

EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Washington Leisure Centre

Equality Analysis completed by:

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Date: 15th May 2013

Responsible Officer:

Name /Job Title: Julie Gray

Date:17th May 2013

Is this a: Policy () Strategy () Function () Service () Project (X) Other ()

Is it: New/Proposed (X) Changing/Being Reviewed () Other ()

1. Purpose and Scope

Purpose

In this section outline briefly what the policy, decision or activity is, what the intended outcomes/benefits (linked to the Corporate Outcomes Framework) are and over what period of time will the outcomes be achieved. Why does it need to be implemented or revised?

In recognition of the age and condition of the existing Washington Leisure Centre, Cabinet, at its meeting on 15 February 2012 and as part of the Council's Capital Programme for 2012/13, approved resource to provide replacement sport and leisure facilities in Washington.

The new replacement Washington Leisure Centre supports the Council's stated aim of 'a city where everyone is as healthy as they can be and enjoys a high standard of living.' The provision will actively support the Council in working towards a number of Corporate Outcomes related to our strategic priorities of People, Place and Economy. In re-providing a new Washington Leisure Centre, the Service seeks to ensure that Sunderland is:

- A city where everyone is as healthy as they can be and enjoys a high standard of living
- A city with high levels of skills, educational attainment and participation
- An attractive, modern city where people choose to invest, live, work and spend their leisure time

The key drivers for the provision of a new replacement Washington Leisure Centre are,

- Health improvement – increasing participation in cultural, sport and physical activity to benefit people's health and overall wellbeing
- Community resilience – bringing communities together, strengthening community identity, sense of belonging and local pride; engaging people in respecting Sunderland's heritage but not being confined by it
- Sunderland Way of Working – contributing to the Council's overall efficiency by developing more commercial and capacity building approaches

In October 2004 Cabinet adopted a range of policy principles to inform arrangements for future leisure facility investment and development. These principles were founded on the basis of the Council achieving optimum return on any investment in facilities and to promote equitable community access and use.

Since 2004 the Council and partners have invested more than £60m in developing new, modern sport and leisure facilities to benefit local residents and their overall health and wellbeing.

May 2013

Each of the city's five areas now has a public 25m swimming pool, a sports hall and Wellness Centre. We have invested in Sunderland Aquatic Centre, the region's only Olympic sized swimming pool, and two new Community Pools at Hetton and Silksworth, developed 7 Wellness Centres, upgraded football pitches and local facilities and transformed play areas for children and young people across the city.

The existing Washington Leisure Centre is approaching the end of its lifecycle and the intention is therefore to replace it with a new building and facilities that will include a swimming pool with slide and leisure features, sports hall, squash courts and wellness centre offering a wide range of activities for the whole family.

The Service Plan for 2013/14 reinforces the aim of seeking to provide a range of high quality facility based sport and leisure programmes and activities within the context of minimising the overall operating subsidy to the Council.

The proposed timescale associated with the new building being open for use is May 2015 with a projected facility lifespan of in excess of 30 years. Whilst the benefits of the new facility will not begin to be realised until it opens, there will be a programme of resident consultation and communication to ensure that existing and potential new customers are engaged in arrangements to programme activities so that provision is aligned to meet need and generate income.

Scope

In this section consider who or where is the target for the policy or activity, this could be specific groups of people or organisations, individual wards, neighbourhoods or communities or the entire city. Links to, and overlap with, wider, local, sub-regional, regional or national priorities or activities should also be considered.

The clubs that currently operate in the facility are; Trampolining, Kickboxing, Taekwando, Judo, Aikido

Block bookings are; 5- a –side football, football league, badminton, weightwatchers, C.O.P.D., Cardiac Rehabilitation, Dance Jam, Fitness

Given the deteriorating condition of the facility a number of bookings have migrated to other facilities which offer better facilities. It is anticipated that former bookings will return and a number of new bookings will be secured.

The target audience for the new replacement Washington Leisure Centre will be existing users who comprise Sunderland residents from the locality as well as non residents from the sub region. Market segmentation for the Washington area is attached.

In the case of trampolining The Apollo Trampoline Club currently operates from Washington Leisure Centre utilising 21 hours of hall time per week. It is the most recognised club in the North East and has produced Olympic Athlete Kat Driscoll together with a number of other young international competitors. The centre, as a result of the success of the club, is considered to be of regional importance. Facility design has taken account of this.

In the case of squash and badminton, dialogue has taken place with the Governing Body to ensure a development plan is in place which provides opportunities for participation at a range of ability levels.

There will be a new outdoor 5 a side floodlit football provision with a minimum of 6 artificial turf pitches being provided. This will enable existing indoor bookings to play outside all year round and will attract new participants and bookings.

The replacement pool will incorporate 2 slides and leisure features and will be the only leisure pool in the city. Pool users will be drawn from across the city and beyond.

