

# Equalities Analysis Assessment

## 1. Proposal Summary Information

EAA Title	Gurnell Leisure Centre Project
Please describe your proposal?	<b>Project</b>
Is it HR Related?	No
Corporate Purpose	<b>Planning Application</b>

### 1. What is the Project looking to achieve? Who will be affected?

*(i.e. Please provide an overview of the aims, objectives and desired outcomes of what you are proposing. Who currently uses the service that will be affected by your proposal? Who will be affected by any changes? What are their current needs? Please add your data here.)*

The project is for the delivery of a new state-of-the-art leisure centre at Gurnell and a 300 unit residential development.

The proposed redevelopment of Gurnell Leisure Centre features in both the Council Plan 2022-26 and is also referenced throughout the Council's draft Indoor and Outdoor Sports Facility Strategy and Action Plan 2022 – 2031, with regards to a 50m and learner pool provision, to meet current and future demand.

A new leisure centre to replace the existing Gurnell leisure centre was agreed in principle by Cabinet in February 2023.

This EAA forms part of the planning application submission pack. The description of development is for a hybrid planning application for comprehensive phased development incorporating the demolition of all existing buildings and structures and construction of new buildings comprising:

- Full planning permission for the construction of a replacement leisure centre (Use Class F2(d)), including new car / coach / cycle parking and vehicular / pedestrian access arrangements, associated highways works, new and replacement play space, public realm, landscaping and flood management to existing public open space.
- Outline planning permission (means of access not reserved) for about 300 affordable and market housing enabling residential development (Use Class C3), up to 340sq.m GIA of flexible commercial/retail space (Use Class E), public realm, play and amenity space and open space improvements.

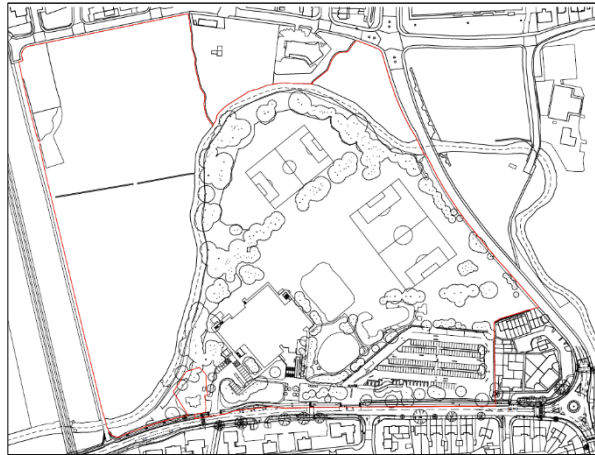
### 2. What will the impact of your proposal be?

*(i.e. Please provide a before and after picture of the service that will be affected by your proposal e.g. how does it currently operate and then how it will operate after your proposal has been implemented. Where possible please be clear on the number of people or size of the community affected )*

#### Site overview

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The Site has an area of 13.2 ha and is located within the northwest of the London Borough of Ealing. The land is owned by the London Borough of Ealing. The red line boundary of the Site is illustrated in Figure 1 below.



**Figure 1. Gurnell Leisure Centre**

The Site is located on the north side of Ruislip Road East, bounded to the west by and to the east by Argyle Road. The River Brent bisects the centre of the site, with Stockdove Way bordering land to the very north. The residential dwellings of Peal Gardens bound the site to the south east.

The site is currently occupied by a disused leisure centre, a car park for the disused leisure centre and surrounding parkland which contains a playground, a pump track and a skate park. The leisure centre has been closed since the onset of the pandemic. It was originally closed due to social distancing guidelines and it was consequently considered unsafe to reopen (please see the associated Cabinet decision for further information: [APPENDIX B \(moderngov.co.uk\)](#)).

The parkland floods regularly and is also affected by anti-social behaviour. This is likely to be partly due to a lack of natural surveillance since the closure of the leisure centre. The car park has a temporary car wash on it and is also used by visitors to the surrounding parkland.

