

# equality impact assessment stage 1 quick check questionnaire



If you are planning on making a change to an existing service or policy, or launching something new, fill out this quick questionnaire to find out if you need to complete a full equality impact assessment. You can also use this form to check your current services or policies.

To find out more about the legal background to equality impact assessments, or for advice on which of your current services should be assessed, read our equality impact assessment help notes.

## Section 1: About you and your service area

Your name:	Sarah Sleigh
Your service area:	LOPS
Your director/line manager:	Richard King
Your cabinet member:	CLlr Elizabeth Little

## Section 2: About your plans

Name of service/policy you are assessing:	Closure of Friary Grange Leisure Centre
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Is it? (please delete as appropriate)
<ul style="list-style-type: none"><li>A proposal to close a service</li></ul>

Who are the main users of your service/policy? (please delete any that are not appropriate)
<ul style="list-style-type: none"><li>All residents</li><li>Visitors to the district</li><li>Mixture of residents and visitors</li><li>Users of a specific service (e.g. leisure centre customers)</li><li>Internal (employees)</li><li>Disability specific groups</li><li>Gender specific groups</li><li>Older people</li><li>Young people</li><li>Other (please specify)</li></ul>

**Please briefly describe why you are creating a new service/changing an existing service or reviewing current policy/service** (where appropriate, include sources of evidence such as customer feedback):

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 capital investment needed immediately and the likelihood of additional significant costs afterwards, which provide no betterment at the site

Staffordshire County Council 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 contractual requirements.

<sup>1</sup> For help or guidance contact Colin Cooke on 01543 308121 or Alison Bowen on 01543 308129 or email [colin.cooke@lichfielddc.gov.uk](mailto:colin.cooke@lichfielddc.gov.uk) or [alison.bowen@lichfielddc.gov.uk](mailto:alison.bowen@lichfielddc.gov.uk)

Providing leisure centres and sports facilities (leisure facilities) is discretionary. 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.

This would have a significant impact on the delivery of targeted activities including: poor health prevention and management (such as the cardiac rehab programme), preventing social isolation, diversionary Anti-Social Behaviour (ASB) activities, and supporting healthy lifestyles and people with disabilities. It would also mean the loss of a swimming pool in Lichfield with no direct like for like replacement for swimming clubs, swimming lessons and the Lichfield Penguins disability swimming club.

### Section 3: Will your plans impact on any particular groups?

**3a:**  Please fill in all boxes that apply in the table below. If any boxes don't apply, please leave blank.

**Hints & tips** Think about who will benefit from or be affected by your plans/policy. Will any particular group be negatively affected, or not able to use the service? For further guidance please see Section 3 of the help notes.

Impact of plans	Will your plans have a positive impact on this group? If so please explain why?	Will your plans have a negative impact? If so please explain why? <input checked="" type="checkbox"/> If there is a negative impact on any group(s), please complete section 4 for each group.
<b>Groups of users</b>		
<b>Age ranges (indicate range/ranges)</b>		Yes – There will be a loss of leisure facilities which impacts on people of all age's this may an impact on people's health and wellbeing. Currently 35 % of users are aged 18 and below and 27% of users are aged 51 – 70.
<b>Disability (physical, sensory or learning)</b>		Yes - There will be a loss of leisure accessible facilities which may impact on people of all age's health and wellbeing.
<b>Gender/sex</b>		Yes – There will be a loss of leisure facilities which may impact on people of all age's health and wellbeing. Currently there is a 50% split between male and female users.
<b>Transgender/gender reassignment</b>		
<b>Race (includes ethnic or national origins, colour or nationality)</b>		
<b>Gypsies and travellers</b>		
<b>Refugees / asylum seekers</b>		
<b>Sexual orientation</b>		
<b>Marriage and civil partnerships</b>		
<b>Religion or belief (includes lack of belief)</b>		

Pregnancy and maternity		
Carers or the people cared for (dependants)		
Other (please specify)		

### 3b: Further details

Please use this space to provide further details if necessary

The loss or closure of the swimming pool and/or sports hall would result in a significant under-supply of provision in the district, based on the Sport England Facilities Planning Model (SEFPM). (Industry standard model).

