

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	Closure of Waterfront Gym
Date	21/02/2021
Officer carrying out screening	Emily Pulham
Service Area	Sport and Leisure
Project Sponsor	Matthew Drouet

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

1. Project/Proposal/ Service changes

What is proposed?	Closing the Waterfront Gym permanently
Why are the changes being introduced?	The facility has been under-utilised by residents and student and not cost effective for a number of years and the decision has been taken to consolidate services and reduce costs
What evidence is being used to support this equality impact analysis?	Ipswich Borough Council iCard Usage Data and membership data
How will this change be implemented?	The Waterfront Gym facility will have all equipment removed and the site handed back to the University of Suffolk. All existing members will be offered alternative options to join other Ipswich Borough Council gyms.

2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Age	No change	<p>There would be no impact as young people aged 12-15, who could normally use Waterfront are now able to use Crown Pools gym on the same basis. All other age groups that use the Waterfront Gym would have the same access at the other gyms, with similar equipment available.</p>	<p>Young Person + members will be written to offering them the opportunity to join Crown Pools on the same membership type.</p>
Disability	No change	<p>All of Ipswich Borough Council's gyms are accessible to those that are disabled or have mobility issues. Customers can use Whitton Sports Centre gym as the equipment is accessible like at Waterfront. Crown Pools gym is also accessible. This is evidenced by the disability groups we have use our other gyms.</p> <p>Those with disabilities can be more financially restricted and the new Gym Only membership is the same price (£20 compared to £19.99 for Waterfront</p>	<p>Invite all Waterfront members to join other Ipswich Borough Council gyms and outline their accessibility. The Gym Only membership price is now the same price as Waterfront Only so promote this membership type as a like for like.</p> <p>Less equipment in the gyms because of social distancing so accessibility in them is easier.</p>

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		<p>Only) meaning it is not financially restrictive.</p> <p>Parking and access is easier at Whitton, Gainsborough and Northgate as well as Crown Pools due to the proximity of disabled car spaces. All are next to or close to bus routes and Gainsborough and Crown Pools are geographically close to Waterfront.</p>	
Gender reassignment	No change	This decision has no impact on individuals that have gone through gender reassignment. This does not restrict their ability to use a gym.	None required
Pregnancy and maternity	No change	This decision has no impact on individuals that are pregnant. This does not restrict their ability to use a gym as the equipment is similar enough to enable a safe workout should they be able to. Instructors are on hand at Whitton and Crown Pools to support if required.	Invite all Waterfront members to join other Ipswich Borough Council gyms The Gym Only membership price is now the same price as Waterfront Only so promote this membership type as a like for like.
Race	No change	This decision has no impact on individuals regardless of race. This does not restrict their ability to use a gym.	None

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Religion or belief	No change	This decision has no impact on different race or religions. The Waterfront gym had no specific alterations in place for specific religions, nor did it run specific sessions for certain religions. All other Ipswich Borough Council gyms are accessible regardless of religion.	Invite all Waterfront members to join other Ipswich Borough Council gyms The Gym Only membership price is now the same price as Waterfront Only so promote this membership type as a like for like.
Sex	No change	The Waterfront gym doesn't run any sex-specific activities and all other Ipswich Borough Council gyms are accessible regardless of sex.	Invite all Waterfront members to join other Ipswich Borough Council gyms The Gym Only membership price is now the same price as Waterfront Only so promote this membership type as a like for like.
Sexual orientation	No change	This decision has no impact on people because of their sexual orientation.	Invite all Waterfront members to join other Ipswich Borough Council gyms The Gym Only membership price is now the same price as Waterfront Only so promote this membership type as a like for like.
Marriage and civil partnership	No change	This decision has no impact on people regardless of their marital status.	Invite all Waterfront members to join other Ipswich Borough Council gyms The Gym Only membership price is now the same price as Waterfront Only

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			so promote this membership type as a like for like.

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

A. All Waterfront members will be given the same opportunity to move their membership to an alternative one. The pricing is the same and all given the same access.

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

A. Customers now have more choice on their memberships and as such can access alternative facilities in a way that better suits their needs.

Q. The policy helps us to 'foster good relations...' in the following way(s): *

A. Giving all members the opportunity to access other sites through the same pricing and opportunity

Q. The new provisions will be reviewed in the following way(s): *

A. Through regular service updates, customer feedback through the Council's 5Cs and as part of the quarterly review of programmes

3 Sign Off

Assessment Author:	Emily Pulham	Date: 21/01/2021
Project Sponsor:		Date:

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Please provide any supporting documents in the appendices below.

Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
Marriage and civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
Religion and belief	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)