## **Proposed site**

The proposal is for a replacement leisure centre and car parking, improvements to the surrounding open space and a new residential development of around 300 units.

The new leisure centre and outdoors facilities will be accessible by residents across the borough and beyond. The facility is considered to serve a regional catchment area. The new leisure centre will include a dedicated car park of the same size as the existing car park. There will also be dedicated coach parking and 9 blue badge spaces.

The updated landscaping surrounding the development includes flood mitigation works, new paths and wayfinding, new planting and a replacement skate park, BMX pump track and playground. The parkland will also provide an additional outdoor gym.

The proposals for the residential development are in outline, so there is a lower level of detail than available for the leisure centre. There will be 30 dedicated car parking spaces for blue badge holders.

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## 2. Impact on Groups having a Protected Characteristic

**AGE:** *A person of a particular age or being within an age group.*

**State whether the impact is positive, negative, a combination of both, or neutral:**

**Describe the Impact**

*(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on different age groups. Please note if there is no differential impact on people with this characteristic, please state this )*

### **The leisure facility**

The continuing closure of the facility has a negative impact across all groups including those of different ages. The proposals are intended to secure alternative leisure provision at the earliest opportunity and the replacement centre would be anticipated to better meet the needs of all groups, including the young and older residents.

The proposed leisure facility will be available for use by those of all ages. It will be wheelchair accessible, so will be accessible to older people with mobility issues and/or children travelling in a buggy or pram. The full list of design adaptations proposed to the leisure centre to meet the needs of the elderly and the young can be found under Section 3.

In addition, the proposed leisure facility will include a café, which will be open to people using the parkland and the leisure centre. This space will provide a place for people to meet, which will be of particular benefit to elderly people who are more likely to suffer from loneliness and isolation.

Finally, the proposed leisure centre has been designed to include a waterpark and a learners pool, which will provide new spaces for those of all ages, but young people in particular to exercise.

Given the above, the impacts on Age as a protected characteristic is considered to be positive.

### **The landscape**

The landscape has been designed so that the paths are accessible for those of all ages, including those using wheelchairs or mobility scooters, through the choice of materials and incline. The playground has been specifically designed to meet the needs of children of different ages. For example, there will be separate spaces for young children and older children that have different equipment to meet their needs and encourage use.

There may be a period where the current BMX track is decommissioned, and the new BMX track has not been built during the construction period. This will likely impact young people most, as this is the age group that uses the BMX track most.

### **The residential development**

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The residential development is still in outline stage so there is not detail available on exact layout of flats. However, it can be confirmed that there will be a mix of 1 bed, 2 bed and 3 bed to meet the needs of people at all stages of life. There will also be 10% wheelchair accessible homes, which will likely be in higher demand from elderly people who use mobility scooters or wheelchairs to improve access.

### **Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

#### **Describe the Mitigating Action**

*(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)*

The council will continue to engage with residents to understand the user journey through the leisure centre and landscape and any post planning detailed design approaches that can be taken to improve the experience for all users.

The construction programme for the leisure centre and landscaping will aim to minimise the time any facilities, including the BMX track, are out of use with no replacement facility.

The design code for the residential element of the scheme includes principles that require the reserved matters application (this is an application for reserved matters is the next stage after an Outline planning permission has been granted and will provide more detail than was shown in the outline application) to specifically consider issues affecting all age groups, including issues of mobility and accessible play space for all ages.

**DISABILITY: A person has a disability if s/he has a physical, mental or sensory impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities<sup>1</sup>.**

#### **State whether the impact is positive, negative, a combination of both, or neutral:**

#### **Describe the Impact**

*(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on people with different types of disabilities. Please note if there is no differential impact on people with this characteristic, please state this )*

The continuing closure of the facility has a negative impact across all groups including those of different ages. The proposals are intended to secure alternative leisure provision at the earliest opportunity and the replacement centre would be anticipated to better meet the needs of all groups, including those with a disability.

