

Equality Impact Assessment (EIA)

Document control

| | |
|-----------------------------------|---|
| Title of activity: | Leisure Centre Retender |
| Type of activity: | Procurement Process |
| Lead officer: | Kayleigh Pardoe, Policy and Performance Business Partner (Communities and Resources) |
| Approved by: | Simon Parkinson, Head of Culture and Community Access |
| Date completed: | May 2016 |
| Scheduled date for review: | May 2017 |

| | |
|---|-----|
| Did you seek advice from the Corporate Policy & Diversity team? | Yes |
| Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website? | No |

1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at diversity@havering.gov.uk

About your activity

| | | |
|----|---|---|
| 1 | Title of activity | Leisure Centre Retender |
| 2 | Type of activity | Procurement Process |
| 3 | Scope of activity | The project is the retender of the Leisure Centre Contract, which will begin in October 2016. The existing sports and leisure management 10 year contract, managed by Sports and Leisure Management Limited (SLM) is due to come to an end in September 2016; the option to extend the contract for a period of up to five years has not been taken by the Council. |
| 4a | Is the activity new or changing? | Yes |
| 4b | Is the activity likely to have an impact on individuals or groups? | Yes |
| 5 | If you answered yes: | <i>Please complete the EIA on the next page.</i> |
| 6 | If you answered no: | NA |

| | |
|----------------------|--|
| Completed by: | Kayleigh Pardoe, Policy and Performance Business Partner (Communities and Resources) |
| Date: | May 2016 |

2. Equality Impact Assessment

The EIA

Background/context:

The Council's procurement process began in July 2014. An initial EIA was completed, and was subsequently updated throughout the project. This document summarises what the requirements were in terms of Equality and Diversity, and how the winning bidder has illustrated these requirements will be met.

The Council's overall aim is to tender a sports and leisure management contract with a view to an operator managing a new contract as from 1st October 2016. The service objectives that the Council has established (not in priority order) include:

- Objective 1: Ensure that a high quality service is provided, with high levels of customer / user satisfaction
- Objective 2: Increase opportunities for people from all parts of the community to participate and become involved in sport and physical activity
- Objective 3: Increase the number of borough (and non-borough) residents participating in sport and physical activity
- Objective 4: Ensure that the centres promote healthy living, including the provision of healthy eating options by the operator
- Objective 5: Ensure that health and safety, including the safeguarding of children / vulnerable adults and meeting environmental health standards, is a high priority for the operator
- Objective 6: Achieve a reduction in costs to the Council
- Objective 7: Secure the appropriate capital investment (repairs, maintenance and replacement) in the existing centres
- Objective 8: Secure realistic proposals to develop the existing sites for commercial leisure purposes

The leisure centres which are included in the existing contract include Hornchurch Sports Centre, Central Park Leisure Centre and Chafford Sports Complex. The future of the existing Chafford Sports Complex is not clear at this juncture. A land adjudication panel decision means the facility will transfer to the school at the end of the current contract period (i.e. on October 1st 2016). It will therefore be the schools decision as to whether the sports centre will be included in the Council's next sports and leisure management contract, or not.

The new Romford Leisure Centre is due to open in April 2018, and will be included in the

new contract. In addition, the Broxhill Sports Park will be completed by December 2016 2017 and the management of this facility will also be included in the new contract.

In summary the facilities to be included in the new contract are as follows:

1. Central Park Leisure Centre
2. Hornchurch Sport Centre (a mandatory variant bid was included as part of the procurement process for a new build of the Centre)
3. Broxhill Sports Park
4. Romford Leisure Centre
5. Chafford Sports Complex (a mandatory variant bid was included as part of the procurement process to either refurbish to rebuild the Centre. This was not included as part of the evaluation, but will inform post award discussions with the winning bidder and the school)

NBS Data

This report includes reference to National Benchmarking Service (NBS) data. NBS provide data on an annual basis on a number of performance indicators across four perspectives for Hornchurch Leisure Centre and Central Park Leisure Centre. These include access, finance, utilisation and customer satisfaction Centre (*please note finance data has not been included as it is not deemed relevant for this document*). The access data in particular provides a useful insight in regard to E&D issues. The indicators provided are the ones the NBS consider most relevant to social inclusion.

The centre score is compared with the national benchmarks and lowest and highest scores for each of the four family categories to which the centre belongs. For all the performance indicators compared with national benchmarks, it is the 75% national benchmarks which represent 'better' performance.

