

SSDC Equality Analysis Template (2017)

Page 1: What is Equality Analysis?

Q1. Q1.1 Please describe the change that is the subject of this EqA i.e. the introduction of a new, or significant change to an existing, policy strategy, service or function .

The development of a needs assessment and new strategy for built leisure facilities in South Somerset - looking ahead to 2036. Previous needs assessments for leisure facilities have been undertaken but are ageing and subsequently the weight attributable to them as an evidence base is diminishing.

Page 2: EQUALITY ANALYSIS (EA)

Q2. Q2.1 What information have you used to analyse the effects on equality, particularly in relation to protected groups?

Sport England currently provide the guidance by which National Planning Policy Framework compliant leisure facility needs assessments should be conducted. We will be using an experienced external consultant to do this for us.

At the outset of this process, and based on prior experience, we have not identified any significant issues for protected groups. However, we know that some existing facilities may not be fully accessible to disabled and certain faith groups.

We intend to ensure that our consultants engage with a wide range of external stakeholders, to ensure that a detailed picture of future demand for leisure facilities emerges.

We will include the MOD, disability organisation Access for All as representatives of faith communities as consultees.

There will also be a public consultation event prior to the adoption of a new strategy.

Q3. Q2.2 What has this information told you about the potential effect on equality, particularly in relation to the protected groups?

We need to ensure that the output from the needs assessments and resulting strategy has accurately captured the needs of disabled and faith groups in particular.

Q4. Q2.3 The Equality Act Aims to: Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relations With these three aims in mind, what is your assessment of the likely impact of the policy, strategy, service or function on the following?:

	Likely to benefit (Positive Impact)	Likely to disadvantage (Negative Impact)	No specific impact
People from different age groups			X
Men or women			X
Women who are pregnant or have recently given birth			X
People who have undergone, are proposing or are undergoing gender reassignment			X
People with disabilities or carers	X		
People from different religions, belief or faith (including those with no belief)	X		
People of different race or ethnicity			X
People who are lesbian, gay or bisexual			X
Marriage/Civil Partnership			X
People who are serving or have served in the armed forces and their families* (* this group is not protected by the Equality Act but are still potentially vulnerable or at risk of exclusion)			X

Q5. Q2.4 Where you have indicated a Positive or Negative Impact in Q2.3, please describe in more detail what the specific Impacts are.

Specific consultation around the needs of disabled residents and people from different religions/belief/faith, may identify reasonable and proportionate solutions to potential barriers to participation, that could be positively designed out in the development of new or refurbished built leisure facilities in the future.

Q6. Q2.5 What actions will be, or have been taken to either mitigate any negative impacts or create a positive impact as identified in Q4?

Not applicable.

Q7. Q2.6 If there is a need to review the EqA, when do you propose to do this?

* 31/10/2018

Q8. Q2.7 How will you monitor the impact that the decision or policy has had on protected groups?

There will a public consultation exercise prior to the adoption of the strategy and the resulting action plan will be monitored and updated at least yearly to ensure that agreed actions are implemented where possible.

Page 3: Quality Check / Approval Log

Q9. Q3.1 Date and name of Officer Completing the EqA
* 09/08/2018
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Name of Officer Completing the EqA and Date Completed Lynda Pincombe

Q10. Q3.2 Date and name of the Line Manager/Senior Manager approving the EqA
* 15/08/2018
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Name of the Line Manager approving the EqA Jan Gamon

Q11. Q3.3 Date and Name of the Equality Coordinator signing off the EA
* 15/08/2018
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Name of the Equality Coordinator David Crisfield

Q12. Q3.4 Any Comments
Proactive action is being taken in the development of the new strategy by consulting with the two Protected Characteristics that are most likely to be impacted. Advice has been taken from the Equalities Lead regarding the identification of appropriate stakeholders with whom to consult.