

Equality Analysis (EqA)

Questionnaire

Please refer to the guidance before completing this form.

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Sport and Physical Activity Project	
Is it a new or revised function, policy, procedure or service? A review of current leisure facilities	
Department and Section: Adults and Communities	
Date assessment completed: 29/12/2014	
2. Names and roles of officers completing this assessment:	
Lead officer	Kate Kennally
Stakeholder groups	
Representative from internal stakeholders	
Representative from external stakeholders	
Delivery Unit Equalities Network rep	Lesley Holland
Performance Management rep	
HR rep (for employment related issues)	N/A
3. Full description of function, policy, procedure or service:	
<p>The current leisure management contract for the London Borough of Barnet (Barnet) is not fit for purpose. The contract does not deliver the health outcomes Barnet wants to achieve for residents by helping them keeping fit and active and at a time where the council is facing significant financial pressures due to government budget cuts, it does not offer value for money. In July 2014, the Policy & Resources Committee (P&R) approved a revised outline business case setting out a recommendation for a re-procurement of the leisure contract, starting with a feasibility study/pre-procurement phase in August 2014 and consultation/market research between October-December 2014.</p> <p>When designing consultation the Council took into account protective characteristics and priority groups identified in the Sport and Physical Activity Need Analysis, 2012 (see feasibility study, appendix X for full report) to ensure equitable access to all Barnet residents across equalities groups. The Council procured a research company, Opinion Research Solutions (ORS), to conduct a telephone survey, workshops and focus groups. Targets were set for all these activities to ensure there was a cross section of the population, in terms of age, gender, ethnicity, faith and disability etc. In addition, an online questionnaire was designed and promoted through the Engage Barnet and Communities Barnet to ensure all residents were provided with equal opportunity to share their views. Promotional posters were distributed at leisure centres, libraries and at Barnet Interfaith Forum's buildings.</p>	

A paper copy and an easy read version of the questionnaire were available upon request. LBB worked in collaboration with Mencap to prepare and promote the easy reads. A total number of 40 copies was distributed to Mencap members and 15 complete questionnaires were received. The project team also attended Disability Experts Group on 6th November, information gathered from this meeting were used when designing the discussion guide for workshops and focus groups.

Overall, the project will support the delivery of better outcomes for all equalities groups, ensuring better sport and physical facilities, improved access to sport and physical activity and targeted interventions for those groups that need it the most (e.g. GP referrals and weight management programmes). The new contract will include specific health outcomes as part of the KPIs to ensure the delivery of public health outcomes for the key target groups identified in the 2012 needs assessments is an integral part of the contract and that increasing participation for these target groups is a key driver of the contract.

4. How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.

Equality Strand	Affected?	Explain how affected	What action has been taken already to mitigate this? What action do you plan to take to mitigate this?
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>There are an estimated 364,481 residents in Barnet in 2014, split into the following age groups:</p> <ul style="list-style-type: none"> • 76,928 (21.1%) children (0-15) • 236,862 (65%) working age adults (16-64) • 50,591 (13.9%) over 65 <p>All three categories are projected to increase over the coming years. The most significant growth is going to be centred in Colindale, Mill Hill, and Golders Green. Population density will be largely increased and the level and quality of leisure services will need to be sufficient to meet this future need.</p>	<p>The Sport and Physical Activity strategy reflects the changing needs of children and young people, working age residents and the elderly population in different locations across the borough. As part of the feasibility study population need was factored in when putting together a re-development proposal for all leisure centres. Findings from the need assessment helped to establish a core</p>