Wider Sports Participation in the Borough

It is essential to look at wider sports participation in Havering to further understand barriers to sports participation and physical exercise and ensure that facilities are used by all of Havering communities. Sport England produce an annual Active People Survey (latest results available are for 2014) which shows the rate of sports participation for adults by age group, disability, ethnicity and gender.

The survey found that people from older age groups and people with disabilities are particularly low compared to the London and National average. Swimming was the sport that residents said they most wanted to do. It is therefore essential that wider participation rates in physical activity are understood in order to plan increases in use of leisure facilities.

How the Contractor will meet the requirements

The Contract includes a Quality and Performance Monitoring Document. Within this are the stipulations that the Contractor has to adhere to. Stipulations relevant to this document are listed below. Should the Contractor fail to achieve the said Contract Standards or if there is a Material Breach the Council will have the right to invoke the default procedure or termination procedure.

- The Contractor shall share the annual NBS Reports for each site with the Council – these will provide detail in relation to the all of the Access, Financial and Utilisation indicators for each facility.
- The Contractor shall have a minimum of 70% of its NBS Access, Financial and Utilisation indicators sitting within the third and top quartiles at each facility.
- The Contractor shall submit a report at the end of each year of the contract (after 18 months in the first instance, covering the period 1/10/16 to 31/3/18), within two months of the end of each contract year, detailing the service improvements that will be made to address the issues highlighted in QUEST and NBS reports.
- The Contractor shall proactively encourage the take up and use of the Leisure Card, including information about Leisure Card users (Age, ethnicity, postcode, disability etc.) on an annual basis as part of the annual contract report.
- The Contractor shall ensure involvement in an appropriate apprenticeship scheme to encourage young people into the sport and recreation industry. At least two apprentices to be taken on in each year of the contract.
- The Contractor shall provide an annual ‘open day’ event for the local community at each facility.
- The Contractor shall organise an annual disability sport event at one of the facilities. Numbers attending to be reported.
- The Contractor shall organise an annual International Women’s Day event at one of the facilities. Numbers attending to be reported.
- The Contractor shall provide a detailed summary of its sports development activities undertaken across the contract.
- The Contractor shall report on attendances, both quarterly and annually, broken down by:
 - Main facility areas;
 - Main activities;
 - Age (adult / junior)

Where it is possible to do so, in the view of the Council, by age (beyond adult / junior), gender, ethnicity and ability / disability.

As part of the Community Health and Wellbeing Method Statement required at the ITT stage, the Contractor has committed to:

- Deliver an increase in participation and user satisfaction ratings for the facilities on an annual basis and recognise the Council’s requirement to increase participation from specific target groups such as young people, 50+, ethnic minorities and those with disabilities in order to improve the health in these groups.
- Work in partnership with the Council to develop and deliver innovative marketing and promotion plans targeting hard to reach groups
- Introduce a pricing structure which reduces barriers to participation. Pricing will promote the principles of equality of access, sustainability and encourage usage.
- Access funding opportunities to provide specialist activities to people on low

incomes and those from deprived backgrounds.

- Deliver specialist sessions for people with disabilities and forge working relationships with NGBs, EFDS and London Sport
- Measure participation levels through a set of key performance indicators.
- Deliver programmes targeted at under-represented groups related to Sport and Physical Activity; adults and the elderly, women and girls, those with disabilities or a long term illness, children and young people.

The Contractor also provided Equality and Diversity Policies and details of Equality and Diversity Training at PQQ stage, which met the Council's requirements.

The below boxes illustrate the issues considered as part of the tendering process that were highlighted to tenderers and that will also be addressed by the winning bidder.

| Age: Consider the full range of age groups | |
|---|---|
| <i>Please tick (✓) the relevant box:</i> | |
| Positive | ✓ |
| Neutral | |
| Negative | |

Overall impact:

The new contract will need to ensure that the programming takes into account the older population in Havering which is forecast to grow further in the future. At the same time, the increase in 5-10 year olds will also need to be taken into account and more activities should be targeted at this age group.

The Pricing Structure should also reflect the age demographic and it would be beneficial to retain activities such as free 50+ swimming.

In terms of current performance data, both Central Park Leisure Centre and Hornchurch Sport Centre are showing poor performance for visits from 14-25 year olds. This will need to be monitored and addressed as part of the new contract.

Evidence:

NBS Data - Central Park Leisure Centre and Hornchurch Leisure Centre – please see Appendix 1 and Appendix 2.

Attendance for those aged 14-25 is in the bottom quartile for both Central Park Leisure Centre and Hornchurch Sport Centre. Attendance for 26-64 year olds is in the top quartile for Central Park Leisure Centre and in the 2nd quartile for Hornchurch Sport Centre. In regards to those aged 65+, performance is in the top quartile for Hornchurch Sport Centre and in the 2nd quartile for Central Park Leisure Centre.

