



EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Education & Children’s Services
Section	Sport and Physical Activity
Title of the activity etc.	Reduced hours in sports centres, reduction in outreach sports development and closure of one rural pool (either Portlethen / Turriff or Huntly)
Aims of the activity	Reduce costs to service by ceasing a pool service in one of our less populated areas.
Author(s) & Title(s)	Kay Morrison, Service Manager, Sport and Physical Activity

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Existing usage trends in each facility , monitored monthly Feedback from facility managers Bookings registers. Income records
Internal consultation with staff and other services affected.	Discussion with Facilities and Funding team Discussions with Community Leisure team
External consultation (partner organisations, community groups, and councils).	Not undertaken
External data (census, available statistics).	Local demographics Geography with specific reference to where other pools are
Other (general information as appropriate).	

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	N/A

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.				
	Positive	Negative	Neutral	Unknown
Age – Younger		Yes		
Age – Older		Yes		
Disability			Yes	
Race – (includes Gypsy Travellers)		Yes		
Religion or Belief			Yes	
Gender – male/female		Yes		
Pregnancy and maternity		Yes		
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 6: What are the positive and negative impacts?

Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
<p>Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.</p>		<p>Closure of a swimming pool will directly impact upon all people in a locality that cannot easily access an alternative pool. Whilst impact will be limited to a certain area – groups that will particularly struggle are older people, younger people and parents and the very young.</p> <p>In the event that Turriff is chosen, it currently houses a traveller camp – which would have a direct impact on the travelling community.</p> <p>The reduction in sports outreach work will impact on the third sector, club support, community events, young people and athletes – who currently benefit from services such as Community sport hubs, cycle hire and climbing wall sessions provided through leisurelend. In particular those in hard to reach areas will suffer as they will have to travel to access such services.</p> <p>This may also limit the progression of income generation opportunities for the service moving forward.</p> <p>Any reduction in hours, even if slight, will have the impacts identified in the EIA related to reduced hours of opening of leisure facilities.</p>

Stage 7: Have any of the affected groups been consulted?

<p>If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?</p>	<p>Not for this exercises – though relevant consultations have previously been done with groups when considering undertaking a pricing review (implemented from April 2017).</p>
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	Mitigating Steps	Timescale
<p>These should be included in any action plan at the back of this form.</p>	<p>Analysis of programming to minimise impact on impacted groups.</p>	<p>March 2018</p>
	<p>Publicity to highlight where the nearest pool is to the area which incurs a pool closure – and ideally linking some session times at that pool to bus / public transport routes.</p>	<p>April 2018</p>

Stage 9: What steps can be taken to promote good relations between various groups?	
These should be included in the action plan.	Highlighting the rationale for the changes, stressing the need to run services as efficiently as possible. Working with the existing users in the town most affected by a pool closure to minimise impact

Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?	
N/A	

Stage 11: What equality monitoring arrangements will be put in place?	
These should be included in any action plan (for example customer satisfaction questionnaires).	Ongoing customer surveys (as is currently the case) identifying specific customer feedback leading to potential future changes in programming.

Stage 12: What is the outcome of the Assessment?		
Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
Although every effort will be made to mitigate the impact of the proposals, the closure of a pool will seriously impact on the population which it currently serves. The reduction in outreach services will also have an impact on a number of existing users who will simply not be able to benefit from the service in future.		

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

Ultimately the justification for this activity is that it will assist the Culture and Sport service to remain within budget rather than be in an overspend position.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Culture and Sport Team		
	2) Title of Policy/Activity	Reduction in opening hours of major sports facilities.		
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Kay Morrison Position: SM Sport and Physical Activity Date: 25/01/18 Signature:	Name: Position: Date: Signature:	
		Name: Tim Stephen Position: SM Facilities and Funding Date: 25/02/18 Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Date:		
	5) Authorisation by Director or Head of Service	Name Position: Date:	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.			Date:
	7) EIA author sends a copy of the finalised form to: eia@abdnshire			Date:
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:	

