

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	New Leisure Centre – South of the Borough
Lead officer:	Guy Selfe, Health & Wellbeing Manager, Customer, Communication and Culture, Chief Operating Officer
Approved by:	Jane West, Chief Operating Officer
Date completed:	3 December 2019
Scheduled date for review:	To be reviewed once decision has been taken by Cabinet and when detailed designs are being progressed.

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

Please submit the completed form via e-mail to EqHIA@haverling.gov.uk thank you.

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact EqHIA@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

About your activity

1	Title of activity	New Leisure Centre – South of the Borough		
2	Type of activity	A new leisure centre in the south of the borough is being proposed and is due for a final decision at the January 2020 Cabinet meeting. A new leisure centre will provide sporting and physical activity participation opportunities for residents that live in the south of the borough. If progressed, this new leisure centre would be seen as a replacement for Chafford Sports Complex which the Council withdrew from managing at the end of May 2019.		
3	Scope of activity	A feasibility study has been carried out on two sites in the south of the borough to build a new leisure centre. There has also been a resident conversation about the two sites as well as an online survey. Of the two sites, 66% of residents indicated they would prefer a new leisure centre to be constructed on the Rainham Recreation Ground. This site, owned by the Council would also be cheaper to build as there are no land purchase costs involved, whereas the alternative site owned by Havering College on New Road would involve the land being purchased. A new leisure centre would be designed to be fully accessible to all members of the community.		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		

5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.
6	If you answered NO:	N/A

Completed by:	Guy Selfe, Health and Wellbeing Manager, Customer, Communications and Culture, Chief Operating Officer
Date:	3 December 2019

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
<p>1. Background</p> <p>1.1 Cabinet agreed at the meeting on 13 March 2019 to investigate the feasibility to secure a site and funding to develop a new self-financing sports centre in the south of the borough. The feasibility has now been completed and the headlines from this are included in this briefing.</p> <p>1.2 Two sites were considered within the feasibility study, Site 1, New Road on land owned by Havering College and Site 2, Rainham Recreation Ground</p> <p>1.3 The New Road site is currently privately owned by Havering College, whilst the Rainham Recreation Ground is owned by the Council. Were Cabinet to agree to progress a new leisure centre on the New Road site, a bid would need to be made to purchase the site.</p> <p>1.4 A 'resident conversation' was carried out about the two sites, asking residents to identify which site they preferred. 66% of resident responses indicated a preference for Rainham Recreation Ground.</p> <p>2. Feasibility Study</p> <p>2.1 The Feasibility Study has included a review of the two sites including available space, utility services, planning considerations and parking. The study has then identified general considerations for each of the two sites and highlighted key risks for each. Layouts for the two sites have been included, with a breakdown of the construction costs that will need to be tested through a tendering process should Cabinet agree to progress a new leisure centre at</p>

one of the two sites. The construction costs are also dependent on further detailed design work and site studies outlined below.

2.2 Subject to a decision being taken to progress a new sports centre to the next stage, further work will be required to determine the fixed cost to the Council. This has been allowed for within the fees included within the Feasibility Study, and therefore the costs provided within this report. This includes:

- BREEAM Assessment
- Biodiversity Survey
- Daylight/Sunlight Assessment
- Floor Risk Assessment
- Heritage Statement
- Noise Impact Statement
- Open Space Assessment
- Tree Survey
- Public Consultation Materials

2.3 Both sites have advantages and disadvantages as locations for a new sports centre, these are:

New Road, Havering College

Advantages:

- Central location to existing housing within Rainham as well as the new Beam Park development
- Site available for the proposed development subject to a successful bid to purchase
- Ability to potentially share car parking spaces and increase usage, particularly daytime usage, of the new sports centre with a neighbouring facility
- Residents able to access the sports centre during daytime hours
- Good access for construction traffic
- Minor groundworks required
- The site is currently disused and is hard standing
- Within Rainham and Beam Park Strategic Development Area
- Site is shown as part of residential led development masterplan, earmarked for college or leisure use
- Good transport connections