The proposed designs of the leisure centre will be wheelchair accessible. A full list of the adaptations to the design to ensure those with a physical disability can use the facility can be found under section 3 of this report.

<sup>1</sup> Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

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Toilet provision is also an accessibility issue for some people with bowel or bladder disabilities and for older people and those with young children and babies. The leisure centre will provide wheelchair accessible toilets which are accessible to those using the parkland and / or the leisure centre itself.

The new facilities will be attractive, helping to encourage a wider audience to use the leisure centre facility and be physically active. It is recognised that participation in physical activity can have a positive effect on both mental and physical health. In particular levels of cardiovascular disease and type 2 diabetes are particularly high in the county. Participation in a physical activity can significantly reduce the risks for both existing sufferers and those most vulnerable.

There will be trees in the vicinity of the main entrance route. There is potential for fallen leaves from these trees to make the entrance route slippery, making it harder with those with accessibility issues to walk safely into the centre.

Nevertheless, on balance it is considered that the provision of new leisure facilities should be positive for those with a disability.

### **Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

#### **Describe the Mitigating Action**

*(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)*

The future engagement programme the Council proposes will seek to include the views of potential users of the facilities with disabilities.

In addition, the council will implement a tree maintenance and street cleaning system to try and mitigate the number of fallen leaves in the entrance way, in effect lessening the risks associated with slippery leaves for those with accessibility issues.

### **GENDER REASSIGNMENT: *This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.***

#### **State whether the impact is positive, negative, a combination of both, or neutral:**

#### **Describe the Impact**

*(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this )*

The new leisure centre will include more private changing room facilities than the previous facility. There will also be unisex toilets provided, which will be fully accessible and can be used by those that are uncomfortable identifying as either male or female.

The impact of the proposals on those with this protected characteristic is judged to be neutral, if not positive.

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In regards to the residential and landscaping aspect of the proposals, there will be no differential impact on this group.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<i>(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)</i>
No mitigating actions necessary.

<b>RACE: A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.</b>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Describe the Impact</b>
<i>(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on people from different ethnic backgrounds. Please note if there is no differential impact on people with this characteristic, please state this )</i>
The continuing closure of the facility has a negative impact across all groups including those defined by their colour, nationality, ethnic or national origins or race. The decisions being taken at this stage are intended to secure alternative leisure provision at the earliest opportunity and the replacement centre would be anticipated to better meet the needs of all groups.
The proposed new leisure centre is not assumed to have any race specific impacts and therefore the impact is judged to be neutral.
The residential and landscaping elements are not deemed to have any race specific impacts.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<i>(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)</i>
The future engagement programme will seek to include the views of residents from all communities in the borough.

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<b>RELIGION &amp; BELIEF:</b> <i>Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.</i>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Describe the Impact</b>
<i>(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on people with different religious beliefs. Please note if there is no differential impact on people with this characteristic, please state this )</i>
<p>The continuing closure of the facility has a negative impact across all groups including those of different religions. The decisions being taken at this stage are intended to secure alternative leisure provision at the earliest opportunity and the replacement centre would be anticipated to better meet the needs of different religions, including those transitioning, as compared to the existing facility.</p> <p>The proposed new leisure centre is not assumed to have any religion specific impacts and therefore the impact is judged to be neutral.</p> <p>The residential development and landscaping proposals are not assumed to have any religion specific impacts and therefore the impact is judged to be neutral.</p>
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<i>(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)</i>
<p>The future engagement programme will seek to include the views of residents of different religious and philosophical beliefs, in particular in regards to the programming of the future leisure centre.</p>

<b>SEX:</b> <i>Someone being a man or a woman.</i>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Describe the Impact</b>
<i>(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on a persons gender, please state this )</i>
<p>The continuing closure of the facility has a negative impact across all groups including those of different sexes. The decisions being taken at this stage are intended to secure alternative leisure provision at the earliest opportunity and the replacement centre would be anticipated to better meet the needs of all groups, including those of different sexes, as compared to the existing facility.</p>

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A new building will be designed to ensure that facilities meet gender-specific needs. This will include changing facilities that offer appropriate privacy and security to all users. Similarly, the activities and facilities mix will include single gender use sessions as part of the programming.