Local Demographic DataPopulation Data

The 2013 age profile of Havering:

| 2013 | Number | Percentage of population (%) |
|-------------|---------|------------------------------|
| All persons | 242,080 | 100.0 |
| 0-4 years | 14,808 | 6.1 |
| 5-10 years | 16,867 | 7.0 |
| 11-17 years | 20,445 | 8.5 |
| 18-24 years | 21,048 | 8.7 |
| 25-64 years | 124,097 | 51.3 |
| 65-84 years | 38,306 | 15.8 |
| 85+ years | 6,509 | 2.7 |

Average ages of the population

| | 2001 Census | 2011 Census |
|----------|-------------|-------------|
| Havering | 39.8 | 40.4 |
| London | 36.0 | 35.6 |
| England | 39.3 | 38.6 |

Projected increases in populations 2013-2023

| Age Group | Projected percentage change between 2013 to 2023 (%) |
|-------------|--|
| 0-4 years | +11% |
| 5-10 years | +22% |
| 11-17 years | +12% |
| 18-24 years | -9% |
| 25-64 years | +13% |
| 65-84 years | +8% |
| 85+ years | +34% |

We can expect that there will be a huge increase in the 85+ and the 11-17 years old age groups during the life span of the new leisure contract.

Issues to be considered for sports facilities

The leisure contract should consider the likely age groups that will use leisure facilities and take into consideration of projected increases.

Havering is the comparatively oldest borough in London and has seen an increase in the average age since 2001. The older age groups in Havering are much more likely to have a disability than adults of a working age (see disability characteristic for data). Therefore, facilities should meet the Inclusive Fitness Initiative and activities should be offered to support people with specialist health conditions that older people are more likely to obtain, such as cardiac and stroke rehab.

The age group that will significantly increase by 2023 is the 5-10 years group. Changing facilities should be incorporated for parents and children, such as changing cubicles for privacy.

Issues to be considered for wider sport and physical activity participation

Adults (16+) Participation in Sport (at least once a week)

| 2012/13 | England | London | Havering |
|-----------------|---------|--------|----------|
| 16-25 years old | 55.2% | 53.1% | 52.3% |
| 26-34 years old | 44.6% | 44.9% | * |
| 35-44 years old | 42.4% | 39.7% | * |
| 45-54 years old | 35.5% | 35.8% | 37.2% |
| 55 -64 | 26.9% | 29.4% | 38.2% |
| 65 and over | 17.2% | 18.0% | * |

(*Data unavailable, question not asked or insufficient sample size.)

From the Sport England Survey it is clear that participation in sport is comparatively lower for older age groups (35 years old and above), although it is worth noting that Havering has a much higher percentage of those aged 55-64 participating in Sport than in London and England. As older age groups are comparatively high in Havering, it is essential participation schemes consider participation and access for these age groups.

For example, schemes such as free 50+ swimming would be beneficial to increase participation.

Consideration will also be needed for the levels of childhood obesity in the projected increase of the 5-10 years group. At present, 1 in 5 reception aged children are obese and 35% of year 6 children are obese. Public health measures should be incorporated into any participation scheme and encourage these children in a safe and friendly environment.

Sources used:

- 2013 Mid-year population estimates, Office of National Statistics
- 2001 and 2011 Census, Office of National Statistics
- Greater London Authority 2013 Projections: Strategic Housing Land Availability/Capped Household Size Models
- Active Peoples Survey 2014/15, Sport England

Having JSNA Children and Young People's Chapter
NBS data

Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions

| | | |
|--|-------------------------------------|--|
| <i>Please tick (✓) the relevant box:</i> | | Overall impact: Leisure Centres should be IFI (Inclusive Fitness Initiative) accredited or working towards this. (Parking spaces, ramps, doors, height of reception desk, gate v turnstile, induction loop, colour contrast, signage, larger cubicles in changing rooms, accessible toilets, hoist etc.) Classes and activities provided should be inclusive and also include disability sports. The programming of these activities should also not be solely during the working day – avoid the assumption that disabled people don't work. Staff should receive training so that they can recognise not just physical disabilities but learning disabilities also, and what provision there might need to be for this group – e.g. communication, attitude etc. Policies might also need to be adaptable to suit needs – e.g. not all disabled young people will need a carer? Changing facilities should be provided for those with disabilities including provision for carers as well. The pricing policy might also need to be considered – for example we might want to consider free entry for carers. Looking at current performance data, the numbers of disabled customers accessing leisure centres will need to be closely monitored, particularly at Central Park Leisure Centre where current performance in this area is poor. |
| Positive | <input checked="" type="checkbox"/> | |
| Neutral | <input type="checkbox"/> | |
| Negative | <input type="checkbox"/> | |

Evidence:

NBS Data - Central Park Leisure Centre and Hornchurch Leisure Centre – please see Appendix 1 and Appendix 2

Performance is the in bottom quartile in terms of visits from disabled customers, both under 64 and over 64 for Central Park Leisure Centre. Performance is better at Hornchurch Sport Centre with disabled customers under 64 in the 3rd quartile, and those aged over 64 in the 2nd quartile.