Whilst the opening of the new facility will come approximately 2 years after the closure of Crowtree there is the potential for displaced bookings from Crowtree to move to Washington ie gymnastics and squash.

Intelligence and Information

What sources of information have been used to inform this assessment/analysis? This should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence.

Community Consultation

Sunderland Partnership Inclusive Communities Group

Consultation was undertaken with existing users of the Leisure Centre with regards the type of provision they would like to see in the new facility, the exercise was not targeted at equality groups specifically. The user's main requirements have been included in the design as follows:

- 1) Sauna/Steam
- 2) Squash
- 3) Café (provision for)
- 4) Pool Bigger or the same size
- 5) Soft Play
- 6) Squash
- 7) Learner Pool
- 8) Water Slide

The DIAG were asked to visit the other Council operated Leisure facilities to help provide an insight into potential issues faced by customers during use. The Washington Leisure Centre project would seek to incorporate any lessons learned. Feedback from DIAG was as follows,

Approach to Centre

"The approach to the Silksworth Centre is rather steep for wheelchair users. That at Hetton is much easier, if not ideal.

Initial impressions

The layout and ambience at Hetton was superior and the initial welcome more relaxed and positive. More thought seemed to have been given to the visit at Hetton and there was a greater awareness of the needs of those making the visit. This is an important consideration, as the initial response of Centre staff to a new customer, disabled or not, will colour the assessment of the customer and may well be crucial in their decision to return.

Getting around

Doors were an issue in both centres. If doors cannot be automatic, then handles must be accessible and measures taken to make the doors easier to use. It could also be useful to consider the development of a form of tactile signage, not just Braille, at an appropriate (and consistent) height, this could also be combined using different colours to assist those with learning disabilities. A board with all the tactile signs could be at Reception, where a new customer could have them explained.

The tonal contrast was also superior at Hetton, eg the red chairs were far easier for a person with limited vision to identify, rather than a sea of 'beigeness'.

Facilities and attitudes

There was a marked difference in the attitude towards the use of steps into the pool. At Silksworth, the steps are put into the water when needed, rather than removed when all the lanes are needed. This can make the potential swimmer feel that they are being a nuisance and this may create a reluctance to return.

There was also a marked difference in the gym facilities and, here again, Hetton came out on top. Silksworth seemed quite claustrophobic, dim and with inadequate space between equipment, especially for wheelchair users. Hetton was lighter, brighter and much better ventilated. Little information was given about how equipment could be used by people with disabilities, whereas at Hetton, a far more proactive attitude prevailed eg care taken to explain the key system to someone with visual impairment and demonstrating how equipment can be readily adapted for use by someone in a wheelchair.

To sum up, there are some notable examples of good practice, which should be promoted in all Centres. It is sad that there seems to be little awareness of what is available and perhaps more could be done to convince the public that these facilities are accessible and so promote sport and exercise for all. It is important that the attitude of all staff is positive and proactive. If it has taken a lot of courage to attend in the first place, it is all too easy to be put off by an ill-considered remark or attitude.”

2. Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	Replacement of and increase in Wellness facilities which will ensure participation rates are maintained and grow. Target.	All facility types will be replaced as a minimum A range of facilities will be included which are non detrimental to age.	The potential to have fewer facilities of certain types. To be confirmed and determined once the bid evaluation process is

	<p>Since the Sunderland Exercise Referral and Weight Management programme commenced in November 2008 a total of 14,666 patients have been referred and 10,709 have been supported through some or all of the 15 week physical activity programme. 2499 is the number of referrals received from Washington over the period, November 2008 to March 2013. Exercise on referral rates would be expected to grow given the new facilities.</p> <p>New outdoor football facilities which will provide for all ages but probably most significantly males 20-40</p> <p>New Leisure Pool provision that will attract younger participants and particularly families with young children</p>		complete.
Disability	Feedback from the DIAG consultation has been used to inform the design elements of the new facility to the extent that they will have a positive impact on	People with a disability could be affected by the design and facilities. Access to facilities by those with a disability will not be negatively affected compared to now and measures have	<p>Analysis of existing facilities by the DIAG which will be addressed as part of the new building design - eg</p> <p>1) doors are difficult to open,</p>

	<p>disabled users. Non design issues raised by the DIAG will be addressed through the implementation of a staff training programme on the opening of the facility.</p> <p>As the design develops the signage, colour schemes etc. will be considered in the context of meeting the requirements for the visually impaired and other disability groups.</p>	<p>been taken to improve disabled access. People with a disability could be affected by the design and facilities</p>	<p>ideally should include for push button opening doors or easier opening doors</p> <ol style="list-style-type: none"> 2) Approach to centres for wheel chair users can be steep 3) Tactile signage in addition to Braille at the appropriate height should be included in the design, with different colours for those with learning disabilities. Locate a sign at reception to explain to users 4) Brightly coloured furniture is easier to identify against background 5) Space required between equipment for wheelchair users
.Gender/Sex	<p>Separate male and female changing facilities are included in the design on the upper floor for Wellness Centre users</p>	<p>A village concept is considered to be the appropriate design solution for pool changing. This is complemented by 2 separate group changing facilities which have been included in the pool area to accommodate specialist groups as below.</p>	<p>Negative comments about the move from separate male and female change to changing village for pool</p>
Marriage and Civil		<p>None anticipated.</p>	

