat-map' showing at-a-glance where the majority of users are living. Please refer to appendix 2.

As can be seen in the heat-map, the highest concentration of users are located in the following electoral wards:

- Bruton
- Butleigh and Baltonsborough
- Camelot
- Cary
- Cranmore, Doultling and Nunney
- Creech
- Croscombe and Pilton
- Glastonbury St Benedict's
- Glastonbury St John's
- Glastonbury St Mary's
- Northstone
- Postlebury
- Shepton East
- Shepton West
- Street North
- Street West
- The Pennards and Ditchat
- Tower
- Wessex

Together, these wards effectively represent the 'catchment area' for the leisure centre.

The gender, age and ethnicity profiles of the above-named wards are shown in the table contained in appendix 3. All information has been taken from the most recent Census (2011).

This information has been used in section 2A of this report to compare and contrast the catchment area with information from the 2011 Census (<https://www.ons.gov.uk/census/2011census>).

Public Health England

From a healthy futures perspective, it is vital to encourage health and wellbeing activity among children and young people. In 2014, Public Health England published a paper for head teachers, governors and staff in education settings which set out the link between pupil health and wellbeing & attainment.

The paper (which can be accessed at <https://tinyurl.com/yb62owfp>) affirmed a positive association between academic attainment and the physical activity levels of pupils. In particular, it reported on physical activity being linked to pro-social behaviour and enhanced peer relationships leading to reductions in disruptive classroom behaviour and improved examination results. The paper also confirmed that pupils with better health and wellbeing are likely to achieve more academically.

Approximately one in five children leaving primary school in year 6 are classed as obese. Data released earlier this year by the National Child Measurement Programme says that, nationally, 4% of children aged ten and eleven in year 6 are classed as severely obese. Experts have warned that severe obesity places people at a serious health risk including diabetes, heart disease, stroke and cancer.

Other Sources

Information has taken from other external sources has been used in this assessment, including NHS Digital England, Diabetes UK, the British Heart Foundation and the alternative community leisure providers mentioned in section four below.

Section 4 – Conclusions drawn about the equalities impact (positive or negative) of the proposed change or new service/policy (Please use **prompt sheet** in the guidance for help with what to consider):

It can be concluded that there would be an inevitable impact on people in Castle Cary and surrounding areas if the leisure centre were to close. In relation to the protected characteristics we have identified that:

- The most affected age banding of registered users will be those people in the 25-44 age range whereby the highest number of potential users are people within the 45-64 age range.
- Females are likely to be more affected than males.
- White British people are most likely to be affected than other ethnicity groups.

However, as mentioned above, it is expected that the services currently on offer at Caryford Leisure Centre may continue to be made available by the Academy. If not, there are other facilities within a reasonable distance from the centre that people may be able to access that will allow them to maintain their activity levels.

Alternative Ways to Keep Active / Get Fit

There are many other ways to keep fit and active locally. Details can be found on the Zing website - <https://www.zingsomerset.co.uk>

Residents will shortly be able to access the digital offer of the new delivery model of ZING. A mapping exercise has been undertaken and additional weight management and physical activity opportunities in key geographical locations have been identified to help signpost to locally run initiatives.

There is a gym at Wincanton which is run by an organisation called 'LED' from the King Arthur's Community School site (<https://www.ledleisure.co.uk/our-centre/wincanton-sports-centre>). It contains a gym, swimming pool and offers classes, sports bookings and activities for children.

It is situated approximately five miles from the leisure centre and there is a regular bus route from Castle Cary to Wincanton. Details can be found at <https://bustimes.org/regions/SW>

The organisation has been contacted by County Council officers and describe their facilities as accessible for people with disabilities.

Exercise Referral Scheme

People experiencing ill health could be affected by a centre closure although the County Council's Exercise Referral Scheme will be able to signpost people to other providers.

The scheme is specially designed for healthcare professionals to recommend their patients to an exercise programme in order to support their health and wellbeing and quality of life. Health care professionals includes GPs, physiotherapists, practice nurses, dietitians, health trainers and psychologists.

The services are provided by a number of leisure providers and independent instructors in Somerset and operate through fully qualified staff who design and work through a personalised programme of exercise with the patient.