		<p>Across the borough, the largest proportionate increase will be in the 65+ age bracket. With the exception of Colindale and Golders Green, all wards are expected to experience an increase in the proportion of retirement age residents. The Sport and Physical Activity strategy play an important role in supporting the health and wellbeing of the elderly population including reducing social isolation.</p> <p>There will also be an increase in the proportion of children and young people, particularly in Colindale, Hendon and West Hendon.</p> <p>The 2014 RPS identified that 19% of residents</p>	<p>facilities mix, incorporating findings such as a need to increase swimming and gym and fitness provision in the borough. A re-development of Copthall Leisure Centre and re-provision of Hendon Leisure Centre (as part of the Brent Cross Crickerwood regeneration programme) will immediately help to meet increasing demand for leisure services in most affected wards, including Golders Green and Mill Hill.</p> <p>Copthall Leisure Centre already has a strong Senior's club. A new, redeveloped leisure centre at Copthall will continue to promote participation amongst older population. It is envisaged that the new management contract will include a set target for a percentage of older people memberships (55+) and a total number of hours per week dedicated to 55+ programmed activity.</p> <p>The future design of leisure centres will need to reflect the increased need for good quality family activity and play provision in key locations. Play space is an important and free resource to support the well-being and social development of children across all income levels.</p> <p>Low level of satisfaction with the quality of the leisure</p>
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		<p>consider the quality of council owned leisure facilities as poor- extremely poor. Findings from consultation in Autumn 2013 and 2014 and Condition survey echo the need for improvement of sport and leisure facilities/services in the borough.</p> <p>Consultation in Autumn 2013 identified that over 50% of respondents use parks and open spaces for sport and leisure activity. However, residents feel discouraged to use parks after dark due to lack of lighting, adequate facilities and supervision</p> <p><i>Source: GLA 2013 Round Demographic Projections, 2014, Resident Perception Survey 2014, SPA Consultation Autumn 2013 and 2014, SPA Condition Survey, Need Assessment 2012</i></p>	<p>facilities in Barnet is one of the key drivers for the SPA project. New leisure centres will help to improve not only the condition of the facilities but will also increase the variety of the facilities available in the borough. As part of the SPA strategy the project is also looking at restructuring the Sport and Physical Activity Team in Barnet to strengthen collaboration between the council and various organisations including schools, volunteers, clubs, private coaches etc.</p> <p>The SPA project works closely with Parks and Open Spaces team to ensure that both teams share available information/findings and the new parks strategy is aligned to the SPA strategic objectives.</p>
<p>2. Disability</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>The 2011 census showed that in Barnet 6% of residents had a long standing illness or disability that limits their day-to-day activity. Currently only 2 out of 5 council owned leisure centres are accredited by the Inclusive Fitness Initiative (IFI) / fully inclusive programme /</p>	<p>Re-developed leisure centres will ensure that all facilities are accessible to all, through inclusive design, signage and facilities. The new contract will include specific health outcomes to ensure the delivery of public health outcomes for the key target groups identified in the need assessment in 2012. All 5 centres will</p>

		<p>inclusive membership.</p> <p><i>Source: Barnet Data Dashboard, Public Health Outcomes report</i></p>	<p>achieve a minimum of registered IFI accreditation by 2022; enabling both disabled and non-disabled people to benefit from a full body, cardiovascular and resistance-based workout.</p>
<p>3. Gender reassignment</p>	<p>Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/></p>	<p>There is very limited data available on this protected characteristic. Gender reassignment will be taken into account at a later stage, but it is not anticipated that there will be a negative impact on gender reassignment or a positive intervention required.</p>	
<p>4. Pregnancy and maternity</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>There is very limited data available on this protected characteristic. Feedback from recent and previous consultation identified issues with the water temperature at Church Farm and lack of Crèche/nursery facilities.</p> <p><i>Source: SPA Consultation 2013 and 2014</i></p>	<p>Overall, new leisure centres should have a positive impact on this protective characteristic. A replacement of the Church Farm leisure centre will ensure that the water temperature remains comfortable for mothers to take their newborns to 'Mothers and toddlers' classes. Pregnancy and maternity will be taken into account at the design stage of all future facilities. Future leisure facilities mix will incorporate as many Crèche/nursery facilities as possible.</p>
<p>5. Race / Ethnicity</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>Barnet is significantly more ethnically diverse than the overall population of England but slightly less diverse than London</p>	<p>Overall, new leisure facilities are expected to have a positive impact on this protective characteristic as the new facilities will look to</p>

