



Derbyshire Dales and High Peak
Local Strategic Partnership

**Derbyshire Dales & High Peak LSP
Equality Impact Assessment Form**
Brief guidance notes shown in italics

Title of policy, practice, service or function being assessed	Proposed transfer of Wirksworth Learner Pool into community ownership
Officers conducting assessment	Les Warren, Leisure Services Officer Giles Dann, Policy Manager
Date of assessment	August 2011
Reason for assessment	To assess any equalities implications from the proposed new arrangements
Equalities Lead Officer	Giles Dann

Purpose, aims and objectives of the policy, practice, service or function under impact assessment

Brief bullet point summary

- To transfer Wirksworth Learner Pool to the community to be run as a not for profit enterprise

Are there any other organisations involved in its implementation?

Other partners\contractors\agencies involved in delivery

- DDDC is the sole trustee of Wirksworth Learner pool Charitable Trust
- The management, operation, maintenance and staffing of the facility is currently undertaken by staff from the District Council's Community Services Department
- The Pool is sited on land leased from Anthony Gell Foundation

Main customer groups (beneficiaries) / stakeholders

Customer Groups:

- Residents of Wirksworth and surrounding villages and users of the pool (including older people, parents 7 toddlers, disabled swimmers)
- 7 primary / infant schools from the local area
- 3 regular private bookings

Other stakeholders:

- Wirksworth Town Council
- Derbyshire County Council
- Wirksworth and District Community Sports Group
- NHS Derbyshire County (formerly PCT)
- Wirksworth Childrens Centre
- Umbrella (charity for disabled children)
- ASA (advisory role)

Which other District Council departments are affected by the policy, practice, service or function? Do any of the objectives directly support or hinder another activity?

Planning and Development Services – Estates
Chief Executives – Legal section

Assessing relevance to the public sector Equality Duty	
<p>The general Equality Duty has three aims which require the District Council to have due regard to the need to:</p> <ul style="list-style-type: none"> • eliminate unlawful discrimination (both direct or indirect), harassment and victimisation; • advance equality of opportunity between all persons i.e. removing or minimising disadvantages suffered by protected groups; taking steps to meet the needs of people from protected groups where these are different from the needs of other people and encouraging people from protected groups to participate in public life or other activities where participation is disproportionately low; • foster good relations between all persons i.e. tackling prejudice and promoting understanding between people from different groups. <p>Which aims of the Equality Duty is the policy, practice, service or function relevant to?</p>	<p><i>Please state</i></p> <p>Advancing equality of opportunity, specifically maintaining access to a local facility</p>

What evidence is already available or needed to help establish the impact of the policy, practice, service or function on protected groups? (Include consideration of relevant data and research available locally and nationally; monitoring information; performance information; previous consultation and engagement e.g. residents' surveys, satisfaction surveys, focus groups; access to services data; complements and complaints; previous equality assessments. When considering gaps, think about any additional monitoring arrangements needed and the need for further consultation).

Information / Data	When and how collected	Source	What it tells you	Gaps
Wirksworth Learner Pool - report on current usage, community support for the pool, and options for future management and ownership	2009-2010 through consultation with customers and wider stakeholders (listed above) via one to one interviews and a large public consultation event and desktop review of potential governance options	Derbyshire Dales CVS and Rural Action Derbyshire (RAD)	<ul style="list-style-type: none"> • The facility is well used by a range of groups and individuals • Strong support for safeguarding its future • Particularly suitable for non-mainstream swimmers e.g. very small children, older people, disabled and learner swimmers • The pool is used to help with disabilities and rehabilitation • Improvements suggested were to changing facilities and access • The pool has a hoist and floatation equipment available 	
Business Plan for Wirksworth Learner Pool 2012 - 2015	2010-2011 through further consultation with DDDC re: the pools operation and financial performance, and survey of usage	Derbyshire Dales CVS, RAD and Wirksworth Pool Working Group	<ul style="list-style-type: none"> • Retaining provision for young people, disabled and older people emphasised in vision • The pool is well used by families with young children for swimming lessons and open swimming; primary schools and older people • There is scope to encourage other users e.g. widening aqua-fit to involve more men, younger women and pregnant women and opportunities to increase usage by disabled groups 	Information on users should be broken down by equalities groups

