

## South Staffordshire Council Equality Impact Assessments (EIA)

### Introduction

As functions or policies are reviewed, or new ones developed, an Equality Impact Assessment (EIA) should be carried out to address the following legislation:

- The Race Relations (Amendment) Act 2000;
- Disability Discrimination (Amendment) Act 2006;
- Sex Discrimination Act 1975; and
- To help implement the Employment Equality Regulations on Sexual Orientation and Religion and Belief and Age.

EIAs can help South Staffordshire Council to meet the various stages of the Equalities Standard for Local Government and increasingly service inspections are asking questions about the findings of EIAs.

An EIA is a process to determine whether a policy or function has any "*differential impacts*" that could have an adverse (negative) implication on the basis of a person's race, gender, disability, sexual orientation, religion/belief or age. It is a method to ensure that a function or policy will not create any barriers that could prevent access to services or employment opportunities.

### Explaining the toolkit

<b>Equality Impact Assessment</b>	
<b>1</b>	<b>Title of Function or Policy to be assessed:</b> Refurbishment of the Swimming Pool at Codsall Leisure Centre
<b>2</b>	<b>Date:</b> 22/03/10
<b>3</b>	<b>Name of Lead Officer:</b> Tony Ward, Leisure Services Manager
<b>4</b>	<b>EIA Team</b> Tony Ward, Christine Humpherson and Sam O'Toole.  Diversity Reference Group
<b>5</b>	<b>Director/Head of Service/Service Manager:</b> Tony Ward (Service Manager)
<b>6</b>	<b>Existing, new or review:</b>  Review of swimming facilities.

If you have any queries or comments about Equality Impact Assessments or about the toolkit, please contact:  
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<b>7</b>	<p><b>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</b></p> <p>The refurbishment is to;</p> <ul style="list-style-type: none"> <li>- update the swimming facility at Codsall Leisure Centre,</li> <li>- to extend the life of the facility,</li> <li>- to avoid long term closure,</li> <li>- to improve the access and egress of the swimming pool.</li> </ul>																														
<b>8</b>	<p><b>Linked policies, functions: Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?</b></p> <p>No</p>																														
<b>9</b>	<p><b>Who is it intended to affect or benefit (the target population):</b></p> <p>The refurbishment is intended to affect the wider community by extending the life of the facility used by all sectors of the community.</p> <p>Some time ago there was a request to look at the access and egress of the swimming pool from an elderly gentleman as the older generation were having difficulty with the steps provided. Therefore the project also targeted the older generation and those with disabilities.</p> <p>In addition the improvement to the steps in the swimming pool will assist carers of disabled people and make the swimming experience more enjoyable.</p>																														
<b>10</b>	<p><b>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;"></th> <th style="width: 15%;">Positive Impact</th> <th style="width: 15%;">Negative Impact</th> <th style="width: 45%;">Comments</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td style="text-align: center;">Yes</td> <td style="text-align: center;">No</td> <td>Ease of access to the swimming pool</td> </tr> <tr> <td>Disability</td> <td style="text-align: center;">Yes</td> <td style="text-align: center;">No</td> <td>Ease of access to the swimming pool</td> </tr> <tr> <td>Gender</td> <td style="text-align: center;">No</td> <td style="text-align: center;">No</td> <td></td> </tr> <tr> <td>Race</td> <td style="text-align: center;">No</td> <td style="text-align: center;">No</td> <td></td> </tr> <tr> <td>Religion/belief</td> <td style="text-align: center;">No</td> <td style="text-align: center;">No</td> <td></td> </tr> <tr> <td>Sexuality</td> <td style="text-align: center;">No</td> <td style="text-align: center;">No</td> <td></td> </tr> </tbody> </table>				Positive Impact	Negative Impact	Comments	Age	Yes	No	Ease of access to the swimming pool	Disability	Yes	No	Ease of access to the swimming pool	Gender	No	No		Race	No	No		Religion/belief	No	No		Sexuality	No	No	
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<b>11</b>	<p><b>What evidence do you have for the statements you have made above?</b></p> <p>Steps are designed for ease of access. Suitable for less mobile users. Reduces the need to use the disabled hoist.</p>																														

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<b>12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:</b>	
<b>Disability:</b> Non	
<b>Race:</b> Non	
<b>Gender:</b> Non	
<b>Age:</b> Non	
<b>Religion/belief:</b> Non	
<b>Sexuality:</b> Non	
<b>13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:</b>	
<b>How will it provide equality of access to services, information, and employment?</b>	
- Making the facility more accessible to a wider range of user including disabled, older people and those with young children.	
<b>Does it or could it celebrate diversity?</b>	
- No	
<b>Will it or could it promote good relationships within and between communities?</b>	
- The refurbishment of the swimming pool will attract customers from a wider community therefore bringing all sectors of the community together.	
<b>How will it help to prevent social exclusion?</b>	
- The refurbishment will improve social inclusion due to the improve accessibility of the facility	
<b>Will it help to reintegrate those who have become excluded?</b>	
- Yes due to the improved access.	
<b>How will it provide good quality, inclusive services?</b>	
- The swimming pool has been modified to provide a good quality service to all those who use it. This includes those who have found it difficult in the past the use the swimming pool.	

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**14. Consultation:**

Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.

Consultation took place with members of the public through a public display at the Leisure Centre.

Advice was obtained through architects (BM3) on the solution to the problem of getting access to the swimming pool for elderly people and disabled.

Consultation also took place with Codsall High School and its governors.

Suppliers of equipment were also involved.

**Director/Head of Service:**

I am satisfied with the results of this EIA

I have seen the Councils (3) Equality Schemes or Equality Action Plan and am satisfied with the contribution it can make.

I agree to review the Action Plan after 12 Months with the Directorate's Equality representative.

**Signature of Leisure Service Manager:**

Leisure Service Manager electronic signature not available.

**Completion of the Toolkit:**

Diversity Reference Group  
29<sup>th</sup> June 2010