The landscape will include improved lighting and CCTV, which will help people in particular women, feel safer using this space. In addition, the landscape proposals have been designed with 'Make Space for Girls' principles embedded. This will help to encourage young women to use the spaces.

Therefore, the leisure proposals are judged to be positive for both sexes and the landscape proposals are judged to be positive from women and neutral for men.

There is no reason to believe that the residential development will have a differential impact on this group.

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

### **Describe the Mitigating Action**

*(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)*

The future engagement programme will seek to include the views of residents of both sexes.

**SEXUAL ORIENTATION: A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes, covering including all LGBTQ+ groups.**

**State whether the impact is positive, negative, a combination of both, or neutral:**

### **Describe the Impact**

*(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this )*

The continuing closure of the facility has a negative impact across all groups including those of different sexual orientations. The decisions being taken at this stage are intended to secure alternative leisure provision at the earliest opportunity and the replacement centre would be anticipated to better meet the needs of all groups, including those of different sexual orientations, as compared to the existing facility.

The proposed new leisure centre is not assumed to have any specific impacts depending on a person's sexual attraction and therefore the impact is judged to be neutral.

The proposed residential and landscaping proposals are also not assumed to have any specific impacts depending on a person's sexual attraction and therefore the impact is judged to be neutral.



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**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

*(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)*

No mitigating actions necessary.

**PREGNANCY & MATERNITY: Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.**

**State whether the impact is positive, negative, a combination of both, or neutral:**

**Describe the Impact**

*(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this )*

The continuing closure of the facility has a negative impact across all groups including those pregnant or with young children. The decisions being taken at this stage are intended to secure alternative leisure provision at the earliest opportunity and the replacement centre would be anticipated to better meet the needs of all groups, including those that are pregnant or in the maternity period, as compared to the existing facility.

The specific design amendments to meet the needs of those pregnant or with young children include:

- The 50m and learner pools have been designed to accommodate flexible community and club use with moveable floors and / or booms. This may include shallow water for baby's getting used to water.
- Changing areas also include accessible shower / changing, group changing rooms for teams or schools, family changing cubicles, unisex double and single cubicles, lockers with space wheelchairs, separate male and female changing.
- Accessible WCs and baby changing is provided throughout the centre, and a dedicated buggy store is provided.

Therefore, the appropriate adaptations have been made to the proposed new leisure centre to ensure that the impact on those pregnant or with young children is positive.

The proposed landscape proposals are designed to create a more enjoyable space for people to dwell, including the provision of new pathways, planting and benches. In addition, there will be improved flood mitigation measures. All of this will mean that women with young children, who often spent longer walking with prams, have a improved space to make use of. In addition, the café and WCs in the leisure centre will be accessible to those using the surrounding park, ensuring that pregnant women or women with young children can use this space for longer without worrying about where to access conveniences. Therefore, the proposals for improved landscaping are likely to be neutral or positive for those that are pregnant or have young children.

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**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

*(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)*

The future engagement programme will seek to include the views of those that are pregnant and/or have young children.

**MARRIAGE & CIVIL PARTNERSHIP:** *Marriage: A union between a man and a woman. or of the same sex, which is legally recognised in the UK as a marriage*

*Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.*

**State whether the impact is positive, negative, a combination of both, or neutral:**

**Describe the Impact**

*(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this )*

The continuing closure of the facility has a negative impact across all groups including those of different marital status. The decisions being taken at this stage are intended to secure alternative leisure provision at the earliest opportunity and the replacement centre would be anticipated to better meet the needs of all groups, including those of different marital status, as compared to the existing facility.