Partnership			
Pregnancy and maternity	The inclusion for a bespoke baby change within the building	See Gender/Sex section above	
Race/Ethnicity		See Gender/Sex section above	
Religion/belief		See Gender/Sex section above	
Sexual Orientation		None anticipated	
Trans-gender/gender identity	Transgender/gender will be provided for by single change /group change within a changing village	See Gender/Sex section above	

Other individuals or groups impacted on:

The policy or action may also have an impact on other groups or individuals which are not covered by the statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

There is no impact on any other groups as the project is a replacement facility

Gaps in intelligence and information:

Having undertaken the analysis are there any areas of intelligence or information which need to be improved? Please outline and areas where the current information is not complete enough to take a decision. Addressing this gap should be covered in the action plan.

Customer user intelligence is taken from the Leisure Management booking system which records user groups by type, booking types and attendances. The service also has a wealth of informal customer intelligence as a result of building up customer relationships with long standing bookings.

May 2013

As part of the consultation, existing indoor football bookings were contacted to ascertain whether they would be amenable to taking up a booking on new outdoor artificial pitches.

Existing users were also invited to complete questionnaires to express facility preferences and priorities and these were taken into account in arriving at decisions on facility mix and provision.

Consultation with the DIAG informed design on issues that related specifically to disabled users.

Policy/Decision/Project/Activity Title:

Responsible Officer: Alison O'Neill

3. Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/decision/project/activity impact on and who will benefit?

The project will impact upon all residents with potential benefits for all groups. As far as equality groups are specifically concerned the opportunity has been taken to consult with the DIAG which was asked to visit the other Council operated Leisure facilities to help provide an insight into potential issues faced by customers during use. The Washington Leisure Centre project has sought to incorporate lessons learned and has considered, for example, the external approach to the building, disabled parking, DDA compliant walkways, DDA changing, DDA steps into the pool.

the new build is a replacement facility and as such will have no detrimental effect on equality groups.

The project team have asked the DIAG to review existing facilities in operation and have accepted their feedback as positive and have taken measures to ensure all of their feedback has been included with the design and the external approach to the building e.g. disabled parking, DDA compliant walkways, DDA changing, DDA steps into the pool.

As the design develops the signage, colour schemes etc. will be developed to ensure they meet requirements for the visually impaired and other disability groups.

Who will not benefit and why not?

The project is a replacement facility with enhanced provision. It is being built in accordance with building and facility standards relevant to 2013 compared to the existing facility built in the 1970's. Given this and the combined with the intelligence from customer questionnaires, customer consultation and DIAG feedback it is not anticipated there will be groups or individuals that won't benefit.

Who should be expected to benefit and why don't they?

n/a

4. Response to Analysis, Action Plan and Monitoring,

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change (**X**)

Continue Despite Negative Implications ()

Adjust the Policy/Decision/Project/Activity ()

Stop

()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Meeting with Sunderland Partnership Inclusive Communities Group	Ian Parkin/Su Yip	12 th July 2012	Introduction to the project, request for consultation throughout the procurement exercise, group agreed to distribute questionnaire and provide feedback.
Meeting with the DIAG	Su Yip	6 th August 2012	DIAG agreed to receive questionnaire, visit and appraise existing City leisure facilities and provide evidence.
Detail the footpaths in association to the skate park works to ensure the footpaths are DDA compliant	Project Board	Jan 2013	Complete
Ensure the contractor addresses the approach on the North/South / East West footpaths to ensure the footpaths are DDA compliant as part of the new facility development.	Project Board	June 2013	Complete
Develop the employer's requirements to ensure all DDA access requirements e.g. change, toilets, access to tool etc... are included in specification	Project Board	Jan 2013	Complete
Facility programming. Consultation with service users to ensure an	Facility Manager/Alison O'Neill	2014	Produce Consultation plan

involvement in the development of programme design of the new facility.			
Ensure pricing framework is consistent with other Council operated facilities and takes account of Welfare Reform	Alison O'Neill		
Way finding and signage	Project Board	Sept 2013	Project team to work with equality groups to ensure the signage is fit for purpose and there are adequate way finding
Staff training to take account of feedback from DIAG re. awareness of disability groups and sensitivities	Facility Manager	2015	To develop a training programme
Facility Programming – engagement with service users to ensure new facility information on programmes and activities for all target groups is shared.	Alison O'Neill	2014	Produce Communication strategy