

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:	2 August 2021
Scheduled date for review:	To be reviewed once construction is underway and prior to opening the new centre.

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@havering.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 has, in principle, been agreed by Cabinet in January 2020 subject to further detailed design, a successful planning application and tendering of the construction. Cabinet agreed the final decision for a new leisure centre is taken by the Leader. An Executive Decision is due to be considered by the Leader for sign off so that construction can commence. 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. A detailed design is now complete, planning has been approved and a final cost to build and fit out the new centre received. A new leisure centre has been 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	Yes		

	any factors which determine people's health and wellbeing?			
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:	2 August 2021

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 15 January 2020 to progress a new leisure centre in principle on Rainham Recreation Ground. This decision was subject to further detailed design, a successful planning application and tendering of construction.</p> <p>1.2 Cabinet also noted that subject to the approval of capital budget, all subsequent decisions relating to a new leisure centre on Rainham Recreation Ground, including the variation of the existing concession contract with Sport and Leisure Management (SLM) to include delivery of the leisure centre and ongoing leisure services at the centre, will be made by the Leader, in consultation with the Lead Member for Finance and the Chief Operating Officer.</p> <p>1.3 The Council is required to consult prior to determining that Rainham Recreation Ground is used for the new leisure centre. That consultation has been completed with the results set out in this report.</p> <p>1.4 The planning application has been approved, a tender process for the new leisure centre completed and financial terms agreed with SLM.</p>

2. Feasibility Study

2.1 Following a feasibility study involving two possible sites for a new leisure centre to serve the south of the borough, Cabinet agreed to progress the Rainham Recreation Ground site. A resident conversation, detailed below, showed that 66% of respondents preferred Rainham Recreation Ground as the site for the new leisure centre.

2.2 There are advantages and disadvantages for Rainham Recreation Ground as the location for a new sports centre, as there were with the second site, these are:

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

2.3 The facility mix for a new leisure centre is:

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

2.4 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.

- 2.5 Whilst an area of Rainham Recreation Ground will be lost in order to build a new leisure centre, there will remain an open space. As part of the planning application, an existing area of green space on the opposite side of Viking Way to the Recreation Ground is going to be improved to allow more use of it as open space.
- 2.6 The existing children's play area and outdoor gym equipment will be re-provided and relocated so these valuable facilities remain available at the Recreation Ground.
- 2.7 During construction, there will still be access to parts of the Recreation Ground not affected by the development of a new leisure centre.
- 2.8 A new leisure centre will also provide significant benefits to residents by providing opportunities to participate in sport and physical activity. Given the strength of feeling locally when the Council withdrew from managing Chafford Sports Complex and the response to a new leisure centre, it is considered very likely that there will be thousands of visits improving health and mental wellbeing.

3. Resident Conversation

- 3.1 Residents were invited to give their views as to which of 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 alternative 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. This feedback has resulted in the leisure centre being moved back from Viking Way.

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

Neutral

Negative

Overall impact:

A new leisure centre would be available for all ages to participate in sport or physical activity.

**Expand box as required*

Evidence:

**Expand box as required*

Sources used:

**Expand box as required*

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions	
<i>Please tick (✓) the relevant box:</i>	
Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>
<p>The centre will be accessible to disabled people. Target groups have been consulted on the design of the new centre.</p>	
<p>Evidence:</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	
<p>Sources used:</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	

Protected Characteristic - Sex/gender: Consider both men and women	
<i>Please tick (✓) the relevant box:</i>	
Positive	<input type="checkbox"/>
Neutral	<input checked="" type="checkbox"/>
Negative	<input type="checkbox"/>
<p>Overall impact:</p> <p>A new leisure centre in the south of the borough will benefit all users in the same way irrespective of sex/gender.</p>	
<p style="text-align: right;"><i>*Expand box as required</i></p>	
<p>Evidence:</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	
<p>Sources used:</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		Overall impact: A new leisure centre in the south of the borough will benefit all users in the same way irrespective of ethnicity/race. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	
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: A new leisure centre in the south of the borough will benefit all users in the same way irrespective of religion/faith. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	
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>		A new leisure centre in the south of the borough will benefit all users in the same way irrespective of sexual orientation. <p style="text-align: right;">religion/faith</p>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence: <p style="text-align: right;"><i>*Expand box as required</i></p>		
Sources used: <p style="text-align: right;"><i>*Expand box as required</i></p>		

Protected Characteristic - 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>		Overall impact: <p>A new leisure centre in the south of the borough will benefit all users in the same way irrespective of gender reassignment.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence: <p style="text-align: right;"><i>*Expand box as required</i></p>		

Sources used:

**Expand box as required*

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership

<i>Please tick (✓) the relevant box:</i>		Overall impact: A new leisure centre in the south of the borough will benefit all users in the same way irrespective of marriage/civil partnership. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

Evidence:

**Expand box as required*

Sources used:

**Expand box as required*

Protected Characteristic - 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: A new leisure centre in the south of the borough will benefit all users in the same way irrespective of pregnancy, maternity and paternity status. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

Evidence:

**Expand box as required*

Sources used:

**Expand box as required*

Socio-economic status: Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>		<p>Overall impact:</p> <p>A new leisure centre in the south of the borough would affect all users in the same way.</p> <p>However, residents that have low income or are from financially excluded backgrounds might find a local leisure centre easier to access without incurring travel costs.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
Positive		
Neutral	X	
Negative		

Evidence:

**Expand box as required*

Sources used:

**Expand box as required*

Health & Wellbeing Impact: Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.

<i>Please tick (✓) all the relevant</i>	Overall impact:
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<i>boxes that apply:</i>		<p>Participation in sport and physical activity does positively contribute to an individuals' health and wellbeing. A new leisure centre is expected to positively impact users of the centre. The following impacts have been identified:</p> <ol style="list-style-type: none"> 1) Positive contribution of sports and leisure facilities on health and wellbeing: The proposal would mean that all of the positive impacts that Leisure Centres can have on supporting people in the community would be available including health benefits that the centre would offer including fitness classes and swimming and it can act as a social meeting point and brings community groups together. 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. <p style="text-align: right;"><i>*Expand box as required</i></p> <p>Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/></p>
Positive	X	
Neutral	X	
Negative		
<p>Evidence: See ward profiles for evidence of local population profile and needs: www.haveringdata.net/JSNA</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		
<p>Sources used:</p> <ul style="list-style-type: none"> - Resident conversation – November 2019 - Feasibility Study <p style="text-align: right;"><i>*Expand box as required</i></p>		

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:

X	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 to be <u>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

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 construction has progressed and before the new centre is open to the public.

Scheduled date of review: September 2022

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.

