



## Derbyshire Dales and High Peak Local Strategic Partnership

### JOINT LEISURE SERVICES EQUALITY IMPACT ASSESSMENT DAY

20 SEPTEMBER 2007 – BAKEWELL AGRICULTURAL BUSINESS CENTRE

#### WORKSHOP ON ISSUES IDENTIFIED BY PARTIAL EQUALITIES IMPACT ASSESSMENT

Those in red are key

1. Accessibility Issues
2. Fees and Charges (Concessions)
3. Transgender Issues
4. Grants
5. Transport

---

#### 1. Accessibility

There have been significant improvements in access to leisure services for those with special needs but more needs to be done.

- **Information and Communication**

When advertising sessions the descriptions used should seek to allow the maximum access for people who would benefit from the session rather than being restrictive e.g. Quiet swim should also include who could attend and how it is structured. (width swimming only)

- **Authorities should improve advertising of what services are available at which location**

-This should be through the use of web based information, hard copy directories, mailing lists and available in libraries and other public venues. The directory needs to include details of physical access arrangements.

- High Peak Disability Sports Group is producing a directory of sports groups in High Peak and details of their ability to cater for special needs (contact Emma Champion)

- **Education and Training**

- Leisure staff need regular updates on equalities issues at all levels**

- Who could deliver this training? Derbyshire Coalition for Inclusive Living are a training resource ([elaine@dcil.org.uk](mailto:elaine@dcil.org.uk))
- It does not have to be accredited and could be delivered by voluntary groups with the relevant experience and expertise
- Emma Champion (Phillip Howard School- Glossop) has access to Autism training

-Parents or carers of children with special needs can be best source of information and training on the needs of children in their care and this information can be passed to other staff.

- Peak District National Park Authority established a panel of representatives (stakeholders) who could be used as a sounding board for issues to be discussed. This panel still exists and could be expanded and used by DDDC and HPBC as well as PDNPA.
- Residential afternoons with different service users could help staff gain a better understanding of needs of users with special needs.
- Staff could become specialists in particular needs but all staff gaining experience is the best model
- Local direct consultation needed
- Joined up local service planning required
- Need more accessible community spaces
- Build in accessibility as part of procurement process, inc gyms
- Mystery shopper exercises could be used as a way of testing services. This could be done by volunteers as well as staff.
- Describe Leisure Services and what it consists of
  - Swimming pools and sports halls
  - Sports development
  - Active lifestyles (health development for target groups)
  - Safer communities through sport
  - Sport development grants
- The attitude of Leisure staff can be a bigger barrier than physical access issues. Agree joint training across districts, e.g. customer care. Use local trainers who know what they are talking about!
- Involve user groups from the start when considering changes

## **Actions**

- ✓ **Increase usage by disabled people by rebranding disabled swimming sessions and promote new quiet swims to include disabled people.**
- ✓ **Increase awareness of the Councils' leisure activities through sports directory and website and include access for disabled people as criteria.**
- ✓ **Increase numbers attending leisure activities by providing training for staff on access to activities using local organisations such as DCIL ([elaine@dcil.org.uk](mailto:elaine@dcil.org.uk))**
- ✓ **Improve the quality of services by including equality checks in mystery shoppers' visits.**
- ✓ **Ensure that all equipment purchases take equalities into account ([elaine@dcil.org.uk](mailto:elaine@dcil.org.uk))**
- ✓ **Ensure that local equality groups are consulted when planning new sports facilities and services – for disability access, consult DCIL ([elaine@dcil.org.uk](mailto:elaine@dcil.org.uk)).**

## 2. Fees and Charges (Concessions)

The variety of different charging structures for different needs is confusing.

- In Derbyshire Dales and HPBC carers do not pay when accompanying disabled customers
- A basic subsidy for all users exists in both HPBC and DDDC- leisure is a subsidised service
- Who is getting an unfair advantage? Can use pricing as a motivator
- **The use of the Active Card system is helpful as this reduces the need to 'prove' need.**
- **Possible to road test new prices before implementation, using focus groups**
- Are we addressing health inequalities as part of the pricing structure? Should we reduce prices for people in need of exercise?
- **The provision of sessions which cannot be accessed by a particular group due to the time of the session could be discriminatory e.g. 50+ sessions held in the afternoon that can't be accessed by working 50+. The 50+ sessions in the day should be relabelled as 'retired' if this is the actual target group. If reduced prices are being used to attract more customers during off peak times then they should be marketed as such rather than at a specific target group.**
- **Concentrate on unwaged people**

### Actions

- ✓ **Remove stigmatisation for equality groups by introducing a new leisure card in High Peak in partnership with DC Leisure**
- ✓ **Hold customer focus groups at all leisure centres to road test changes in fees and charges**
- ✓ **Equality proofing to be carried out on all fees and charges for 2008/09**
- ✓ **Increase the number of over 50s using the Councils' leisure services by rebranding daytime over 50s sessions as retired groups**

---

## 3. Transgender Issues

- There is a wide range of needs related to Transgender.
- These are best dealt with on a one to one basis related to individual need.
- **The individuals status should be accepted by leisure staff**
- **HPBC need a policy statement on access to facilities for Transgender people, base on Derbyshire Dales. Need clear policy statement**
- T. Junction is a useful source of help
- Train staff before issues arise, peoples' attitudes are key
- Need corporate approach
- Facility design is key
- Recognise local uniqueness

### Action

- ✓ **Provide new policy and training for High Peak Borough Council on transgender usage of leisure centres using Derbyshire Dales policy as well as advice from Derbyshire Friend and T Junction**

#### 4. Grants

- Do we 'equality' proof our grant giving schemes
- There should be a way of auditing/ monitoring and evaluating grants that have been allocated
- Targets should be included and monitored
- Level of monitoring depends on the size of grant
- How well are grants advertised?
- An analysis of who receives grants could assist in assessing success.

#### Action

- ✓ Equality proof existing and planned funding schemes to ensure that they do not adversely affect equality groups
- 

#### 5. Hathersage Parish Council Swimming Pool

- Is a differential grant and therefore pricing structure acceptable between HPBC and DDDC? Not really.
- For all Hope valley residents, Hathersage Pool is nearest
- The attendance figures should be used to get details of the cost per person
- Any subsidy should be linked to ensuring that the pool is fully accessible
- Funding should be linked to accessibility
- What is the legal position?

#### Action

- ✓ Provide a revised funding agreement between both Councils and Hathersage Parish Council
- 

#### 5. Rural isolation

Transport

Who is disadvantaged by transport issues?

- Elderly
- Young
- Non drivers

Are there any standards for access to services linked to isolation?

Improved footpaths and cycle ways would help reduce isolation for non drivers (This is a county council matter)

Improve routes between settlements, access for all, disabled and families

Matlock Pool Plea for the retention of Matlock Lido until the new pool facility is available. Any facility is better than none.

#### Action

- ✓ Work in partnership with Derbyshire County Council to improve the network of footpaths and cycle ways linking settlements and services.