

Lichfield District Council
 Equality impact assessment



Title of Function or Policy to be assessed: Withdrawal of services at Friary Grange Leisure Centre	
2	Date: 08/07/19
3	Name of Lead Officer: Sarah Sleigh
4	EIA Team: Christie Tims, Sarah Sleigh, John Smith
5	Head of Service / Director Richard King
6	Starting, new or review: Closure of Service at Friary Grange Leisure Centre
7	<p>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</p> <p>The council’s Strategic Plan describes healthy and safe communities as a corporate priority. In particular, the Plan states that ‘we want local people to have access to opportunities to be active and live healthy, fulfilled lives’. The council is committed to creating policies and delivery mechanisms that promote healthy and active lifestyles, creating and maintaining opportunities to increase the number of residents who are physically active, in particular there is focus on addressing the needs of identified hard to reach groups.</p> <p>Providing leisure centres and sports facilities (leisure facilities) is a discretionary power of a council. Many councils choose to do so because ensuring that residents have access to appropriate and affordable facilities is a way of encouraging people to be physically active and thereby maintain and improve their fitness and health. Importantly we know that a large proportion across all demographics of our community see these services as important to them. Never-the-less this has to be balanced against ever decreasing Local Authority resources and the cessation of Central Support Grant.</p> <p>In addition, the benefits of providing leisure facilities are far wider than those relating to health and wellbeing; they also help to create a sense of place, encourage community cohesion, offer positive activities for young people, and contribute to economic development objectives.</p> <p>Located to the north of Lichfield City, FGLC is situated on a dual use site with Friary Grange School with several sections of the building being shared between academic use during the day time and community use during the evening. SCC own the entire site and are landlords to LDC as operator of FGLC, and landlords to the adjacent Friary Grange School.</p> <p>FGLC currently consists of a car park, reception area, 25m swimming pool and wet-side changing facilities including a designated changing spaces disabled changing facility, a lounge viewing area with vending food hall and seating, a sports hall (used for table tennis, trampolining, badminton, indoor cricket, bowls and fitness classes), 2 squash courts, a rowing machine room, 3 studios used for dance and aerobic activities, 29 station gym, dry side changing facilities and an outdoor all weather pitch used primarily for football.</p> <p>The FGLC building is nearly 50 years old and is getting to the end of its economic life and is in need of significant investment in order to keep it safe and weathertight for up to 5 years, with a minimum of £443,000 investment needed.</p> <p>SCC has issued LDC with 12 months’ notice of the 1971 Joint User Agreement from 30 April 2019 with a termination date of 30 April 2020, as a result of an academisation process for Friary Grange School. In consequence to this LDC, has issued FL with notice for the same period in order to comply with its</p>

	<p>contractual requirements.</p> <p>The withdrawal from FGLC will have an impact on the ability of local residents to access affordable leisure facilities. Swimming pool users have been identified as those that are likely to be the most affected.</p>
8	<p>Linked policies, functions: Are there any other functions, policies or services, which might be linked with this one for the purposes of this exercise?</p> <p>Freedom Leisure currently have a contract to Manage the facility. Health and Wellbeing Delivery Plan, Physical Activity and Sports Strategy, Sport England Swimming Pool and Sports Hall needs assessments, Local Authority Health Profiles, Joint Strategic Needs Assessment – Lichfield District, Sporting Future DCMS, Towards an Active Nation Sport England.</p>
9	<p>Who is it intended to affect or benefit (the target population):</p> <p>The withdrawal from FGLC will affect current users of the facility which covers a wide range of demographics, a high percentage of users live within the district.</p>
10	<p>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</p> <p>Positive Impact ,Negative Impact, Comments</p> <p>Age – Negative, although this is not age specific, it is assumed that the most affected by the withdrawal will be the under 16's and over 60's year old's and those that currently use the swimming pool. There are currently 1000 concessionary adult LAP members registered at the site.</p> <p>Disability – Negative, due to the withdrawal of facilities which are disability friendly. This includes the facilities being used by a disability swimming club with approximately 20 members.</p> <p>Gender – Negative, although not gender specific the withdrawal will impact on both genders especially those who use the swimming pool.</p> <p>Transgender/gender reassignment</p> <p>Race</p> <p>Gypsies and travellers</p> <p>Sexual orientation</p> <p>Marriage and civil partnerships</p> <p>Religion/belief</p> <p>Pregnancy and maternity</p> <p>Carers or the people cared for (dependants)</p> <p>Other (please specify) – Targeting those that would benefit most including –</p> <ul style="list-style-type: none"> • People on low income • People experiencing mental health problem • Young people who are already or are in danger of being involved with ASB and crime. • People who are physically inactive • Child and adult who are classified as obese • People who are socially isolated • Adults with cardiac health problems

	The withdrawal from FGLC will have a negative impact on the groups identified above, as the service currently offers sessions/programmes to support those within these groups and concessionary prices for most other activities at the leisure centre.
11	What evidence do you have for the statements you have made above? User analysis from the past 12 months supports this statement and identifies the current user demographics.
12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:	
Age: We will be working with Freedom Leisure to move customers to BLC and other Freedom sites and we are also be preparing a mitigation strategy which will identify potential options to support those who cannot adjust to the changes that Freedom Leisure put in place. We might not be able to provide options that deal with all of those affected.	
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Gender: We will be working with Freedom Leisure to move customers to BLC and other Freedom sites and we are also be preparing a mitigation strategy which will identify potential options to support those who cannot adjust to the changes that Freedom Leisure put in place. We might not be able to provide options that deal with all of those affected.	
Transgender/ gender reassignment:	
Race:	
Gypsies and travellers:	
Sexual orientation:	
Marriage and civil partnership:	
Religion/ belief:	
Pregnancy and maternity:	
Carers or the people cared for (dependants):	
Other (please specify): Target Groups - We will be working with Freedom Leisure to move customers to BLC and other Freedom sites and we are also be preparing a mitigation strategy which will identify potential options to support those who cannot adjust to the changes that Freedom Leisure put in place. We might not be able to provide options that deal with all of those affected.	