Local Demographic Data

- 31,400 (21%) working age (16-64) people living in Havering have a disability or long term illness/health condition

- 22,320 (52%) of older people (65+ years old) have a disability or long term illness/ health condition

Issues to be considered for sports facilities

Leisure Centres should meet the standard of the IFI Inclusive Fitness Initiative accredited or working towards this. (Parking spaces, ramps, doors, height of reception desk, gate v turnstile, induction loop, colour contrast, signage, larger cubicles in changing rooms, accessible toilets, hoist etc.). Consultation with disability groups, both within the community and the wider sports sector, as well as service users, would be beneficial to ensure major redesign of leisure facilities.

Staff will need to be made aware of the provision of British Sign Language translation services for deaf and hard of hearing residents.

Issues to be considered for wider sport and physical activity participation

Adults (16+) with a limiting illness or disability participating in Sport (at least once a week)

| | England | London | Havering |
|--------------------------------|---------|--------|----------|
| Limiting illness or disability | 17.2% | 19.3% | * |

(*Data unavailable, question not asked or insufficient sample size.)

Whilst there is no data available for Havering, London has a higher rate of adults with a disability or limiting illness participating in Sport at least once a week, than in England.

The NBS data found that in Central Park Leisure Centre, the participation of disabled people was in the bottom quartile when compared to national performance. Hornchurch Leisure Centre was in the 2nd and 3rd quartile. Therefore, a more localised approach to tackling barriers to participation will need to be undertaken. Individual locations should monitor usage on a regular basis.

All provision of sport should attempt to be as inclusive as possible. Sports Coach UK has a number of advice resources for ensuring that people with physical, mental and learning disabilities can participate in non-disabled sporting classes and activities

Provision should also be included for different disability sports, such as Boccia or Wheelchair Basketball. Provision of disability only classes in a range of sports can also be provided if this increase the physical activity for those individuals.

The programming of any disability sports should also not be solely during the working day – avoid the assumption that disabled people don't work.

Sources used:

2012/13 Annual Population Survey, Office of National Statistics

2011 Census, Office of National Statistics

NBS Data

Active Peoples Survey 2014/15, Sport England

| Sex/gender: Consider both men and women | | | |
|--|-------------------------------------|---------------|-----------------|
| <i>Please tick (✓) the relevant box:</i> | | | |
| Positive | <input checked="" type="checkbox"/> | | |
| Neutral | <input type="checkbox"/> | | |
| Negative | <input type="checkbox"/> | | |
| Overall impact: | | | |
| The provision of changing facilities will need to be considered – shared changing available for any permutation, e.g. mother and son, father and daughter. | | | |
| The contractor will also need to consider whether female only sessions are included as part of the programme. | | | |
| Evidence: | | | |
| NBS Data - Central Park Leisure Centre and Hornchurch Leisure Centre – please see Appendix 1 and Appendix 2 | | | |
| Performance for the number of female customers is in the 3 rd quartile for both Leisure Centres. | | | |
| <u>Local Demographic Data</u> | | | |
| 52% of Havering’s population is women and girls and 48% of the population is men and boys. | | | |
| <u>Issues to be considered for sports facilities</u> | | | |
| Gender related issues regarding the changing facilities will need to be considered, for example, changing cubicles for mother and sons or fathers and daughters, or general privacy for parents with children. | | | |
| <u>Issues to be considered for wider sport and physical activity participation</u> | | | |
| Adults (16+) Participation in Sport (at least once a week) | | | |
| 2012/13 | England | London | Havering |
| Men | 40.7% | 43.8% | 43.0% |
| Women | 31.2% | 32.4% | 32.0% |
| The Active People survey shows that the participation in Sport at least once a week is higher than England for men and Women, but lower than London. | | | |
| Both Central Park and Hornchurch Leisure Centres perform well compared to national benchmarking statistics, but there is still an inequality in participation between male and females. | | | |
| There are many reasons for this national trend. Some include personal barriers, like body image and self-confidence issues. | | | |
| Research by the Women’s Sport and Fitness Foundation (WSFF) have found that most sport facilities prioritise men’s sport sessions in booking facilities. It is therefore essential that women and girls have equal access in booking facilities, especially for holding team sports, such as football. | | | |
| Care and consideration is needed in the images used in marketing materials. In addition, | | | |

women only sessions should be held in isolation away from men and mixed sex sessions, e.g. do not share a women's keep fit session in a hall with men's football sessions. Women and girl only sessions should be staffed by women.

