

## SPA review – initial Equalities Impact Assessment

EIA question	Guidance (delete column on completion)	Data Source	EIA Narrative
<p><b>i) Will the project, service change or new policy have any impact on each of the equalities groups?</b></p> <p>If no impact is envisaged please state this.</p>	<p>Where appropriate, consider:</p> <ul style="list-style-type: none"> <li>• <b>Service take up</b> - whether all groups will use the service/s</li> <li>• <b>Service outcomes</b> – what the service outcomes will be for different groups</li> <li>• <b>Service quality</b> – whether all groups will get the same quality of service</li> <li>• <b>Customer satisfaction</b> – whether all groups are likely to be equally satisfied with services</li> <li>• <b>Customer access</b> – whether any groups will have difficulty finding out about services, contacting us or using our services.</li> </ul>	<ul style="list-style-type: none"> <li>• Residents consultation report (Autumn 2013)</li> <li>• Soft market test with potential providers</li> <li>• Discussions with existing provider</li> <li>• Public health sport and physical needs assessment analysis (2012)</li> </ul>	<p>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 referral and weight management programmes). The new contract will include specific health outcomes as part of the key performance indicators 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.</p>
<p><b>Will the project, service change or new policy have any impact on any <u>other groups</u> not listed above?</b></p>	<p>Issues may arise for other groups, such as business owners, residents in different areas of the borough, people on different incomes etc.</p>		<p>The project may have an impact on businesses where businesses are located near the areas for re-development. Overall, it is expected that the project will have a positive impact on businesses with improved facilities attracting more users to the area and therefore potentially benefiting local businesses.</p>
<p><b>Has any adverse impact or potential discrimination been identified for any group/s?</b></p>	<p>Explain what, and how, any negative impact affects group/s:</p> <ul style="list-style-type: none"> <li>• Is there any unlawful discrimination, barriers or exclusion, or failure to promote equality?</li> <li>• Assess level of impact (High, Medium, Low)</li> </ul>		<p>The outcomes of the project will not discriminate against any group and there will therefore be a low impact. The objectives of the project are to increase participation across all user groups and to ensure improved sport and physical activity provision for all residents in the borough.</p>
<p><b>Have any negative impacts been identified which <u>cannot</u> be removed or reduced?</b></p>	<p>The justification required here needs to clearly explain why no action can be taken and give evidence to show due regard has been given to the consequences.</p>		<p>It is possible that as part of the leisure facilities re-development, some facilities may be closed on a temporary basis for the duration of the re-development therefore leading to a lack of provision for some service users. Where it is possible to find another solution (e.g. keep running the</p>

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			existing facility while a new facility is being re-developed on another location), this will be investigated. However, any such impact will be temporary and will be outweighed by the benefits gained from improved facilities and better access in the long term.
<b>Have residents/service users who will be affected by the proposal been consulted? How have any comments influenced the final proposal?</b>	Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.		A consultation was conducted with residents in the Autumn 2013 to understand their views on sport and physical activity in Barnet and inform the development of this business case. This consultation involved 1,240 residents through 4 area-based workshops. A consultation is currently taking place in regards to the operating hours at Burnt Oak. The findings of this consultation will feed into the project.
<b>Does the project, service change or new policy appear to favour or have benefits exclusively for one section of the community?</b>	Consider risks & opportunities for community cohesion and managing perceptions		No – the project will support improved community cohesion through the promotion of sport and physical activity for all residents.