Leisure Services EIA	2008 informed by desktop research and stakeholder consultation event	DD&HP LSP	<p>Actions taken resulting from the previous EIA to enhance accessibility to leisure services for equalities groups include:</p> <ul style="list-style-type: none"> • re-branding disabled swim sessions to increase take-up • increasing awareness of available activities through the website • providing training for staff using DCIL • consulting local equalities groups regarding service provision • equality proofing leisure fees and charges <p>The actions from this earlier EIA have helped improve current leisure provision for equalities groups, including at WLP.</p>	
Derbyshire Dales Equalities profile (available National and local data)	2007 via analysis of census data, partner information and stakeholder interviews	Greenfield Consultancy on behalf of DD&HP LSP	<p>Proportion of 65+ above regional and national averages (19% versus 16% for the region and England). Proportion of White British above regional and national averages (98% versus 91% and 87% respectively). Similar levels of disability to regional and national levels (18%) and increasing incidence with age. Higher proportion of residents with Christian beliefs (79% versus 72% regionally and nationally). Slightly higher proportion of resident females than males (similar regionally and nationally)</p> <p>The higher proportions of older people and incidences of disability associated with age within the district are reflected in the usage of the facility</p>	Information to be updated by 2011 census and data from LSP partners

Protected Groups	Positive effects	Negative effects	No effect	Don't know	Improvement actions
	<i>Identify effects, both service and outcome based (think about sub groups too e.g. older men, disabled women etc.)</i>	<i>Identify effects, both service and outcome based</i>	<i>If no effect identified enter 'None'</i>	<i>If so then what needs to be done(if anything)?</i>	<i>What improvements are needed (or actions should be continued) to remove or minimise negative impacts?</i>
Does the policy, practice, service or function have a positive or negative impact on people of a particular age such as children, young people, older people? Describe how and which	The proposed transfer seeks to maintain existing provision with particular emphasis on meeting the needs of older and younger people			Whilst fees will remain in line with DDDC's for the first year, the business plan identifies the need to increase prices in the future to help the facility become financially sustainable. This may affect affordability for older people on pensions and families with young children (main users)	Assist the group to develop a longer term pricing structure to ensure usage remains affordable
Does the policy, practice, service or function have a positive or negative impact on people with disabilities including people with physical disabilities, sensory impairments, limiting long-term illnesses, learning disabilities or mental health difficulties? Describe how and which	The proposed transfer seeks to maintain existing provision with particular emphasis on meeting the needs of disabled people. The business plan also identifies the potential to increase usage by disabled groups. Although a recent ASA report stated that no further work is required to improve the DDA compliance of the				

Protected Groups	Positive effects	Negative effects	No effect	Don't know	Improvement actions
	<p>site, the District Council has identified improvements which could be made to improve access for people with mobility impairments (not planned due to alternative provision in Ashbourne and Matlock, both within 20 minute drive). These could be considered by the new charitable company proposed.</p>				
<p>Does the policy, practice, service or function have a positive or negative impact on any racial / minority ethnic groups? Describe how and which</p>	/	/	<p>No differential impact identified. The facility will remain available to all racial groups</p>		
<p>Does the policy, practice, service or function have a positive or negative impact on women or men including those living in particular communities? Describe how and which</p>	/	<p>On occasion, due to their size, both changing rooms are made available to female users requiring a small number of male users to change in the shower cubicle</p>			<p>Work with the group to develop equal opportunities policies and programming</p>
<p>Does the policy, practice, service or function have a positive or negative impact on pregnant women or people on maternity or paternity leave? Please also consider any impacts on breastfeeding mothers. Describe how and which</p>	/	/	<p>No differential impact identified. The facility will be available to all of these groups and the business plan proposes increasing usage by pregnant women</p>		

Protected Groups	Positive effects	Negative effects	No effect	Don't know	Improvement actions
Does the policy, practice, service or function have a positive or negative impact because of a person's marital status including civil partnership ? Describe how and which	/	/	No differential impact identified. Whether a couple is married or within a civil partnership will have no effect on access to the facility		
Does the policy, practice, service or function have a positive or negative impact on people with a particular sexual orientation ? Describe how and which	/	/	No differential impact identified. A person's sexuality will not affect access to the facility		
Does the policy, practice, service or function have a positive or negative impact on people with particular religion or belief ? Describe how and which	/	/		The existing changing rooms do not have cubicles which may affect usage by particular religions who need to undress in private. Whilst this has not been identified as an issue to date, if the situation arises, alternative provision with cubicles is available in Matlock and Ashbourne.	

