



IPSWICH
BOROUGH COUNCIL

Equality Impact Assessment

Return of swimming lessons

Ref: EQIA2020081112

Officer Name: Andrew Wilesmith

Service Area: Sport & Leisure

Email Address: andrew.wilesmith@ipswich.gov.uk

Title of report: Return of swimming lessons

Reference: EQIA2020081112

What is the report trying to achieve?:

The purpose of the report is to try and ensure the return of swimming lessons after the Covid-19 lockdown provides accessibility to as many people as possible.

The Sport and Leisure service deliver and run numerous sports and physical activity across a variety of centres in order to help get and keep people fit and active. This includes people from a range of BAME communities and people with disabilities. All facilities are open to the whole community.

The revised swimming lesson programme has been extended with lesson numbers doubling to enable all existing customers to return if needed. The restrictions on class numbers meant that returning to the original programme would have meant potentially 50% of young people missing out on swimming lessons. This revised programme ensures that all that were having lessons with us before are still able to.

What evidence/data is being used to support this equality analysis?:

Published data - e.g Census, State of Ipswich report, Analysis of service data (e.g I-card), UK Active and Activity Alliance

Supporting documents (if available):

http://www.activityalliance.org.uk/assets/000/003/476/Reopening_Activity_-_An_inclusive_response_Activity_Alliance_Version_1-June_2020_original.pdf?1592468390

Is there potential for positive or negative impact on any of the protected characteristics?

- **Age:** *Positive*
- **Disability:** *No Impact*
- **Marriage & Civil Partnership:** *No Impact*
- **Race:** *No Impact*
- **Pregnancy & Maternity:** *No Impact*
- **Religion or Belief:** *No Impact*
- **Gender Reassignment:** *No Impact*
- **Sex:** *No Impact*
- **Sexual Orientation:** *No Impact*

If 'No Impact' explain why

Disability - Teachers are unable to teach in the water under new Covid guidance. Additional measures have, therefore been put in place to enable parents/guardians/carers to support those that need additional support in the water.

Marriage & Civil Partnership - All activities are accessible to everyone regardless of their marriage situation

Race - All activities are accessible to everyone regardless of their race

Religion or Belief - All activities are accessible to everyone regardless of their religion or belief

Gender Reassignment - All activities are open to males and females so those that have gone through reassignment wouldn't be excluded as a result. Changing rooms are village style and single cubicles so wouldn't create any issues around use of changing rooms.

Sex - All activities are open to male and female

Sexual Orientation - All activities are accessible to everyone regardless of their sexual orientation

If you have identified any negative impacts (above) how can they be minimised or removed?

The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):

Additional measures means those that require additional support in the water can be given this by a parent/guardian/carer.

The report helps us to 'advance equality of opportunity...' in the following way(s):

Additional lessons have been put on to meet the potential demand of people returning to lessons, particularly children. This prevents people from missing out on lessons.

The policy helps us to 'foster good relations...' in the following way(s): Additional lessons and additional measure for support in the water