


Equality Analysis (EA)

Financial Year
2017/18

Section 1 – General Information (Aims and Objectives)

**See Appendix
A**

Current decision
rating



Indoor Sports Facilities Strategy 2017 – 2027

The strategy provides evidence and an overall framework to inform decision making in relation to the Council's indoor sports facilities and wider indoor sports provision in the borough over the next ten years.

The strategy:

- Examines the current supply of indoor sports facilities in the borough (taking into account public, commercial and dual-use facilities);
- Compares supply to current and future demand for indoor sports facilities (based on the latest population projections and a nationally recognised modelling tool);
- Identifies gaps in current and future provision; and
- Assesses the quality, suitability and efficiency of existing indoor sports facilities, with particular reference to residents' different cultural, religious and physical inclusion needs

It sets out a vision for an ideal indoor facilities network and strategic objectives to work towards that network:

- To increase the overall supply of publicly accessible sports halls and swimming pools in Tower Hamlets
- To re-provide indoor sports facilities with improved provision that is consistent with best practice design guidance and meets the needs of a diverse population
- To improve economic efficiency and energy efficiency of indoor sports facilities in Tower Hamlets

The Indoor Sports Facilities Strategy is a high level document and, as such, does not contain decisions related to the indoor sports facilities network and specific sites. It proposes a number of options relating to the provision and development of indoor sports facilities sites in Tower Hamlets. The proposal is that these options are explored before any decisions are taken which will impact on individual indoor sports facilities.

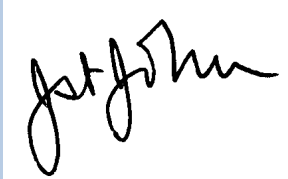
The impact of the separate options on equality groups will need to be explored as part of the individual options appraisals that are proposed, and any identified impacts factored into decision making and next steps at the relevant time.

The focus of this analysis is therefore deliberately high level. It considers borough-wide equalities data about the use and significance of indoor sports facilities to different groups of residents.

Conclusion

Based on the findings of the EA, the proposal in its current form is being recommended for approval. The proposal seeks to ensure that residents of the borough continue to have access to high quality indoor sports facilities in the future that are fit for purpose and are accessible to people from all backgrounds and protected characteristics.

Name: Judith St John – Acting Divisional Director Sport, Leisure, Culture and Youth



Date signed off: 23rd March 2017

Service area:
Governance Directorate

Team name:
Strategy, Policy, Equalities & Partnerships

Service manager:
Thorsten Dreyer, Service Manager - Strategy, Performance & Resources

Name and role of the officer completing the EA:
Zorana Halpin, Senior Strategy, Policy and Performance Officer

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

A range of research and studies have informed the strategy and equalities data was captured where possible:

- Culture, Leisure and Open Spaces survey 2016 (a representative telephone survey of Tower Hamlets residents carried out in October/November 2016).

Stakeholders, including the National Governing Bodies (NGBs) for indoor sports, are engaged through an online engagement process.

Other information sources that informed the strategy include:

- Tower Hamlets borough profile
- GLA population data
- Census data, 2011
- Joint Strategic Needs Assessment 2015 – Life and Health in Tower Hamlets
- Active People Survey 2015/16

Section 3 – Assessing the Impacts on the 9 Groups

Please refer to the guidance notes below and evidence how your proposal impacts upon the nine Protected Characteristics in the table on page.

For the nine protected characteristics detailed in the table below please consider:-

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

List all examples of quantitative and qualitative data available
(include information where appropriate from other directorates, Census 2001 etc)

- *Data trends – how does current practice ensure equality*

- **Equalities profile of staff?**

Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

What are the potential or known barriers to participation for the different equality target groups? Eg- communication, access, locality etc.

- **Recent consultation exercises carried out?**

Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

Please Note -

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse	Reason(s)
Race	Positive	<p>The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the further development of the existing network. It aims to benefit all who live, work and study in the borough.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that the proportion of respondents agreeing that they would recommend a council run indoor sports facility to family or friends was broadly high across different ethnic groups, with some notable differences. The proportion of respondents identifying as ‘Asian or Asian British – Bangladeshi’ who said they would recommend council-run facilities to a friend or family member was significantly above the average. The proportion of respondents identifying as ‘White’ who said they would recommend council-run indoor sports facilities was significantly lower than the average.</p> <p>Although the reason for this difference is unknown, the strategy aims to maintain high satisfaction across different groups through improving the network of council run indoor sports facilities. The principle of inclusive design is included in the ideal indoor sports facilities network set out in the strategy. It is crucial that the views of different groups of residents and the principles set out in the strategy inform any future decisions about the development of specific facilities.</p>
Disability	Positive	<p>The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the further development of the existing network. It aims to benefit all who live, work and study in the borough.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that the proportion of respondents in this group agreeing that they would recommend council-run indoor sports facilities to family or friends was broadly in line with the results for all respondents.</p>