Sources used:

NBS data
 2011 Census, Office of National Statistics
 Active Peoples Survey 2014/15, Sport England
 Women's Sport and Fitness Foundation website <http://www.wsff.org.uk/resources/how-women-experience-sport-and-fitness/barriers-to-sports-participation-for-wom>
 Accessed 19 September 2014

Ethnicity/race: Consider the impact on different ethnic groups and nationalities

Please tick (✓) the relevant box:

Overall impact:

Positive ✓

Neutral

Negative

Whilst Havering remains one of the most ethnically homogenous boroughs in London and is less diverse than England as a whole, the population is becoming more diverse. In light of this, the Contractor will be required to consider the ethnic profile of the borough when considering programming and communication (signage, publicity materials) requirements and review this on a regular basis.

Again staff will also need to be trained to ensure they create the right culture in the Leisure Centres and can respond appropriately to any discrimination that might occur.

In terms of current performance data the Leisure Centre's in Havering do not score highly for the number of visits from Black, Asian and other ethnic groups. However, when looking at this data the boroughs ethnic profile does need to be considered in comparison to other boroughs.

Evidence:

NBS Data - Central Park Leisure Centre and Hornchurch Leisure Centre – please see Appendix 1 and Appendix 2

Performance for the number of visits from Black, Asian and other ethnic groups is in the bottom quartile for Hornchurch Sport Centre and the 3rd quartile for Central Park Leisure Centre.

Local Demographic Data

| 2014 (Projection) | Number | Percentage of Population(%) |
|-------------------|---------|-----------------------------|
| All ethnicities | 246,269 | 100.00 |
| White | 211,126 | 85.7 |
| Black Caribbean | 3,335 | 1.4 |

| | | |
|---------------|--------|------|
| Black African | 9,485 | 3.9 |
| Black Other | 4,524 | 1.8 |
| Indian | 5,813 | 2.4 |
| Pakistani | 1,820 | 0.7 |
| Bangladeshi | 1,205 | 0.5 |
| Chinese | 1,662 | 0.7 |
| Other Asian | 4,467 | 1.8 |
| Other | 2,833 | 1.2 |
| BAME | 35,144 | 14.3 |

Between the 2001 and 2011 Census, Havering had the biggest increase of BAME groups out of all the London Boroughs. The last census saw 17% of the population define themselves as BAME, which is the lowest in London.

According to the 2011 Census, Havering has the highest percentage (95.4%) of residents aged 3+ who have English as a main language and 4.57% do not speak English as a main language.

The top five languages (after English) are:

- Lithuanian (980, 0.4%)
- Polish (829, 0.4%)
- Punjabi (595, 0.3 %)
- Bengali - with Sylheti and Chatgaya (490, 0.2%)
- Tagalog/Filipino (430, 0.2%)

Issues to be considered for sports facilities

There are no major physical barriers for different BAME communities. However, catering provision should offer a wide range of options, such as vegetarian options in order to be more inclusive. This will also be inclusive for all communities in Havering.

The leisure provider will need to have access to the Language Shop in cases when they have to translate material, but this is likely to be low as there will not be the need to communicate sensitive or legal information.

Issues to be considered for wider sport and physical activity participation

Adults (16+) Participation in Sport (at least once a week) White British

| | England | London | Havering |
|---------------|---------|--------|----------|
| White British | 35.5% | 39.4% | 35.7% |

There is no Active Peoples survey data on other ethnic minority groups' participation in sport in Havering other than White British, due to a too small sample size in the survey. However the data above shows that the number of residents who are White British participating in Sport at least once a week in Havering is higher than the figure for England, although lower than the figure for London.

The number of ethnic minority groups' using the centres was in the 2nd quartile for Hornchurch Leisure Centre and the 3rd quartile for Central Park. More work is therefore needed to increase these groups in using the facilities.

Although Havering has a relatively small BAME population, the provider will need to ensure that staff are trained to ensure they create the right culture in the Leisure Centres and can respond appropriately to any discrimination that might occur.