There is no anticipated impact of the new leisure centre, residential development or landscaping proposals in respect of residents who are or are not married or in a civil partnership. Therefore, the impact is judged to be neutral.

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

*(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)*

No mitigating actions necessary.

### 3. Full list of design adaptations

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Inclusion, accessibility, and flexible facilities are key objectives set out during the vision workshop engagement process for the scheme.

The **leisure centre design** includes the following adaptations to meet the needs of those with protected characteristics:

- Access to the new Gurnell Leisure Centre considers the user journey of all including pedestrians walking or cycling, users arriving by bus, coach, or car.
- Standard parking spaces are larger than national standards at 2.5m x 5m.
- 6% of the total parking spaces are dedicated accessible bays.
- Access to the main entrance of the leisure centre includes a combination of gentle slopes, ramps, steps, lifts to accommodate the accessibility needs of all users.
- Bench seating and the main entrance arrival and along routes to the leisure centre provide rest points.
- Two lifts alongside a stair provide access to upper floors.
- The main entrance is accessed with automated sliding doors.
- The scheme utilises 'wayfinding' as a method of guiding people around the building. The use of wayfinding signage floor materials and a colour scheme to walls and doors visually define specific areas.
- The reception / servery is clearly visible as users enter the building and includes dropped sections for wheelchair access, raised sections for standing users and induction loops as per Sport England guidance.
- Accessible WCs and baby changing is provided throughout the centre, and a dedicated buggy store is provided.
- The 50m and learner pools have been designed to accommodate flexible community and club use with moveable floors and / or booms. This may include baby's getting used to water with parents, users learning to swim, aqua aerobics classes, gala events, water polo matches or under water hockey.
- The 50m and learner pools are accessed via user operated lifts to each pool with submersible wheelchairs to provide dignified entry compared to traditional methods, and easy access steps.
- The water park space accommodates a range of ages with dedicated zones and beach entry access to the main pool.
- Wheelchair viewing spaces have been included within spectator seating to the 50m pool.
- A Changing Places is included with hoist, changing bench, shower, and WC.
- Changing areas also include accessible shower / changing, group changing rooms for teams or schools, family changing cubicles, unisex double and single cubicles, lockers with space wheelchairs, separate male and female changing.

The **residential and landscape** element of the scheme has the following design adaptations to meet the needs of those with protected characteristics.

## **Creating a safe place, accessible to all:**

- Proposals will be designed as far as possible in accordance with the Inclusive Design Overlay to the 2020 RIBA Plan of Work.
- The design and layout of the site adopts the principles of crime prevention through environmental design, to comply with the National Planning Policy Framework, by creating a safe and accessible environment where opportunities for crime are designed out. This principle ensures the site is safe and accessible for all.
- The design team have engaged with CPTED-UK to aid the implementation of an appropriate level of security across the site (see CPTED Stage 2 report (doc ref: 2023 Gurnell Leisure Centre FSRA)).

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- Proposed footpath links will be developed to ensure surveillance and promote active use in line with guidance set out in the Safer Parks Consortium publication, “Safer Parks – Improving Access for Women and Girls”.
- Routes, sports and play provision are distributed within the park to encourage an intensity of use to activate the park, promoting a sense of security throughout the landscape.
- Lighting will be developed to conform to BS 5489-1 together with a lighting consultant. (The lighting will be carefully balanced to ensure security and ecology).
- Front doors onto the streets are prioritised, ensuring natural surveillance and creating a safe streetscape.

## Dwellings

- In line with London Plan, 10% of dwellings meet Building Regulation requirement M4(3) ‘wheelchair user dwellings’. All other dwellings meet Building Regulation requirement M4(3) ‘accessible and adaptable dwellings’.
- In every core, two lifts are provided to access upper floors.
- (As per Approved Document M) step-free access is provided into M4(2) and M4(3) dwellings. Within each dwelling, level access is maintained to private amenity spaces and gardens.
- As per the London plan, all potential residents have choice within a development and as such M4(3) dwellings are available to all tenures.
- Parameter plans and design codes will be developed to ensure high quality housing is delivered, allowing typologies to come forward that will provide a good level of privacy to living spaces.