		<p>Respondents were also asked whether the accessibility of the building affected how often they used council-run indoor sports facilities and the results for this group were comparable to the response for all respondents.</p> <p>The strategy aims to maintain the high satisfaction of this group through improving the network of council run indoor sports facilities.</p>
Gender	Positive	<p>The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the further development of the existing network. It aims to benefit all who live, work and study in the borough.</p> <p>Data from the Active People Survey 2015/16 indicates that participation rates for men in Tower Hamlets are significantly higher than the national and London average; conversely participation rates for women are lower than the London and national average.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that a high proportion of both male and female respondents agreed that they would recommend council-run indoor sports facilities to a friend or family member. The strategy aims to maintain the high satisfaction of this group through improving the network of council run indoor sports facilities.</p>
Gender Reassignment	Positive	<p>The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the further development of the existing network. It aims to benefit all who live, work and study in the borough. Although we do not have conclusive data for this group, the telephone survey provided an opportunity for respondents to discuss their reasons for not using the council-run indoor sports facilities. One respondent thought that council-run leisure indoor sports facilities did not cater for gender non-conforming people, have trans policies or provide gender neutral facilities.</p> <p>The principle of inclusive design is included in the ideal indoor sports facilities network set out in the strategy. It is crucial that the views of different groups of residents and the principles set out in the strategy inform any future decisions about the development of the indoor sports facilities network.</p>
Sexual Orientation	Positive	<p>The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the further development of the existing network. It aims to benefit all who live, work and study in the borough although we do not have conclusive data for this group.</p>
Religion or Belief	Positive	<p>The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the further development of the existing network. It aims to benefit all who live, work and study in the</p>

		<p>borough.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that the respondents' satisfaction with council-run indoor sports facilities is high across different religious groups with some noticeable differences. The proportion of respondents identifying as Muslim who said they would recommend council-run indoor sports facilities to a friend or family member, was significantly above the average. The proportion of respondents identified as 'Other religion' who said they would recommend council-run indoor sports facilities to a friend or family member was below average.</p> <p>Although the reason for this difference is not known, the strategy aims to maintain the high satisfaction of all religious or belief groups through improving the council- run indoor sports facilities. The principle of inclusive design is included in the ideal indoor sports facilities network set out in the strategy. It is crucial that the views of different groups of residents and the principles set out in the strategy inform any future decisions about the development of the indoor sports facilities network.</p>
Age	Positive	<p>The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the further development of the existing network. It aims to benefit all who live, work and study in the borough.</p> <p>Data from the Active People Survey 2015/16 on participation rates in sport and physical activity is not reliably available for all age groups in Tower Hamlets. However, it shows that for 26-34 year olds and 45-54 year olds' participation is higher than the London and National averages. Participation for 35-44 year olds is lower than the London and national averages.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that the likelihood of respondents recommending council-run indoor sports facilities is high across different age groups, with a notable difference. The proportion of 65 year olds who said they would recommend council-run indoor sports facilities to a friend or family member, was significantly less than the average.</p> <p>Although the reason for this difference is not known, the strategy aims for high satisfaction across all age groups through improving the council- run indoor sports facilities. The principle of inclusive design is included in the ideal indoor sports facilities network set out in the strategy. It is crucial that the views of different groups of residents and the principles set out in the strategy inform any future decisions about the development of the indoor sports facilities network.</p>
Marriage and	Positive	<p>The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the</p>

Civil Partnerships.		further development of the existing network. It aims to benefit all who live, work and study in the borough although we do not have conclusive data for this group.
Pregnancy and Maternity	Positive	The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the further development of the existing network. It aims to benefit all who live, work and study in the borough although we do not have conclusive data for this group.
Other Socio-economic Carers	Positive	The strategy identifies criteria for an ideal indoor sports facility network and options for exploring the further development of the existing network. It aims to benefit all who live, work and study in the borough although we do not have conclusive data for this group.

Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

Yes?

No? ✓

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)

Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes? ✓

No?

How will the monitoring systems further assess the impact on the equality target groups?

Reviewing feedback from leisure centre users, membership data and National Benchmarking Surveys for leisure facilities.

Does the policy/function comply with equalities legislation?

(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes? ✓

No?

If there are gaps in information or areas for further improvement, please list them below:

How will the results of this Equality Analysis feed into the performance planning process?

Will ensure that equalities data is captured, where possible, in our resident feedback (e.g. leisure centre user feedback) so it can be analysed for performance purposes.

Section 6 - Action Plan




*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Example				
1. Better collection of feedback, consultation and data sources	1. Create and use feedback forms. Consult other providers and experts	1. Forms ready for January 2010 Start consultations Jan 2010	1.NR & PB	
2. Non-discriminatory behaviour	2. Regular awareness at staff meetings. Train staff in specialist courses	2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	2. NR	

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress

Appendix A

(Sample) Equality Assessment Criteria

Decision	Action	Risk
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is recommended that the use of the policy be suspended until further work or analysis is performed.	Suspend – Further Work Required	Red 
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . However, a genuine determining reason may exist that could legitimise or justify the use of this policy.	Further (specialist) advice should be taken	Red Amber 
As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.	Proceed pending agreement of mitigating action	Amber 
As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.	Proceed with implementation	Green: 