

## **Equality Impact Assessment (EQIA) Initial Screening**

<b>Title of EQIA</b>	The restarting of public lane swimming
<b>Date</b>	11 <sup>th</sup> August 2020
<b>Officer carrying out screening</b>	Andrew Wilesmith
<b>Service Area</b>	Sport and Leisure
<b>Project Sponsor</b>	Justin Jupp

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

<b>What is proposed?</b>	The Council, as part of the reopening of sports facilities are returning public lane swimming.
<b>Why are the changes being introduced?</b>	The Coronavirus Outbreak has caused the Council to consider the services it operates, how it can return activities safely and cost effectively and what can be returned within the government guidance
<b>What evidence is being used to support this equality impact analysis?</b>	Visit numbers
<b>How will this change be implemented?</b>	As part of the reopening plans for sport and leisure agreed at Tactical Management Team.

## 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
<b>Age</b>	Negative impact	<p>The restarting of public lane swimming may have a negative impact on those young people that do not have the ability or competency to lane swim.</p> <p>Normally children would attend a public swim in the baby pool or leisure pool at Crown Pools. Due to social distancing and government guidance however, we are unable to open the leisure pool for this use and maintain social distancing. As a result, we couldn't guarantee customers' safety.</p>	<p>Family swim options are being researched and considered and will be introduced when it is safe and feasible to do.</p> <p>Children can still swim by joining our Swim School programme.</p>
<b>Disability</b>	Negative impact	<p>The restarting of public lane swimming may have a negative impact on those that have disabilities that prevent them from swimming lengths.</p>	<p>Casual swim or 'splash and play' sessions are being researched and considered and will be introduced when it is safe and feasible to do.</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		<p>Normally those with physical disabilities or additional needs or learning difficulties would attend a public swim in the leisure pool at Crown Pools.</p> <p>Due to social distancing and government guidance however, we are unable to open the leisure pool for this use and maintain social distancing. As a result, we couldn't guarantee customers' safety.</p>	
<b>Gender reassignment</b>	No anticipated impact	The return of public lane swimming has no positive or negative impacts on this protected characteristic.	
<b>Pregnancy and maternity</b>	No anticipated impact	<p>The restarting of public lane swimming may have a negative impact on those that are pregnant but unable to swim lengths as a result.</p> <p>Due to social distancing and government guidance however, we are unable to open the leisure pool for this use and maintain social distancing. As</p>	Casual swim or 'splash and play' sessions are being researched and considered and will be introduced when it is safe and feasible to do.

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		a result, we couldn't guarantee customers' safety.	
<b>Race</b>	No anticipated impact	The return of public lane swimming has no positive or negative impacts on this protected characteristic.	
<b>Religion or belief</b>	No anticipated impact	The return of public lane swimming has no positive or negative impacts on this protected characteristic.	
<b>Sex</b>	No anticipated impact	The return of public lane swimming has no positive or negative impacts on this protected characteristic.	
<b>Sexual orientation</b>	No anticipated impact	The return of public lane swimming has no positive or negative impacts on this protected characteristic.	
<b>Marriage and civil partnership</b>	No anticipated impact	The return of public lane swimming has no positive or negative impacts on this protected characteristic.	

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

**A. There are no unlawful discrimination, harassment or victimisation issues resulting from this service change**

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

**A. The return of public lane swimming will allow those that rely on this as a low impact activity to return to physical activity**

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

**A. Being able to return people to a popular physical activity**

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

**A. Using data captured through usage, demographics and times**

### 3 Sign Off

<b>Assessment Author:</b>	Andrew Wilesmith	<b>Date:</b> 11 <sup>th</sup> August 2020
<b>Project Sponsor:</b>	Justin Jupp	<b>Date:</b> 13 <sup>th</sup> August 2020

**Please provide any supporting documents in the appendices below.**

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

<b>Age</b>	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).
------------	---

<b>Disability</b>	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.
<b>Gender reassignment</b>	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.
<b>Marriage and civil partnership</b>	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).
<b>Pregnancy and maternity</b>	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.
<b>Race</b>	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 such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
<b>Religion and belief</b>	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.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	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](#)