## Streetscape & Courtyards

- Homes are designed to tenure blind principles. All homes around a courtyard will be able to access the communal amenity space.
- Wayfinding strategies have been considered to anticipate desire lines, aid in wayfinding, creating uncluttered streetscapes, and clearly defined pedestrian crossing points. Signage will be accessible, providing consistent wayfinding.
- The proposed highway network is intended for cycling and pedestrian priority, adopting “Home Zone” principles, which encourage low vehicle speeds and prompting considerate use of spaces through careful material choices.
- The streets, courtyards and parks will provide seating/rest points located at strategic points along routes.
- Current proposals accommodate a 10% parking provision, in accordance with the London Plan requirements for blue badge parking.
- 60mm curbs between pedestrian and vehicular areas are provided throughout. This ensures compliance with per RNIB “Seeing Streets Differently” guidance to ensure accessibility for pedestrians with visual impairments. Curbs do not exceed 60mm to ensure legible and safe pedestrian crossing for individuals with all mobilities.
- 5% of cycle spaces are specialist cycle spaces provided for in Sheffield stands.
- Proposals will take into consideration HAPPI (Housing our Aging Population: Panel of Innovation) guidance wherever possible.
- Good quality play space is provided for all ages. The quality of these spaces will be protected through the design code.

## 3. Human Rights<sup>2</sup>

<sup>2</sup> For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

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**4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?**

No

*(If yes, please describe the effect and any mitigating action you have considered.)*

**4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?**

No

*(If yes, please describe the effect and any mitigating action you have considered.)*

**4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?**

No

*(If yes, please describe the effect and any mitigating action you have considered.)*

### 4. Conclusion

*(Please provide a brief overview/summary of your analysis in light of the protected characteristics. Please describe the overall impact of your proposal where possible and mitigating actions undertaken by other areas of the Council or by local partners)*

The decisions being recommended for approval relate to the replacement of an existing leisure centre with a new build facility at the earliest opportunity, the funding of which is recommended to be supported through enabling development. As outlined above, where appropriate the designs for the leisure centre have been adapted to meet the needs of those with specific protected characteristics.

Equalities considerations will continue to be kept under review at every stage of the process. As the project progresses, engagement plans will be designed to maximise the opportunity to hear the views of those with proposed characteristics.

**4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.**

*(Please list all sources here: i.e. local consultation, residents' survey, census etc.)*

The continuing need for a leisure centre has been confirmed through an online public consultation carried out in Spring 2022. The Gurnell Sounding Board has been established as a route to consult on the plans as they develop and it is intended that the membership of the Sounding Board be fully representative.

In addition, the design team has had focused conversations with specific user groups, as well as a public consultation being held. This engagement has informed the design of the leisure centre.

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**5. Action Planning:** *(What are the next steps for the proposal please list i.e. when it comes into effect, when mitigating actions linked to the protected characteristics above will take place, how you will measure impact etc.)*

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer <i>(Contact Details)</i>
Design the next stage of the engagement programme so as to maximise the opportunity to hear from those with protected characteristics.	The option and ability for those with protected characteristics to influence the design process.	Designs reflect the needs of those with protected characteristics.	Throughout the programme.	Kitty Eyre



**Additional Comments:**

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**6. Sign off:** *(All EAA's must be signed off once completed)*

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal <i>(Signed off by directorate HR officer)</i>
Signed:	Signed:	Signed:
		Name (Block Capitals):

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 Name (Block Capitals): KITTY EYRE Date: 22/03/2024	 Name (Block Capitals): ADAM WHALLEY Date: 27/03/24	Date:
For EAA's relating to Cabinet decisions: received by Committee Section for publication by (date):		

**Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:***

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- As a public authority we must have due regard to the need to:
  - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
  - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
  - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
  - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.