

# Equalities Analysis Assessment

## 1. Proposal Summary Information

EAA Title	Replacement of Gurnell Leisure Centre
Please describe your proposal?	Is it an <del>Initiative/Function/Policy/Project/Scheme</del> (Pick one)
Is it HR Related?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Corporate Purpose	<del>Cabinet Report Decision/Officer Decision/Full Council Decision</del> (Pick one)

### 1. What is the ~~Initiative/Function/Policy/Project/Scheme~~ (pick one) looking to achieve? Who will be affected?

The report and decisions being taken at this stage is to provide an update to Cabinet on progress towards replacing Gurnell Leisure Centre to deliver new, state of the art leisure facilities in line with the Council Plan 2022-2026.

The report seeks Cabinet approval to apply for planning permission for a replacement leisure centre as part of a mixed use scheme and to establish a budget to facilitate this. On the basis of the existing building being at end of life, the report seeks Cabinet approval to progress with demolition of the existing Leisure Centre. The report further seeks Cabinet approval to undertake a review of procurement strategies and to undertake marketing exercises.

The Project affects all residents of the borough.

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

The proposal would involve the replacement of an existing Leisure facility, which has been closed since July 2020, with a new build replacement facility the costs of which to be supported by residential enabling development. The proposal would be considered to have a positive impact on the residents of the borough of a whole and across all protected characteristics by bringing a facility back into use which is presently unavailable.

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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**

*Given the limited scope of the decisions being taken at this point, the impact of these proposals on Age as a protected characteristic is considered to be broadly neutral. The continuing closure of the facility has a negative impact across all groups including Age. 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 Age, as compared to the existing facility. The impact across all protected groups will be further considered at each stage of the project including as part of the procurement and planning application processes.*

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

**Describe the Mitigating Action**

*None at this stage*

**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**

*Given the limited scope of the decisions being taken at this point, the impact of these proposals on Disability as a protected characteristic is considered to be broadly neutral. The continuing closure of the facility has a negative impact across all groups including those with disabilities. 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 with disabilities, as compared to the existing facility. The impact across all protected groups will be further considered at each stage of the project including as part of the procurement and planning application processes. Any proposal for a new build facility, including any enabling development, would be designed in accordance with relevant legislation including the disability discrimination act.*

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

**Describe the Mitigating Action**

*None at this stage*

<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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<b>GENDER REASSIGNMENT:</b> <i>This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.</i>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Describe the Impact</b>
<i>Given the limited scope of the decisions being taken at this point, the impact of these proposals on Gender Reassignment as a protected characteristic is considered to be broadly neutral. The continuing closure of the facility has a negative impact across all groups. 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 as compared to the existing facility. The impact across all protected groups will be further considered at each stage of the project including as part of the procurement and planning application processes.</i>
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<i>None at this stage</i>

<b>RACE:</b> <i>A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.</i>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Describe the Impact</b>
<i>Given the limited scope of the decisions being taken at this point, the impact of these proposals on Race as a protected characteristic is considered to be broadly neutral. The continuing closure of the facility has a negative impact across all groups. 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 as compared to the existing facility. The impact across all protected groups will be further considered at each stage of the project including as part of the procurement and planning application processes.</i>
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>

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*None at this stage*

**RELIGION & BELIEF:** *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.*

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

**Describe the Impact**

*Given the limited scope of the decisions being taken at this point, the impact of these proposals on Religion & Belief as a protected characteristic is considered to be broadly neutral. The continuing closure of the facility has a negative impact across all groups. 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 as compared to the existing facility. The impact across all protected groups will be further considered at each stage of the project including as part of the procurement and planning application processes.*

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

**Describe the Mitigating Action**

*None at this stage*

**SEX:** *Someone being a man or a woman.*

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

**Describe the Impact**

*Given the limited scope of the decisions being taken at this point, the impact of these proposals on Sex as a protected characteristic is considered to be broadly neutral. The continuing closure of the facility has a negative impact across all groups. 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 as compared to the existing facility. The impact across all protected groups will be further considered at each stage of the project including as part of the procurement and planning application processes.*

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<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<i>None at this stage</i>

<b>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.</b>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Describe the Impact</b>
<i>Given the limited scope of the decisions being taken at this point, the impact of these proposals on sexual orientation as a protected characteristic is considered to be broadly neutral. The continuing closure of the facility has a negative impact across all groups. 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 as compared to the existing facility. The impact across all protected groups will be further considered at each stage of the project including as part of the procurement and planning application processes.</i>
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<i>None at this stage</i>

<b>PREGNANCY &amp; 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.</b>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Describe the Impact</b>
<i>Given the limited scope of the decisions being taken at this point, the impact of these proposals on Pregnancy &amp; Maternity as a protected characteristic is considered to be broadly neutral. The continuing closure of the facility has a negative impact across all groups. 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 as compared to the existing facility. The impact across all protected groups will be further considered at each stage of the project including as part of the procurement and planning application processes.</i>

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<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<i>None at this stage</i>

<b>MARRIAGE &amp; CIVIL PARTNERSHIP:</b> <i>Marriage: A union between a man and a woman. or of the same sex, which is legally recognised in the UK as a marriage</i> <i>Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.</i>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Describe the Impact</b>
<i>Given the limited scope of the decisions being taken at this point, the impact of these proposals on Marriage and Civil Partnership as a protected characteristic is considered to be broadly neutral. The continuing closure of the facility has a negative impact across all groups. 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 as compared to the existing facility. The impact across all protected groups will be further considered at each stage of the project including as part of the procurement and planning application processes.</i>
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<i>None at this stage</i>

<b>3. Human Rights<sup>2</sup></b>
<b>4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

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*(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?**

Yes  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?**

Yes  No

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

### 4. Conclusion

*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, there are no specific impacts identified at this stage on protected groups however equalities considerations will continue to be kept under review at every stage of the process.*

**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.**

*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 be Sounding Board fully representative.*



**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 (Contact Details)

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For the reasons set out above, no identified actions at this stage but to be kept under review			
<b>Additional Comments:</b>			
None			

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

Completing Officer Sign Off:	Service Director Sign Off:	<i>HR related proposal (Signed off by directorate HR officer)</i>
Signed:  Name (Block Capitals): Adam Whalley Date: 10/02/2023	Signed:  Name (Block Capitals): Sandra Fryer Date: 10/02/2023	Signed: <b>Not applicable</b> Name (Block Capitals):  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:**



## Equalities Analysis Assessment

- 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.