People have benefited from exercise to help in the rehabilitation, treatment and prevention of certain medical conditions, including:

- Asthma
- Chronic obstructive pulmonary disease (COPD)
- Osteoarthritis
- Rheumatoid arthritis
- Joint replacement
- Simple mechanical back pain
- Stable Angina
- Osteoporosis
- Hypertension
- Hypercholesterolaemia
- Depression
- Stress
- Anxiety
- Diabetes Type I and Type 2

Following a referral from a health professional, the patient will be given the referral form with a list of all accredited leisure providers across Somerset that operate the scheme. The patient is then able to choose where they would like to attend to undertake the programme and is encouraged to make contact with the leisure provider to book an initial appointment to launch their referral.

The services are paid for by the patient, although many leisure providers offer the services as part of a membership scheme or offer concessionary rates.

Weight Loss Support

There are a number of websites offering trusted information to support weight loss, such as:

- Somerset Partnership Dieticians resources - <http://www.sompar.nhs.uk/what-we-do/general-health/dietetics/paediatric-weight-management/resources/>
- The British Dietetics Association - <https://www.bda.uk.com/foodfacts/home>
- The British Heart Foundation resources - <https://www.bhf.org.uk/publications>
- NHS Choices 12 week weight loss plan - <https://www.nhs.uk/Livewell/weight-loss-guide/Pages/weight-loss-guide.aspx>

There are also a number of commercial weight loss clubs available for people to access (for example, Slimming World and Weight Watchers) whose websites can often provide helpful tips and advice.

National Concessionary Travel Scheme

The National Concessionary Travel Scheme may be of some assistance to people with disabilities in order to assist them to access other leisure provision. People could be entitled to free bus passes if they:

- are blind or partially sighted;
- are profoundly or severely deaf;
- are without speech;
- have a disability, or have suffered an injury, which has a substantial and long-term adverse effect on your ability to walk;
- do not have arms or have long-term loss of the use of both arms;
- have a learning disability;
- have applied for a licence to drive under Part III of the Road Traffic Act 1988, but their application was turned down because of section 92 of the Act (physical fitness) although not if it was because of persistent misuse of drugs or alcohol.

If you have identified any negative impacts you will need to consider how these can be

mitigated to either reduce or remove them. In the table below let us know what mitigation you will take. (Please add rows where needed)

Identified issues	Actions needed – can you mitigate the impacts? If you can how will you mitigate the impacts?	Who is responsible for the actions? When will the action be completed?	How will it be monitored? What is the expected outcome from the action?
Age			
<p>If leisure facilities transfer to another provider, young people may not be able to afford a new provider's membership fees. Older people may also be concerned about the affordability of services.</p> <p>If leisure facilities were to close, both older and younger people may find it difficult to access alternative provision as transport may prove to be a barrier.</p>	<p>Concessionary rates could be made available for older and younger people/children although this would be a matter for the new provider.</p> <p>If community leisure services were to reduce or cease, there are a number of other ways to keep fit and active locally. Details can be found on the Zing website. Alternative provision is available in the locality (please refer to section4).</p> <p>Older people may qualify for assistance via the National Concessionary Travel Scheme described in section 4.</p>	<p>Sign-posting of alternative provision will be referenced in the media release that will be issued by the Council's Communications Team.</p>	<p>The County Council will not monitor this although its Public Health Team will continue to monitor the community's health and wellbeing, particularly if the community leisure services cease or diminish, in order to identify if any unmet health needs emerge and look to support mitigation if they arise.</p>
Disability			
<p>If community leisure services were to reduce or cease, some disabled user groups could be adversely affected. For example, the incumbent provider provides opportunities for people with learning disabilities to access leisure provision.</p>	<p>It is hoped that community leisure services continue to be provided at the site and the facilities remain accessible for people with a disability. The Academy is likely to ensure its staff team are trained to ensure they have appreciation and sensitivity towards the needs of the disabled customers.</p> <p>If community leisure services were to reduce or cease, there are a number of other ways to keep fit and active locally. Details can be found on the Zing website. Alternative provision is</p>	<p>Sign-posting of alternative provision will be referenced in the media release that will be issued by the Council's Communications Team.</p>	<p>The County Council will not monitor this although its Public Health Team will continue to monitor the community's health and wellbeing, particularly if the community leisure services cease or diminish, in order to identify if any unmet health needs emerge and look to support mitigation if they arise.</p>