Disadvantages/risks:

- Land not owned by Council so will involve purchasing the land
- Within Flood Zone 3 – flood risk assessment required
- Gas pipes to the north of the site (further investigation required)
- Potential contamination and organic material within the ground
- Co-ordination required with land owner regarding their proposals to develop elsewhere on the wider site
- London Plan requirements – 35% reduction in carbon emissions, may change to Net Zero, this could be a very onerous standard to meet

Rainham Recreation Ground

Advantages:

- Central Rainham location within Rainham District Centre
- Land owned by the Council so no land purchase involved
- Existing car park that could serve the new sports centre
- Minor groundworks required
- Good construction access
- Residents able to access the sports centre during daytime hours
- Good transport connections
- Close to shops and facilities

Disadvantages/risks:

- Loss of open space would be contrary to current planning policy unless it can be shown that loss can be replaced elsewhere and there is sufficient public open space in the area
- Whilst a new sports centre is good news, the loss of the green space might be seen as a bad news story
- Requirement to move existing children's play area to elsewhere on the site
- Within Flood Zone 2 and 3 (part and part) – flood risk assessment required
- Within Rainham Village Height Zone (restrictions on building height) may lead to a design that is not viable for leisure centre use
- Close to (but outside of) conservation area
- Unknown ground conditions
- London Plan requirements – 35% reduction in carbon emissions, may change to Net Zero, this could be a very onerous standard to meet

2.4 The facility mix for a new leisure centre is the same at both sites. The facility would include:

- 25 metre 6 lane swimming pool
- 72 station gym
- Dance studio
- Spinning studio
- Changing village
- Pool viewing room

2.5 The area of the site available at New Road is constrained and would result in a slightly smaller layout compared to the proposed layout at Rainham Recreation Ground. Whilst the facility mix remains the same at both sites, the changing village and pool viewing areas will be slightly smaller at the New Road site. This might impact on the customer experience when using a facility at the New Road site. The New Road site carries higher risk due to being closer to the gas main and potential planning constraints associated with this.

2.6 As reported to Cabinet on 13 March 2019, the construction of a new sports centre in the South of the borough is proposed to be of a modular construction. This provides substantial savings compared to traditional construction. As previously reported, Barking and Dagenham have built a modular swimming pool as an additional facility to the existing Becontree Health Leisure Centre. This has proved successful and when comparing the external appearance of the modular extension to the existing building it is very hard to observe any difference.

2.7 The feasibility study concludes that both New Road and Rainham Recreation Ground sites could be progressed, but favours New Road primarily because of the loss of public open space and constraints on development driven by the 'village centre' location as well as being adjacent to the conservation area. However, this does not factor in the significant purchase price that would be required to purchase the New Road site in a competitive tender situation. The College have indicated that they will place the site on the 'open market' and will accept the best price. It is considered that re-provision of public open space can be achieved to the same extent as the loss on Rainham Recreation Ground.

3. Resident Conversation

3.1 Residents were invited to give their views as to which of the two sites they preferred as a location for a new leisure centre. An online survey was available to be completed from 31 October 2019 to 17 November 2019. There were also 'drop in' conversation sessions held at Rainham Library on the following dates and times:

Monday 11 November – 17:00 to 19:30

Friday 15 November – 10:00 to 12:00 and 14:00 to 16:30

3.2 The online survey received 328 responses with 66.7% saying they preferred the Rainham Recreation Ground as the site for a new leisure centre, 31.4% saying the New Road site and 1.83% not indicating a preference. 81.1% of responses stated they lived in the Rainham and Wennington ward, with the next largest response, 9.1% living in the South Hornchurch ward.

3.3 The survey also provided residents the opportunity to add additional comments. These comments are attached as Appendix B to this report.

3.4 Whilst only verbal responses, the perceived majority of visitors to the 'drop in' sessions at Rainham Library supported the Rainham Recreation Ground site. There were some clearly against this option, citing over time the loss of what was a larger open space that has been reduced with the development of the Rainham Tesco and some housing. Visitors to the drop in sessions were made aware of the online survey, with many saying they had completed this. There were hard copy surveys available at the 'drop in' sessions, and a number of these were completed and have been included within the overall survey response.