Sources used:

2012 Round SHLAA ethnic group projection - final, Greater London Authority
 2001 and 2011 Census, Office of National Statistics
 NBS data
 Active Peoples Survey 2014/15, Sport England

Religion/faith: Consider people from different religions or beliefs including those with no religion or belief

Please tick (✓) the relevant box:

Overall impact:

Positive

Female only sessions (including women staff) will need to be considered as part of the Leisure Centre programming. The dress code for some activities will need to be amended for some groups to ensure they are inclusive.

Neutral

Negative

The catering arrangements within each facility will also need to take into account the needs and beliefs of different groups – e.g. vegetarian option.

Evidence:

Local Demographic Data

| 2011 | Number | Percentage of Population(%) |
|---------------------|---------|-----------------------------|
| All religions | 237,232 | 100.0 |
| Christian | 155,597 | 65.6 |
| Muslim | 4,829 | 2.0 |
| Hindu | 2,963 | 1.2 |
| Sikh | 1,928 | 0.8 |
| Jewish | 1,159 | 0.5 |
| Buddhist | 760 | 0.3 |
| Other religion | 648 | 0.3 |
| No religion | 53,549 | 22.6 |
| Religion not stated | 15,799 | 6.7 |

Issues to be considered for sports facilities

There are no major physical barriers for people from different religions. However, catering provision should offer a wide range of options, such as vegetarian options in order to be more inclusive. This will also be inclusive for all communities in Havering.

Issues to be considered for wider sport and physical activity participation

There is little Active People Survey participation data based upon religion or faith and therefore we cannot know about the participation rates.

Some Muslim women and girls would benefit from single sex sport and physical activity classes and sessions. These will need to be made sure they are kept away from male sessions/classes and run by female staff. This would have benefits for non-Muslim women and girls in increasing their participation in sport.

Although Havering has a relatively small population from non-Christian religions, the provider will need to ensure that staff are trained to ensure they create the right culture in the Leisure Centres and can respond appropriately to any discrimination that might occur. This is set out in the Equality in Service Provision Policy.

Sources used:

2011 Census, Office of National Statistics

| Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual | |
|--|--|
| <i>Please tick (✓) the relevant box:</i> | |
| Positive | <p>Overall impact:</p> <p>Although we do not know the size of the lesbian, gay and bisexual community in Havering, research undertaken by Stonewall in 2013 found that 23% of gay and bisexual men experienced regular homophobia when they were at school during school sport. This has created a barrier in adulthood as only 1 in 20 gay and bisexual men participate in organised sport. It is therefore essential that that staff are trained to ensure they create the right culture in the Leisure Centres by tackling homophobia and can respond appropriately to any discrimination that might occur. This is set out in the Equality in Service Provision Policy.</p> |
| Neutral | |
| Negative | |
| <p>Evidence:</p> <p><u>Population Data</u> There is no sufficient information on sexual orientation at national or local level.</p> <p><u>Issues to be considered for sports facilities</u> There are no perceived physical barriers for people with different sexual orientations.</p> <p><u>Issues to be considered for wider sport and physical activity participation</u> There is little Active People Survey participation data based upon sexual orientation and therefore we cannot know about the participation rates.</p> | |
| <p>Sources used:</p> <p>‘The School Report 2013’, Stonewall</p> | |

| Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth | |
|--|---|
| <i>Please tick (✓) the relevant box:</i> | |
| Positive | ✓ |
| Neutral | |
| Negative | |
| <p>Overall impact:</p> <p>Whilst no data on gender reassignment is available, In the provision of single sex classes and non-competitive sport sessions, individuals should be allowed to participate in the gender identity they associate with as the perceived biological advantage some trans women may have is not relevant in recreational sport and physical activity.</p> <p>Staff will also need to be trained to ensure they create the right culture in the Leisure Centres and can respond appropriately to any discrimination that might occur.</p> | |
| <p>Evidence:</p> <p><u>Population Data</u> There is no sufficient information on gender identity at national or local level.</p> <p><u>Issues to be considered for sports facilities</u> Staff will need to be supportive for residents who are undergoing gender reassignment surgery or are transgender and allow them to use changing facilities the individual feels comfortable in using. The availability of changing cubicles for privacy may be beneficial for some transgender people, especially if they are in the transitional phase of gender reassignment. This would also benefit families, people who are undertaking caring responsibilities and any resident who would prefer to change in private.</p> <p><u>Issues to be considered for wider sport and physical activity participation</u> There is no Active People Survey data based upon gender identity available. Staff will need to be trained to ensure they create an inclusive environment in the Leisure Centre and can respond appropriately to any transphobic discrimination that might occur. This is set out in the Equality in Service Provision Policy.</p> | |
| <p>Sources used:</p> <p>Transsexual People in Sport: Guidance, Department of Culture, Media and Sport</p> | |