	<p>available in the locality (please refer to section4).</p> <p>Disabled people may qualify for assistance via the National Concessionary Travel Scheme described in section 4.</p>		
<p>Gender Reassignment</p>			
<p>A wide group of people access leisure provision. A change of ownership or closure is unlikely to directly result in a discriminative or negative impact on this particular group. However, as noted above, it is acknowledged that people whose gender has been reassigned, or are going through the process, may find it more uncomfortable initially to access alternative provision where there may be separate male and female changing areas.</p>			
<p>Marriage and Civil Partnership</p>			
<p>A wide group of people access leisure provision. A change of ownership or closure is unlikely to directly result in a discriminative or negative impact on this particular group.</p>			
<p>Pregnancy and Maternity</p>			
<p>If leisure facilities were to close, pregnant women and new parents could be adversely affected by having to find alternative provision with associated additional travel.</p>	<p>If community leisure services were to reduce or cease, there are a number of other ways to keep fit and active locally. Details can be found on the Zing website. Alternative provision is available in the locality (please refer to section4).</p>	<p>Sign-posting of alternative provision will be referenced in the media release that will be issued by the Council's Communications Team.</p>	<p>The County Council will not monitor this although its Public Health Team will continue to monitor the community's health and wellbeing, particularly if the community leisure services cease or diminish, in order to identify if any unmet health needs emerge and look to support mitigation if they arise.</p>

Race (including ethnicity or national origin, colour, nationality and Gypsies and Travellers)

If leisure facilities were to close, White British people will be most affected.

It is unlikely to result in a negative impact on people of minority ethnic groups.

If community leisure services were to reduce or cease, there are a number of other ways to keep fit and active locally. Details can be found on the Zing website. Alternative provision is available in the locality (please refer to section4).

Sign-posting of alternative provision will be referenced in the media release that will be issued by the Council's Communications Team.

The County Council will not monitor this although its Public Health Team will continue to monitor the community's health and wellbeing, particularly if the community leisure services cease or diminish, in order to identify if any unmet health needs emerge and look to support mitigation if they arise.

Religion and Belief

A wide group of people access leisure provision. A change of ownership or closure is unlikely to directly result in a discriminative or negative impact on this particular group.

Sex

Women are expected to be more affected by a closure or reduction of community leisure services than men.

If the Academy provides community leisure services, they would almost certainly be available to both male and females.

If community leisure services were to reduce or cease, there are a number of other ways to keep fit and active locally. Details can be found on the Zing website. Alternative provision is available in the locality (please refer to section4).

Sign-posting of alternative provision will be referenced in the media release that will be issued by the Council's Communications Team.

The County Council will not monitor this although its Public Health Team will continue to monitor the community's health and wellbeing, particularly if the community leisure services cease or diminish, in order to identify if any unmet health needs emerge and look to support mitigation if they arise.

Sexual Orientation			
Leisure facilities regularly used by people of a certain orientation may feel more comfortable than having to access new/alternative facilities, which could cause distress or anxiety.	It is not possible for the County Council to mitigate this impact.		The County Council will not monitor this although its Public Health Team will continue to monitor the community's health and wellbeing, particularly if the community leisure services cease or diminish, in order to identify if any unmet health needs emerge and look to support mitigation if they arise.
Other (including caring responsibilities, rurality, low income, Military Status etc)			
<p><u>Low Income:</u></p> <p>The current provider provides concessionary rates for individuals in receipt of working tax credits and means-tested benefits.</p> <p>If community leisure services were to close, it is possible that those on a low income will be less likely to access alternative provision due to transport costs.</p>	<p>It is not possible for the County Council to mitigate this impact.</p> <p>Promote outdoor provision?</p>		The County Council will not monitor this although its Public Health Team will continue to monitor the community's health and wellbeing, particularly if the community leisure services cease or diminish, in order to identify if any unmet health needs emerge and look to support mitigation if they arise.
<p><u>Rurality:</u></p> <p>If services were to close or reduce it could cause a particular difficulty for people in a rural area to access alternative provision which may mean a further distance to travel.</p>	<p>It will be important to inform leisure users in good time in order to allow them to make alternative arrangements.</p>	<p>Sign-posting of alternative provision will be referenced in the media release that will be issued by the Council's Communications Team.</p>	The County Council will not monitor this although its Public Health Team will continue to monitor the community's health and wellbeing, particularly if the community leisure services cease or diminish, in order to identify if any unmet health needs emerge and look to support

			mitigation if they arise.
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Section 6 - How will the assessment, consultation and outcomes be published and communicated? E.g. reflected in final strategy, published. What steps are in place to review the Impact Assessment

- This decision will be published online.
- Discussions will take place with potential new service providers before site transfers take place.

Completed by:	Jonathan Doyle and Claire Lovett
Date	10 October 2018
Signed off by:	
Date	
Compliance sign off Date	
To be reviewed by: (officer name)	
Review date:	