

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Altrincham Leisure Centre Refurbishment Project
2	Person responsible for the assessment:	Dan Barlow, Business Analyst – Place
3	Contact details:	dan.barlow@trafford.gov.uk 07841 784 998
4	Section & Directorate:	Business Intelligence Unit, Modernisation – In relation to the Place Directorate
5	Name and roles of other officers involved in the EIA, if applicable:	Jamie Lees – Head of Leisure at Trafford Council Trafford Leisure – Jo Cherrett Chief Executive at Trafford Leisure Community Interest Company

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function <input checked="" type="checkbox"/>
3	What is the main purpose of the policy/function?	Provide a renewed health, wellbeing and physical activity offer for the South locality. This is based in the existing Altrincham leisure centre premises. There is a proposed significant redevelopment of the site, which will affect the service provision.

4	Is the policy/function associated with any other policies of the Authority?	<p>Trafford Council Corporate Plan Leisure Investment Strategy 'Trafford Moving' Trafford's Physical Activity Strategy – In development Altrincham Town Centre Neighbourhood Business Plan and Trafford Development Plan Trafford Walking and Cycling Strategy – In development Trafford Carbon Neutral Action Plan</p>
5	Do any written procedures exist to enable delivery of this policy/function?	<p>Trafford Leisure Operating Agreement – In review and redevelopment Royal Institute of British Architects (RIBA) processes and procedures for design and construction of public leisure facilities Sport England Guidance</p>
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	<p>The Trafford Leisure operating agreement will cover a wide range of practices and procedures. This will ensure that all necessary equality considerations are considered.</p>
7	Who are the main stakeholders of the policy? How are they expected to benefit?	<p>Residents, visitors, and users: improved facilities and increased services for all ages.</p> <p>Trafford Leisure: better proposition for users. Vision for Trafford to be the most active place in England, and the refurbishment of this facility enables the operating model and commerciality to improve alongside increased participation. Should ensure commercial viability of the site.</p> <p>Trafford Council: Positively impact Trafford Council's corporate priorities Including: Reducing Health Inequalities; Supporting People Out Of Poverty; and Addressing Our Climate Crisis for residents in the South locality as part of the Council's Corporate Plan.</p>

		<p>Also, the voluntary sector, health partners, sports clubs, and community organisations will be positively impacted with increased capacity / availability supporting increased engagement and participation.</p>
8	<p>How will the policy/function (or change/improvement), be implemented?</p>	<p>Changes to the premises include:</p> <p>Increased size of leisure centre to increase the availability and options for use.</p> <p>Café/ community space to help with more communal use of leisure centre. More inclusive for community groups, parents etc.</p> <p>Health, wellbeing, and relaxation area – focus on mental health provisions.</p> <p>Changing facilities – to improve markedly accessibility for wheelchair users and their carers through increased space, hoists etc. as well as gender neutral and gender specific options.</p> <p>Improved landscaping and access to the centre – supporting accessibility to the building.</p> <p>The proposal to remove the squash facilities may have implications for current users. The current users will have access squash facilities elsewhere in the borough, although it is noted that these would be private club options or publicly available facilities in the west locality of Trafford.</p>

9	What factors could contribute or detract from achieving these outcomes for service users?	Budget pressures. Site and project management complications. Public opinion, which would affect the future use of the leisure centre. Planning objections, which may limit scope of change. Change to administration resulting in project change.
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	Trafford Leisure – Although Trafford Council as the owner of the asset are leading the redevelopment, Trafford Leisure as the operator of the asset are involved throughout project and will lead on service delivery once the redevelopment is completed. Place Directorate – for planning requirements. Construction and design partners. Sports England, especially if they become a co-funder.

C. Data Collection on People Impacted by Policy or Function

1	Do you have monitoring data on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	Trafford Leisure maintain a demographic profile of current users per leisure centre. Possible analysis required for correlating existing user demographic profile with the demographic information for target audience in South locality and for Sports England targeted profile for the physically active in the locality. Changes to a new operating agreement will see further monitoring data / KPI's provided by Trafford Leisure to Trafford Council. Digital advancement means greater accuracy of data. Moving Communities platform is key here,
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2	Please specify monitoring information you have available and attach relevant information*.	<p>Specific monitoring information to be confirmed. However, there will be a focus on activity levels for different parts of the community and demographic groups.</p> <p>Trafford Council are developing an operating agreement which will be the basis to monitor information.</p> <p>The centre is currently under-utilised, primarily due to the poor condition of the facility.</p>
3	If monitoring has NOT been undertaken, will it be done in the future, or do you have access to relevant monitoring data?	<p>See above.</p> <p>Trafford Leisure as part of the redevelopment will introduce an IT system at Altrincham Leisure Centre. This IT system is being used at the recently (March 2020) redeveloped move Urmston. This IT system will capture information and allow monitoring of this.</p>

**Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*

D. Consultation & Involvement		
1	Are you using information from any previous consultations and/or local/national consultations, research or	This EIA ran concurrently with public consultation for the proposed changes to the leisure centre.

	practical guidance that will assist you in completing this EIA?	
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	<p>A Citizens Space survey launched in January 2022. Paper copies were provided at the leisure centre and Altrincham Library.</p> <p>Due to the Covid limitations, no plans to conduct any face-to-face consultations. To mitigate this online drop in sessions were provided.</p> <p>Members and non-members who prefer face to face engagements were also signposted to visit the centre and give their feedback to staff at reception who provided the feedback.</p> <p>The consultation aimed to engage a broad spectrum of residents reflecting the demographics of the borough. This includes consultation with active and non-active residents.</p> <p>A statutory consultation will also take place in relation to the planning application process.</p>
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	<p>The restrictions of the pandemic limited the ability to engage with residents and stakeholder groups. We mitigated against this online and with staff already in the centre engaging with customers.</p> <p>The promotion of the consultation was digital and included hard copied of flyers based at community buildings in Altrincham such as the travel interchange, local supermarkets, Trafford Housing Trust venues and other local businesses.</p>

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***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive, or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium, or low

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Sex				
Pregnant women & women on maternity leave	<ul style="list-style-type: none"> • Improved changing facilities • More accessible for prams etc • More support for mental health wellbeing 	<ul style="list-style-type: none"> • Disruption of services during construction phase – low – applies to all. 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Unavoidable due to construction. Will promote alternative option of Sale
Gender Reassignment	<ul style="list-style-type: none"> • Improved changing facilities 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Asked for options for male / female / gender neutral

	<ul style="list-style-type: none"> • Should feel more welcoming. • Consideration about programme offer 			changing facilities
Marriage & Civil Partnership	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> •
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Intend to review demographics – once new IT software is installed in Altrincham via the developing operating agreement. 	<ul style="list-style-type: none"> •
Disability – physical, sensory & mental impairments	<ul style="list-style-type: none"> • Improved accessibility to new facilities, in line with Sport England criteria • Changing places facility will transform accessibility for 	<ul style="list-style-type: none"> • It is highly unlikely to affect adversely service offer. 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> •

	<p>all wheelchair users.</p> <ul style="list-style-type: none"> • Follow best practice for colour palette, signage • Programme reviews of all services. 			
<p>Age Group - specify e.g., older, younger etc.</p>	<ul style="list-style-type: none"> • Enhanced facilities for all ages • Enhanced services will be targeting younger audiences in line with children and family strategy. • Expanding programme for younger residents. 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • We do not envisage any adverse effect from the facilities changes for any age group. 	<ul style="list-style-type: none"> • The targeting of younger users is in line with Council and Sports England strategies.
<p>Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people</p>	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • None of the proposed 	<ul style="list-style-type: none"> •

			changes would affect users or staff of differing sexual orientations	
Religious/Faith groups (specify)	•	•	• The proposed changes are unlikely to affect any distinct religious or faith group.	•

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low

Neutral

F. Could you minimise or remove any negative potential impact? If yes, explain how.

Race:	The primary negative impact is the disruption of services during construction. The panel believe that this does not unfairly affect any specific social group. It can be best mitigated through the active promotion of alternative options of the other leisure centre in Trafford including Sale and Urmston leisure centres.
Sex & Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	
Disability:	
Age:	
Sexual Orientation:	
Religious/Faith groups:	

Also consider the following:		
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?	N/A
2	Could the policy have an adverse impact on relations between different groups?	N/A
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?	N/A

G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Progress milestones
Review future service portfolio in line with the EIA criteria	DB to share EIA with Trafford Leisure Altrincham staff	Jan 2022	Dan Barlow	Complete
Get further input from Trafford Leisure and stakeholders on future services.	CJ to raise at next Trafford Leisure board	Feb 2022	Jamie Lees	Complete. However, Trafford Leisure will continue to review the EIA

Take proposal to Trafford Council disability group for further input into facility and service design.	DB to contact Principal Community Cohesion & Equalities Officer	April 2022	Dan Barlow	Complete and amendments made following feedback.
Share EIA with Sport England for comment	DB to send to Sport England contacts	July 2022	Dan Barlow	TBC

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed Lead Officer: Dan Barlow (Business Analyst at Trafford Council)

Date

12/07/2022

Signed Corporate Director: Richard Roe



Date

12/07/2022