Leisure facilities provide an offer for people to take part in physical activity, however the benefits are 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.

There will also be a significant impact on staff. Some may be able to be relocated at other Freedom Leisure sites but there may be some redundancies.

## Section 4: Can you justify and evidence, or lessen any impact?

**4a:** ☒ If you have identified a negative impact(s) on any group(s) please complete the below table for each affected each group. If any boxes don't apply, please leave blank. If you didn't identify any negative impact(s) on the previous page, skip to section 6.

**Hints & tips** Is there something you can do to reduce or alter any negative impact you have identified? For example when we changed waste and recycling collections to kerbside collections, we offered disabled/less able people assisted collections. Please list all the evidence you have gathered to support your decision(s) – this could include customer feedback, statistics, comparable policies, consultation results. If you don't have any evidence, please carry out appropriate studies and research to gather the evidence you need to support your decision(s). If you have no/insufficient evidence or cannot gather any, you will need to complete a full EIA. For further guidance, see Section 4 of the help notes.

<b>Actions you need to take</b>	<b>We will make the following change(s) to the service/policy to reduce the negative impact.</b> Explain the change(s) and the evidence you have to support your decision? ☒ Use section 4b below if you want to give more details.	<b>We won't make changes as we can justify our decision and there are sound reasons behind our decision.</b> Justify why and detail the evidence you have gathered to support your decision. ☒ Use section 4c below if you want to give more details.	<b>There is a negative impact, and we cannot justify it and/or have no, or insufficient, evidence to support our decision.</b> ☒ You will need complete a full equality impact assessment. See the help notes for more details.
<b>Groups of users</b>			
<b>Age ranges (indicate range/ranges)</b>	We will produce a mitigation plan which will identify alternative provision where possible for leisure center users and consider how a transition to these facilities could be facilitated.		
<b>Disability (physical,</b>	We will produce a		

<b>sensory or learning)</b>	mitigation plan which will identify alternative provision where possible for leisure center users and consider how a transition to these facilities could be facilitated.		
<b>Gender / sex</b>	We will produce a mitigation plan which will identify alternative provision where possible for leisure center users and consider how a transition to these facilities could be facilitated.		
<b>Transgender / gender reassignment</b>			
<b>Race (includes ethnic or national origins, colour or nationality)</b>			
<b>Gypsies and travellers</b>			
<b>Refugees / asylum seekers</b>			
<b>Sexual orientation</b>			
<b>Marriage and civil partnerships</b>			
<b>Religion or belief (includes lack of belief)</b>			
<b>Pregnancy and maternity</b>			
<b>Carers or the people cared for (dependants)</b>			
<b>Other (please specify)</b>			

#### **4b: Further details on changes**

**Please use the space below to give more details on the changes you will make, if necessary:**

A mitigation plan will be produced in order to try and find alternative provision within the local area.

#### **4c: Further details on justification**

**Please use the space below to give more details on the justification/evidence you have gathered, if necessary:**

## Section 5: Your action plan

**Help notes** If, as a result of this assessment, you are going to adapt your plans or policy, please include details below. Please include a quick action plan and key dates that will show how you will review your decisions and when. Please include responsibility and expected outcomes. For full guidance on how to complete this section, please refer to the help notes.

- Develop an exit plan
- Develop a mitigation plan
- Existing staff need consideration
- Notify key partners such as SE, NGB's, Freedom Leisure
- Develop a robust comms plan to explain the closure to the community

## Section 6: Record your actions (delete as appropriate)

I have sent this to Policy and Performance for publication on the intranet and on <a href="http://www.lichfelddc.gov.uk">www.lichfelddc.gov.uk</a>	Yes
Date created: 7 May 2019	
Date updated: 18 June 2019	