

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	The reopening of Crown Pools building
Date	11 th August 2020
Officer carrying out screening	Andrew Wilesmith
Service Area	Sport and Leisure
Project Sponsor	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

What is proposed?	The Council, will be reopening Crown Pools with a new floor plan, customer flows and ingress and egress.
Why are the changes being introduced?	The Coronavirus Outbreak has caused the Council to consider the services it operates, how these services could be delivered safely and cost effectively and how buildings can be secure to deal with the change in guidance.
What evidence is being used to support this equality impact analysis?	Floor plans and building plans, Government guidance and regulations
How will this change be implemented?	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
Age	No anticipated impact	The change in building layout, customer access and flows throughout the building has no positive or negative impacts on any of the protected characteristics.	
Disability	No anticipated impact	<p>The change in building layout, customer access and flows throughout the building has no positive or negative impacts on any of the protected characteristics.</p> <p>Access into the gym through the disabled access into the weights room with the exit the same. This is the same as pre-Covid.</p> <p>Gym equipment has been adjusted to create more space at pinch points, making it easier for those that have mobility issues and physical difficulties.</p>	Assistance is on hand by the gym staff if required.

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		<p>Access to the pool side is now via a ramp rather than a lift onto the viewing balcony, making it more straightforward for customers with physical disabilities. Non-slip mats are present, and the seating is close to the ramp.</p> <p>All signage in the building is appropriate for those with visual impairments. The facility uses the corporate signage which has been checked and is appropriate for those with visual impairments.</p> <p>Lift access will still be in place on request.</p>	<p>Lift access is in line with Covid restrictions so same household or bubble or alone. Where a carer is in the same bubble they can use this. Staff are available to support and guide in the use of lifts.</p>
Gender reassignment	No anticipated impact	The change in building layout, customer access and flows throughout the building has no positive or negative impacts on any of the protected characteristics.	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Pregnancy and maternity	No anticipated impact	<p>The change in building layout, customer access and flows throughout the building has no positive or negative impacts on any of the protected characteristics.</p> <p>Lift access will still be in place on request.</p>	Lift access is in line with Covid restrictions so same household or bubble or alone. Where a carer is in the same bubble they can use this. Staff are available to support and guide in the use of lifts.
Race	No anticipated impact	The change in building layout, customer access and flows throughout the building has no positive or negative impacts on any of the protected characteristics.	
Religion or belief	No anticipated impact	The change in building layout, customer access and flows throughout the building has no positive or negative impacts on any of the protected characteristics.	
Sex	No anticipated impact	The change in building layout, customer access and flows throughout the building has no positive or negative	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		<p>impacts on any of the protected characteristics.</p> <p>Single sex changing rooms remain closed however the village changing provides private, single use cubicles for all customers.</p>	
Sexual orientation	No anticipated impact	The change in building layout, customer access and flows throughout the building has no positive or negative impacts on any of the protected characteristics.	
Marriage and civil partnership	No anticipated impact	The change in building layout, customer access and flows throughout the building has no positive or negative impacts on any of the protected characteristics.	

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. Access and exits have been considered around accessibility and different parts of the building have had equipment moved to ensure compliance

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

A. The new layout tries to make it as easy as possible for all customers

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

A. Customer feedback through the online feedback system, in centre verbal feedback and on the phone if required.

3 Sign Off

Assessment Author:	Andrew Wilesmith	Date: 11 th August 2020
Project Sponsor:	Justin Jupp	Date: 13 th 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

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](#)