| Marriage/civil partnership: Consider people in a marriage or civil partnership | |
|--|---|
| <i>Please tick (✓) the relevant box:</i> | |
| Positive | ✓ |
| Neutral | |
| Negative | |
| <p>Overall impact:</p> <p>Whilst little data on marriage/civil partnership is available, facilities will need to be available in Leisure Centres for this group. The Council will be looking for the Contractor to include 'family' sessions in their programming (although this has not been specified at the ITT stage). The Contractor could also consider discounts for married couples or families – for example through discounted / joint memberships.</p> | |

| | | |
|---|---------|-----------------------------|
| | | |
| Evidence: | | |
| <u>Local Demographic Data</u> | | |
| | 2011 | Number |
| | | Percentage of Population(%) |
| All persons | 192,844 | 100.0 |
| Single (never married or never registered a same-sex civil partnership) | 63,549 | 33.0 |
| Married | 93,587 | 48.5 |
| In a registered same-sex civil partnership | 196 | 0.1 |
| Separated (but still legally married or still legally in a same-sex civil partnership) | 4,699 | 2.4 |
| Divorced or formerly in a same-sex civil partnership which is now legally dissolved | 15,492 | 8.0 |
| Widowed or surviving partner from a same-sex civil partnership | 15,321 | 7.9 |
| <u>Issues to be considered for sports facilities</u> | | |
| There are no perceived barriers for people who are married or civil partnership in the provision of leisure facilities. There may be barriers that are a result of the gender, age or sexual orientation characteristic. | | |
| <u>Issues to be considered for wider sport and physical activity participation</u> | | |
| Marriage or civil partnership status data is not collected as part of the Active People Survey. There are no perceived barriers to sport or physical activity participation for this characteristic that are not covered by the gender, age or sexual orientation characteristic. | | |
| Sources used: | | |
| 2011 Census, Office of National Statistics | | |

| | | |
|---|---|--|
| Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave | | |
| <i>Please tick (✓) the relevant box:</i> | | Overall impact: |
| Positive | ✓ | Whilst no data on pregnancy, maternity and paternity is available, facilities will need to be available in Leisure Centres for this group. This includes changing rooms, toilets, baby change units and appropriate breastfeeding areas. |
| Neutral | | |

| | |
|-----------------|--|
| Negative | <p>Research summarised in the Havering Children & Young People Chapter demonstrates that women who are obese during pregnancy are much more likely to die as a direct or indirect result of their obesity. In addition to this, babies born to obese women face increased risk of foetal death, stillbirth, congenital abnormality, shoulder dystocia, macrosomia and subsequent obesity. It is therefore essential that any participation programme incorporates activities specifically for pregnant women. A working relationship should be developed to increase referrals from local GPs to classes which help tackle obesity in pregnancy.</p> <p>The Council will also be looking for the contractor to include antenatal sessions, parent and baby sessions etc. in their programming.</p> |
|-----------------|--|

| |
|---|
| <p>Evidence:</p> <p><u>Population Data</u> There is no sufficient information on pregnancy, maternity and paternity at national or local level. This is partly due to the changing nature of the characteristic.</p> <p><u>Issues to be considered for sports facilities</u> There needs to be facilities provided specifically for this group. This includes baby changing units, breastfeeding areas and changing cubicles which can be used for parents with young children.</p> <p><u>Issues to be considered for wider sport and physical activity participation</u> The Active People Survey does not record this characteristic because of the time limited nature.</p> |
|---|

| |
|--|
| <p>Sources used:</p> <p>Havering Children & Young People 2013-14 JSNA Chapter</p> |
|--|

| | |
|--|-------------------------------------|
| Socio-economic status: Consider those who are from low income or financially excluded backgrounds | |
| <i>Please tick (✓) the relevant box:</i> | |
| Positive | <input checked="" type="checkbox"/> |
| Neutral | <input type="checkbox"/> |
| Negative | <input type="checkbox"/> |
| <p>Overall impact:</p> <p>Whilst economic activity in Havering mirrors England, it is important to ensure that all groups have access to Sport and Leisure facilities. The below has been included in the specification to encourage all groups to participate to sport and physical activity and ensure residents are not excluded because of socio-economic status.</p> <p>The Council has specified that individuals who are relatively disadvantaged or who are relatively low users of leisure centres compared to other groups in the population, have a reduction on the standard prices, fees and charges that is set to a maximum of 65% of the standard price, fee or charge for all categories of use. These groups include;</p> | |