3.5 The drop in sessions also provided valuable feedback that whilst Rainham Recreation Ground was the preferred location, it was highlighted that a new leisure centre should be sited further back on the site away from Viking Way. There does not appear at this stage to be a reason not to incorporate this within the detailed design stage.

Who will be affected by the activity?
A new leisure centre would be available to all residents or visitors in the south of the borough. A leisure centre would provide both sporting and physical activity participation opportunities for all the community who choose to participate in such activity. This could include:

Protected Characteristic - Age: Consider the full range of age groups	
Please tick (✓) the relevant box:	
Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>
Overall impact: A new leisure centre would be available for all ages to participate in sport or physical activity. <div style="text-align: right;"><i>*Expand box as required</i></div>	
Evidence: <div style="text-align: right;"><i>*Expand box as required</i></div>	
Sources used: <div style="text-align: right;"><i>*Expand box as required</i></div>	

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions	
Please tick (✓) the relevant box:	
Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>
The centre would be accessible to disabled people. It is proposed that if Cabinet agree to progress to the detailed design stage, disabled groups would be invited to provide comments on aspects of the design that would benefit them.	

Evidence:	<i>*Expand box as required</i>
Sources used:	<i>*Expand box as required</i>

Protected Characteristic - Sex/gender: Consider both men and women		
Please tick (✓) the relevant box:		Overall impact:
Positive		If the decision is taken to progress a new leisure centre in the south of the borough, it would benefit all users in the same way irrespective of sex/gender.
Neutral	X	
Negative		
		<i>*Expand box as required</i>
Evidence:		
<i>*Expand box as required</i>		
Sources used:		
<i>*Expand box as required</i>		

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities		
Please tick (✓) the relevant box:		Overall impact:
Positive		If the decision is taken to progress a new leisure centre in the south of the borough, it would benefit all users in the same way irrespective of ethnicity/race.
Neutral	X	

Negative		
<i>*Expand box as required</i>		
Evidence:		
<i>*Expand box as required</i>		
Sources used:		
<i>*Expand box as required</i>		

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief		
<i>Please tick (✓) the relevant box:</i>		Overall impact: If the decision is taken to progress a new leisure centre in the south of the borough, it would benefit all users in the same way irrespective of religion/faith.
Positive		
Neutral	X	
Negative		
<i>*Expand box as required</i>		
Evidence:		
<i>*Expand box as required</i>		
Sources used:		
<i>*Expand box as required</i>		

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual	
<i>Please tick (✓) the relevant box:</i>	If the decision is taken to progress a new leisure centre in the south of

- 2) By being local to residents in the south of the borough, some might be able or choose to walk to the new centre, with the associated health benefits of this additional activity.
- 3) Potential positive creation of employment/impact on the local economy: Leisure Centres often provide good job opportunities and training for young people, e.g. lifeguards, sports trainers and assistants etc.

**Expand box as required*

Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box

Yes ☐ No ☒

Evidence:

See ward profiles for evidence of local population profile and needs:
www.haveringdata.net/JSNA

**Expand box as required*

Sources used:

- Resident conversation – November 2019
- Feasibility Study

**Expand box as required*

3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	Proceed with implementation of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u>	➔	COMPLETE SECTION 4: Complete action plan and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	Stop and remove the activity or revise the activity thoroughly . Complete an EqHIA on the revised proposal.

4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
Disability	Positive impact if disability groups are consulted on detailed design of a new leisure centre.	Consult with disability groups on the detailed design.	A new leisure centre design has incorporated comments and feedback from disabled groups.	March 2020	Guy Selfe

Add further rows as necessary

* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

** Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review: This EiHA will be reviewed once the detailed design is finalized.

Scheduled date of review:

Lead Officer conducting the review: Guy Selfe

**Expand box as required*

Please submit the completed form via e-mail to EqHIA@havering.gov.uk thank you.