Protected Groups	Positive effects	Negative effects	No effect	Don't know	Improvement actions
<p>Does the policy, practice, service or function have a positive or negative impact on trans people or people planning to or going through gender reassignment? Describe how and which</p>	/	/		<p>The existing changing rooms do not have cubicles which may create privacy issues for trans gender users and/or others using the facility.</p>	<p>Share DDDC's transgender policy with the group, ensuring it covers those people <u>proposing</u> to undergo the process of change (now protected under the Equality Act)</p>
<p>Does the policy, practice, service or function have a positive or negative impact on access for people in rural areas? Describe how and which</p>	<p>The proposed transfer seeks to maintain access to the existing facility for a small market town and the surrounding rural villages</p>				
<p>Does the policy, practice, service or function have a positive or negative impact on other groups e.g. those experiencing deprivation or health inequalities? Describe how and which</p>	<p>The proposal will allow the positive benefits to health identified by users and stakeholders to continue</p>			<p>Whilst fees will remain in line with DDDC's for the first year, the business plan identifies the need to increase prices in the future to help the facility become financially sustainable. This may affect affordability for people in receipt of benefits</p>	<p>See proposed action regarding Age</p>

Outsourced services	
If your policy, practice, service or function is partly or wholly provided by external organisations/agencies, please list any arrangements to ensure that they promote equality and diversity (Include this in your improvement plan)	<p><i>Are council policies built into contractual or service agreements?</i></p> <p>The business plan identifies the need for an equalities policy to be developed should the facility transfer into community ownership. The District Council could provide assistance in developing this to help ensure compliance with the Equality Act</p>
Relations between different protected groups	
Does your assessment show that a policy, practice, service or function may amount to potential adverse impact between different protected groups? If yes please explain how the improvement plan is going to tackle this issue	<p><i>Any adverse differential impacts should be addressed</i></p> <p>No</p>

<i>If an existing policy, practice, service or function, has it achieved its intended outcomes for the customer groups / stakeholders identified? If not, are there any equalities issues for protected groups?</i>	
<i>N.B. If nothing additional to answers to key questions move on.</i>	
Yes. The District Council has provided and maintained the facility for local people and met its responsibilities as the sole trustee. The proposed transfer will maintain availability of the facility, but within the control of local people.	
<i>If a new policy, practice, service or function, what factors <u>could</u> effect its intended outcomes from being achieved and are there any equalities issues for protected groups?</i>	
<i>N.B. If nothing additional to answers to key questions move on.</i>	
N/A	
<i>Can you think of any intentional or unintentional factors that could contribute to negative or differential impact?</i>	
<i>N.B. If nothing additional to answers to key questions move on.</i>	
Developing a sustainable financial model for the facility will be key to its success. CVS and RAD are supporting the working group in this regard and advice and support has also been provided by the District Council. Ongoing support from the District Council has been identified as a key success factor, and the level of support available is under consideration.	

Summarise the key issues resulting from this initial equality impact assessment and any measures identified to minimise or remove any adverse impact and promote equality of opportunity?

Key Issues:

- Pricing and affordability

- Equalities policies, training and future management

Actions:

- Provide ongoing advice to the new Charitable Company to help them develop a longer term pricing structure within its business plan which is affordable for the Company and users, particularly older people on pensions, younger people, parents with young children and people on benefits
- Offer assistance to the new Charitable company to support the preparation of its equality and diversity policy and, working with the CVS / RAD, help meet any equalities training needs
- Share the District Council's transgender policy with the new company, ensuring it covers those people proposing to undergo the change process
- Advise the new Charitable Company to attempt to maintain representation from protected groups, particularly younger people and disabled people on its board of trustees to ensure the needs of these users are reflected in the future operation of the facility.

Actions to be led by the Leisure Services officer and completed by March 2012.

From the information gathered above, does the policy, practice, service or function discriminate (either directly or indirectly) against any protected groups? Explain why?

No

Do you think this policy, practice, service or function should proceed to full EIA? Explain why

The full EIA process includes a stakeholder day to gain views on any key issues and the preparation of an action plan to address them.

No. Significant consultation has already been undertaken by the CVS and RAD on behalf of the Council, including with organisations and individuals representing the needs of the main users of the facility (older people, parents of younger children and disabled people / groups). It is therefore proposed to share the results of the EIA with the CVS and RAD prior to finalising the actions.

PLEASE FORWARD THE COMPLETED FORM TO THE DISTRICT COUNCIL'S LEAD EQUALITIES OFFICER

Signed _____ (Completing Officer) Signed _____ (Equalities Lead Officer)