- Aged 16 years and over and in full time education
- Registered disabled (a carer accompanying a registered disabled person shall be admitted free of charge, providing they can reasonably demonstrate in the view of the Contractor that they are a carer of the registered disabled person)
- Aged 60 or over
- Individuals receiving job seeker/incapacity benefit
- Individuals on low income and receiving income support
- Looked after children and their siblings

The NBS data for indicators relevant to Socio- economic status illustrate a significant difference in performance across the two Leisure Centres. This highlights the variance in socio economic profile across the borough, but should be something monitored by the contractor to improve performance in the Hornchurch area.

Evidence:

NBS Data - Central Park Leisure Centre and Hornchurch Leisure Centre – please see Appendix 1 and Appendix 2

Performance for visits from social classes 6 and 7 and visits from the unemployed are score extremely highly for Central Park Leisure Centre (100% and 97% respectively). Visits with a discount card for the disadvantaged is in the second quartile. At Hornchurch Sport Centre, visits from social classes 6 and 7 is in the 2nd quartile. However, visits from the unemployed and visits with a discount card for the disadvantaged is very low (both 7.7%).

Local Demographic Data

Multiple disadvantage was a new 2011 Census measure defined as the proportion of households who have one or more of the following deprivation characteristics (dimensions):

- No qualifications
- A long-term illness
- Unemployment
- Overcrowded housing

| 2011 | Number | Percentage of population (%) |
|--------------|--------|------------------------------|
| 1 Dimension | 33,711 | 34.68 |
| 2 Dimensions | 20,248 | 20.83 |
| 3 Dimensions | 4,272 | 4.4 |
| 4 Dimensions | 401 | 0.41 |

Approximately 71% of Havering's 'working age' (16-74) population were classified as economically active in the 2011 Census. This is similar to the national and regional picture. Havering's economic activity closely mirrors England, bar a larger proportions of

economically inactive retired residents (due to Havering's comparatively older age profile). The impact of the recession on Havering residents appears to be consistent with the national situation at this time, in that it appears people may be working for longer and turning to part-time employment as an alternative to retirement

Issues to be considered for sports facilities

Changing cubicles should be incorporated in order so they can be used by carers. There are no other physical barriers for this characteristic.

Issues to be considered for wider sport and physical activity participation

The Active People survey did not have a large enough sample size to highlight sports participation for lower income groups.

Discounted pricing should be offered for those in low socio-economic groups. From the annual NBS benchmarking data, we can see that the NS-SEC 6&7 group is performing 'better' at both Central Park and Hornchurch Leisure Centres compared to the national average. However, the same data shows that disadvantaged card holders are in the bottom quartile at Central Park Leisure Centre and are only at the 2nd quartile at Hornchurch leisure centre. Therefore, more work needs to be done to improve this performance and greater monitoring is needed to understand this.

Deprivation may also create barriers for other characteristics, but these are dealt with under the other characteristics.

Sources used:

2011 Census, Office of National Statistics
National Benchmarking Service 2013

Action Plan

In this section you should list the specific actions that set out how you will address any negative equality impacts you have identified in this assessment.

| Protected characteristic | Identified negative impact | Action taken to mitigate impact* | Outcomes and monitoring** | Timescale | Lead officer |
|--|--|--|---|------------------|---|
| Age, disability, gender, socio economic status, ethnicity/race | Low participation levels in sport and physical activity amongst some groups | Regular contract monitoring and review of Contractor initiatives/programmes to address areas of concern in Havering | The Contractor fulfills the obligations set out in contract documentation | Regular, ongoing | Guy Selfe, Health and Wellbeing Manager Rhys Lewis, Cultural Partnerships Coordinator. |
| All | Regular analysis of demographic change and demographic profiles to ensure facilities and programmes are appropriate for residents. | Reviewed through regular contract monitoring on a quarterly and annual basis. Please note the first annual report will not be until 18 months after the start of the contract given that the contract start date is in the middle of the financial year. | The Contractor fulfills the obligations set out in contract documentation and also ensures the future viability of it's business model, as well as increased attendance and participation rates | Regular, ongoing | Guy Selfe, Health and Wellbeing Manager Rhys Lewis, Cultural Partnerships Coordinator. |

* You should include details of any future consultations you will undertake to mitigate negative impacts

** Monitoring: You should state how the negative impact will be monitored; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

Review

The EIA will be reviewed on an annual basis by the Council's Health and Wellbeing Team. The data for the next review is May/June 2017.