



Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

Organisation prepared for	South Somerset District Council / Freedom Leisure		
Version	2	Date Completed	09/02/22
Description of what is being impact assessed			
Capital works to be carried out at Goldenstones, Westlands Sport & Fitness Centre and Wincanton Sports Centre.			
Evidence			
What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the Office of National Statistics , Somerset Intelligence Partnership , Somerset's Joint Strategic Needs Analysis (JSNA) , Staff and/ or area profiles , should be detailed here			
Office of National Statistics - highlighted that the population is getting older, meaning that we need to be able to provide more activities for the 45-65yrs and 65yrs +.			
JSNA – highlighted that rates of dementia in Somerset are significantly higher than the national average, so we need to be able to help those with dementia carry out activity most suited to them.			
website https://www.southsomerset.gov.uk/media/1682/south_somerset_equalities_profile_2019.pdf - this highlights the population figures from areas of equality that we need to be working with and ensure that we are programming and designing facilities to reach each population group.			
This information highlights the need for the Centre to be aware of the wider population and to ensure that activities and facilities are designed to be able to adapt and grow for specialised groups.			

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

The initial capital works was part of the bid to win the South Somerset contract, so there was consultation with SSDC policy and the local plan in order to ensure that the works provided for the whole community, had no negative impact on protected groups but enhanced opportunities.

We have spoken with user groups and consulted on the designs to gain ideas and feedback from them. User groups include: Apollo Swim Club, Fairmead School, Lufton College, a member of staff who is a wheelchair and King Arthurs school.

The feedback from these groups has been noted and passed on to the architect and already some plans have changed to accommodate the feedback given e.g. introduction of a couple of larger cubicles in the wet changing area to accommodate adults with learning difficulties.

Wider consultation with Somerset Disability Engagement Service to carry out a disability access audit has been discussed and awaiting visit to be arranged.

We have been in contact with the local LGBT group who are happy to give us advice on our capital plans and a meeting is being arranged.

Signage will be extremely important in order to identify areas of the building clearly.

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> Increased opportunity to take part in activities due to improved facilities. Facility design will offer facilities for all age groups e.g. families, disabled users, elderly 	□	⊗	□
Disability	<ul style="list-style-type: none"> Maintain current changing/toilet facilities and lift but ensure that any changing village layout amendments at Goldenstones does not cause adverse impacts on disabled users. Increased opportunity to take part in new activities due to improved facilities Any change can cause issues for some with disabilities, such as noise, colour, layout. 	⊗	□	□
Gender reassignment	<ul style="list-style-type: none"> All disabled changing / toilet areas to be reassigned as accessible toilets/changing Gender specific to gender neutral 	□	□	⊗

Marriage and civil partnership	<ul style="list-style-type: none"> No change 	□	⊗	□
Pregnancy and maternity	<ul style="list-style-type: none"> Breast feeding friendly locations Ensure staff are aware of issues relating to pregnancy and maternity Not losing any baby changing areas/facilities 	□	□	⊗
Race and ethnicity	<ul style="list-style-type: none"> Community delivery to offer targeted sessions Designs may not encompass specific requirement needs 	□	⊗	□
Religion or belief	<ul style="list-style-type: none"> Community delivery to offer targeted sessions Neutral changing area, with enclosed cubicle changing & showers 	□	□	⊗
Sex	<ul style="list-style-type: none"> No change Potential for negative impact for male/females not having a gender specific shower area as showers will be single cubicles where male/female could shower beside – although cubicled off. Benefit that mum and son or dad and daughter will be able to shower together. 	⊗	□	□
Sexual orientation	<ul style="list-style-type: none"> Change disabled change/toilets to accessible Shower gender specific to gender neutral 	□	□	⊗

Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> Active Communities manager role to work on projects to target these groups in and out of the Centre 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Negative outcomes action plan
 Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Disabled toilets/changing to be reassigned as accessible	31/03/2022	Stu Drury	Audit	<input checked="" type="checkbox"/>
Check that the access to wetside changing and pool at Goldenstones is accessible to wheelchair/disabled users	31/03/2022	Stu Drury	Audit	<input checked="" type="checkbox"/>
Look at plans to see what dementia friendly differentiation input can be added to the scheme, e.g. eye level signage, glass door clearly marked, use of natural light where possible, flooring non reflective/patterned, toilet seat contrast colour, quiet seating area etc...	30/05/2022	Tarida Mitcham	Audit	<input type="checkbox"/>
Look at plans to see if braille, large print signage could be added to the scheme.	30/05/2022	Tarida Mitcham	Audit	<input type="checkbox"/>
Differential colour doors for different areas and different chair colours in the café areas, some with arms that people are able to get out of.	30/05/2022	Tarida Mitcham	Audit	<input type="checkbox"/>
Consultation with existing users of GG & disabled staff member.	28/02/2022	Leisure Managers		<input checked="" type="checkbox"/>

Consult with disability engagement service	31/03/2022	Tarida Mitcham	Audit	<input checked="" type="checkbox"/>
Ensure that the cubicles are designed so that you are unable to peer over or under them.	30/05/2022	Tarida Mitcham	Audit	<input type="checkbox"/>
Undertake consultation with the LGBTQ+ communities to sense check the planned changes to toilets/showers in particular – in progress.	26/4/2022	Tarida Mitcham	Audit	<input checked="" type="checkbox"/>

If negative impacts remain, please provide an explanation below.

Requests have been placed with the architect to look at getting a couple of larger changing cubicles in the wet side area, along with ensuring that staff offices and staff rest room remained. A request for a glass partition between aisle 2 and poolside so that parents could view the pool from the changing area, as we will lose the viewing area for parents to view from. A solution of a dry side toilet has also been incorporated within the designs.

Completed by:	Tarida Mitcham
Date	23/03/22
Signed off by:	Brendan Downes
Date	4th May 2022
Equality Lead/Manager sign off date:	
To be reviewed by: (officer name)	
Review date:	