		<p>as a whole. It is relatively young population compared to the overall population of London and England.</p> <p>The White ethnic group constitutes 62% of the Barnet population, and is set to decline to 58% by 2021.</p> <p>The rest of the population is comprised as follows; Other Asian (9%), Indian (7.6%), Other (6.9%), Black African (5.7%), Black Other (3.1%), Chinese (2.4%), Pakistani (1.5%), Black Caribbean (1.3%), and Bangladeshi (0.7%).</p> <p>Residents from a White-British ethnic background or from a /Jewish faith/religion background are more likely to be Users.</p> <p>Residents who do some form of exercise or physical activity, but who are significantly more likely to have taken part in no organised activities include those of a Black or Asian ethnic group and those of a Muslim faith;</p> <p>With the exception of White and Indian ethnic groups, all of these groups are set to see a proportionate increase. The “Other Asian” group is set to experience the largest proportionate increase between 2014 and 2021. The strategy will need to be inclusive and respond to the needs of all ethnic groups in a</p>	<p>provide more culturally and ethnically sensitive facilities (e.g. separate changing rooms based on gender, female only swimming classes).</p>
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		<p>balanced way.</p> <p><i>Source: GLA 2013 Round Demographic Projections, 2014, SPA Consultation 2013 and 2014</i></p>	
<p>6. Religion or belief</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>Christianity is the most common religion in Barnet at 38.7%, although this is proportionately lower than London at 51%. The second highest group are those who have no religion at 21.3% which is comparatively less than London and England. Barnet has the largest Jewish population in London (16.6% compared to 2.1% in London).</p> <p>Finding from consultation to date indicate that Muslim and Jewish residents are less likely to visit leisure centre due to religion concerns.</p> <p><i>Source: GLA 2013 Round Demographic Projections, 2014, SPA Consultation 2013 and 2014</i></p>	<p>New facilities will need to consider any specific religious or cultural beliefs in a proportionate manner. It is expected that new, improved facilities will provide residents from various religion backgrounds to become more active, some ideas to achieve this include introducing separate changing rooms based on gender, female only swimming classes).</p>
<p>7. Gender / sex</p>	<p>Yes <input type="checkbox"/> / No <input type="checkbox"/></p>	<p>In 2014, 48.8% of the population in Barnet are male and 51.2% are female.</p> <p>The 2014 RPS did not find a significant variation between male and female residents in the level of satisfaction with leisure facilities. Consultation and analysis will be required to understand whether there are specific needs across</p>	<p>Improvements to leisure facilities are expected to benefit both male and female. The project is looking at introducing female only swimming classes and single-sex changing room which should have a positive impact on the levels of satisfaction within female residents.</p>

		<p>gender groups.</p> <p><i>Source: GLA 2013 Round Demographic Projections, 2014, Barnet Resident Perception Survey 2014</i></p>	
<p>8. Sexual orientation</p>	<p>Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/></p>	<p>According to the national statistic, 6% of the population is gay, lesbian and bisexual (the Stonewall Survey).</p> <p>This protected characteristic will be taken into account at a later stage if data relating specifically to leisure centres becomes available.</p> <p>There is currently no data which suggests satisfaction with leisure services varies across sexual orientation.</p>	
<p>9. Marital Status</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>There is currently limited data to suggest a relationship between marital status and using leisure centres.</p> <p>Findings from consultation to date suggest that single parents struggle financially to afford visiting leisure centres. Childcare proves to be a barrier for single parents too.</p>	<p>Core Public Health outcome will support health promotion campaigns within centres (change 4 life) / Ensure that a family based approach is taken to swimming provision. Provide opportunities for families with less disposable income (e.g. kids for a £1 swimming). Future pricing will be closely monitored by the Council to ensure attending leisure centres is affordable for all. Future leisure facilities mix will incorporate as many Crèche/nursery facilities as possible.</p>
<p>10. Other key groups?</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>The project may have an impact on businesses where businesses are located near the areas for re-development.</p>	<p>Overall, it is expected that the project will have a positive impact on businesses with improved facilities attracting more</p>

			users to the area and therefore potentially benefiting local businesses.
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5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?

The SPA proposal is expected to have a positive impact on overall satisfaction ratings. It is intended to monitor customer satisfaction through the Resident's Perception Survey, which monitors the level of satisfaction people have with council owned leisure centres twice a year. In addition, the new provider will be contractually obliged to provide regular updates on Customer Correspondence (monthly) and Customer Satisfaction (annually). Satisfaction levels will be matched and compared against previous year/s.

When the final proposal for the redevelopment of Church Farm, Finchley and Cophall Leisure Centres is developed, full consultation will take place, including a drop in session at the affected locations to better understand the needs of particular area and equalities groups.

6. How does the proposal enhance Barnet's reputation as a good place to work and live?

The SPA objectives support the Council's commitment to create a good place to work and live in. The leisure services will offer opportunity for all residents to engage in sport and physical activities which will enhance their health and well-being.

7. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?

The Council is actively seeking the views of different groups in Barnet and is using this evidence to establish and consider different options for future leisure centres in the borough. Barnet is also reaching out to diverse communities in order to promote participation in leisure facilities.

8. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? *Include information about the groups of people affected by this proposal. Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 15)*

Not applicable at this stage of the assessment. This question will be answered at a later stage when more data relating specifically to leisure centres becomes available.

9. How will the new proposals enable the council to promote good relations between different communities? *Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential*

treatment or whether implications are explained.

The project reached out to various communities in Barnet such as the Council's Communities Together, Barnet Interfaith Forum, Mencap and Disability Experts Group to ensure the views of different communities are included in planning access to and service delivery to the rich diversity of Barnet residents and service users.

10. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.

When designing consultation the Council took into account protective characteristics and priority groups identified in the 2012 Need Analysis to ensure equitable access to all equalities groups. The Council procured a research company, Opinion Research Solutions (ORS), to conduct a telephone survey, 4 area based workshops and focus groups. Targets were set for all these activities to ensure there was a cross section of the population, in terms of age, gender, ethnicity, faith and disability etc. In addition, an online questionnaire was designed and promoted through the Engage Barnet website to ensure all residents were provided with equal opportunity to share their views. A paper copy and an easy read version of the questionnaire were available upon request.

Overall Assessment

11. Overall impact		
Positive Impact <input checked="" type="checkbox"/>	Negative Impact or Impact Not Known ¹ <input type="checkbox"/>	No Impact <input type="checkbox"/>
12. Scale of Impact		
Positive impact: Minimal <input type="checkbox"/> Significant <input checked="" type="checkbox"/>	Negative Impact or Impact Not Known Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	

13. Outcome			
No change to decision <input type="checkbox"/>	Adjustment needed to decision <input type="checkbox"/>	Continue with decision <i>(despite adverse impact / missed opportunity)</i> <input type="checkbox"/>	If significant negative impact - Stop / rethink <input type="checkbox"/>

14. Please give full explanation for how the overall assessment and outcome was decided
<p>The overall aim of the project is to procure a new contract for the five leisure facilities, to improve the participation levels in sport and physical activity across the borough and to deliver sport and physical activity services at zero revenue cost for the council.</p> <p>This project is putting public health objectives at the core of every aspect of the forthcoming procurement phases. At its most basic the council is re-procuring a leisure management service for its five leisure centres, but what it is trying to create is a working partnership with a leisure services and public health orientated provider that will improve the health and wellbeing of all the residents of Barnet.</p> <p>Findings from consultation and market research (2013 and 2014) identified that residents are not happy with the current leisure offer in the borough in terms of quality, variety of facilities, costs, accessibility etc. Further work, as part of the feasibility study, confirmed that 3 out of 5 leisure centres are not fit for purpose and will require a major re-development.</p>

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

Key considerations that may have a negative impact on equalities groups:

Church Farm

All proposed options for Church Farm are expected to benefit wider stakeholder groups due to a significant uplift in terms of the quality of the facilities and accessibility. Currently Church Farm is tucked away, with limited access to parking and limited access for disabled residents, a future facility will immediately improve all these aspects. The locations for future Church Farms was selected within the closest catchment area therefore the impact from transportation perspective is minimal. There may be some negative impact on resident living close to the new leisure centre, however these will be considered as part of the planning consultation; all impacted residents will be consulted with.

Copthall

If the council decides to reduce the provision of water at Copthall (diving) this will have a negative impact on around 30 members of the diving club and 30 in synchronised swimming, each use the diving pool 3 days per week.

Outside these times the moveable floor enables pool to be used for exercise and mother and baby classes; these classes will be re-provided in the new, modern facility resulting in a more positive experience.

Although it is not council's responsibility to provide elite sport facilities, such as diving, the council is looking at different financing options to continue providing diving at Copthall. Any further decisions will be based on detail analysis and further consultation with all residents and those most affected by this change.

Finchley Lido

Overall, proposed facilities mix will have a positively impact on all residents.

Currently, the pool is deemed 'uncomfortably busy and the lack of a separate learner pool is a constraint; future water provision will include a 25 m 6 lane pool and a learner pool. The council is not planning to re-provide the lido in the future leisure centre. Although the lido is popular in the summer, it is not integral to the facility. Furthermore, market research and consultation (2014) identified that the lido is considered as the least important out of all wet facilities; overall residents think that and as much as it is a good idea in principle- outdoor pools are something of a luxury given they are expensive to run yet are only used during certain months of the year. To minimise the impact of this change the project proposes to replace the lido with leisure water to ensure Finchely Lido remains its family oriented character and focus.

Overall, the project is likely to have a positive impact on all residents, including those covered by protective characteristics. Further public and planning consultation will take place with residents and all key stakeholder groups before making the final decision on relocation options for Church Farm and future facilities mix for all leisure centres.

15. Equality Improvement Plan – *Not applicable at this stage of the assessment*

Please list all the equality objectives, actions and targets that result from the Equality Analysis (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
1st Authorised signature (Lead Officer)		2nd Authorised Signature (Delivery Unit management team member)		
Date:		Lesley Holland (via email) Date: 07/01/2014		