

## EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Old Trafford Sports Barn (OTSB)
2	Person responsible for the assessment:	Tom Hewson-Haworth, Sports Relationship Manager
3	Contact details:	<a href="mailto:thomas.haworth@trafford.gov.uk">thomas.haworth@trafford.gov.uk</a> 07977677246
4	Section & Directorate:	Leisure Services- Place
5	Name and roles of other officers involved in the EIA, if applicable:	Jamie Lees – Head of Leisure at Trafford Council Chris Jennings – Programme Manager, Modernisation Jane Hynes – Public Health John Brady – Sports Relationship Manager

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"/> <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 locality. This is based in the existing OTSB.

4	Is the policy/function associated with any other policies of the Authority?	Trafford Council Corporate Plan Leisure Investment Strategy 'Trafford Moving' Trafford's Physical Activity Strategy – Trafford Walking and Cycling Strategy – Trafford Health & Wellbeing Strategy
5	Do any written procedures exist to enable delivery of this policy/function?	Trafford Council. Sport England Design Guidance
6	Are there elements of customary practice not clearly defined within the written procedures? If yes, please state.	The Trafford Council and Trafford Leisure CIC Operating Agreement will cover a wide range of practices and procedures. This will ensure that all necessary equality considerations are considered.
7	Who are the main stakeholders of the policy? How are they expected to benefit?	Residents, visitors, and users: improved facilities, increased services for all ages whilst reducing carbon emissions from the centre.  GM Moving healthy active places principles have also been considered ensuring that the plan will provide opportunities for everyday moving for everyone.  Trafford Council: Positively impact Trafford Council's corporate priorities Including: Healthy Independent Lives for Everyone; Culture, Sport and Heritage for Everyone and Address the Climate Crisis for residents in the North locality as part of the Council's Corporate Plan.

		<p>The voluntary sector, health partners, sports clubs, and community organisations will be positively impacted with increased capacity / availability supporting increased engagement and participation.</p> <p>Community ownership of the facility will support wider access and reach to engage communities within Old Trafford and surrounding areas which represent some of the most diverse and deprived parts of the borough,</p>
8	How will the policy/function (or change/improvement), be implemented?	<p>Changes to the premises include:</p> <ul style="list-style-type: none"> <li>• Upgrade to equipment and facilities at the site: <ul style="list-style-type: none"> <li>○ Improved floor space layout to improve the accessibility, availability, and options for use.</li> <li>○ Community Café and flexible space (rooms) to help with more communal use of the site. More inclusive for community social groups, parents and delivery and awareness of health services etc. Increased opening times.</li> <li>○ Improved programmes for health, wellbeing, and relaxation – focus on mental health provisions.</li> <li>○ Dry changing facilities – to improve markedly accessibility for wheelchair users and their carers through increased space, hoists etc. as well as gender specific options.</li> </ul> </li> </ul>
9	What factors could contribute or detract from achieving these outcomes for service users?	<ul style="list-style-type: none"> <li>• Budget pressures.</li> <li>• Grant funding opportunities and limitations.</li> <li>• Site and project management complications.</li> </ul>

		<ul style="list-style-type: none"> <li>• Public opinion, which could positively or negatively affect the future use of the site.</li> <li>• Planning objections, which may limit scope of change.</li> <li>• Increased community engagement</li> <li>• Positive or negative brand association</li> </ul>
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	<p>Trafford Leisure – Although Trafford Council as the owner of the asset are leading the redevelopment, Trafford Leisure as the operator of the asset is involved in the handover of the asset.</p> <p>Place Directorate – for planning requirements and estates management</p> <p>Children’s Services, Education Services, Early Years Service – for sustainable Early Years provision in the Old Trafford area.</p>

### 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?	<p>Trafford Leisure maintain a demographic profile of current users per leisure centre.</p> <p>Analysis is required for correlating existing user demographic profile with the demographic information for target audience in the locality and for Sports England targeted profile for the physically active in the locality.</p>
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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 various parts of the community and demographic groups.</p> <p>Trafford Council will develop a new lease with the ‘Special Purpose Vehicle’</p> <p>The OTSB is currently under-utilised, primarily due to the poor conditions of the facility and the opening hours.</p> <p>Trafford Data Lab highlights: -</p> <ul style="list-style-type: none"> <li>• Old Trafford is the most densely populated and diverse area in Trafford with the highest Black and Minority Ethnic (BAME) populations in the Borough. According to Census 2021, it had a total resident population of 12,543.</li> <li>• The population living within a 20-minute walk time of the OTSB is slightly larger. According to Sport England’s Active Places Power, there are around 29,300 persons living in walkable reach of the facility, with circa 9,000 living within a 10-minute catchment.</li> <li>• Over 67.5% of the local population identify themselves as either Asian or Asian British, Mixed or Multiple ethnic groups, Black, Black British, Caribbean, or African or other non-White</li> </ul>
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		<p>ethnicity. Circa 11.2% of households have occupants where English is not their main language.</p> <ul style="list-style-type: none"> <li>• In terms of health, 6.5% of people reported their general health as 'Bad' or 'Very Bad.' This was the 2<sup>nd</sup> highest rating for the borough with only those living in Bucklow St Martins reporting higher levels.</li> <li>• Some 21.8% of the population have no formal qualifications and circa 34.5% of people in Old Trafford have no access to a car. In terms of access to the internet, Old Trafford has the 2nd lowest overall broadband speed in the borough.</li> </ul>
3	If monitoring has NOT been undertaken, will it be done in the future, or do you have access to relevant monitoring data?	As part of the Community Asset Transfer an IT system will capture information and enable the monitoring of outcomes.

*\*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*

<b>D. Consultation &amp; Involvement</b>		
1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	This EIA ran concurrently with public consultation for the proposed changes to the site.
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	<ul style="list-style-type: none"> <li>• Social media campaigns, Facebook groups, Council social media platforms</li> <li>• A Citizens Space survey launched in Sep 2022, 99 respondents</li> <li>• General public in-person consultation events held Oct 22-Mar 23</li> <li>• Several targeted in-person consultations have also taken place for various local community groups including Oct – Mar 24 .</li> </ul> <p>The consultations 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 any planning application process.</p>
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	The promotion of future consultation events will be both in digital and hard copy format including flyers based at community buildings in Old Trafford such as the Limelight Centre, schools, the local mosque, and other local businesses.

*\*\*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 ☐*

	<b>Positive</b>	<b>Negative (please specify if High, Medium or Low)</b>	<b>Neutral</b>	<b>Reason</b>
<b>Sex</b>				
Pregnant women & parental leave	<ul style="list-style-type: none"> <li>• ✓</li> </ul>	<ul style="list-style-type: none"> <li>• ✓ Low</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Improved changing facilities.</li> <li>• More accessible for prams etc consideration of storage of prams.</li> <li>• More support for mental health wellbeing</li> <li>• Temporary disruption</li> </ul>



				unavoidable due to hand over asset and minors.
Gender Reassignment	<ul style="list-style-type: none"> <li>• ✓</li> </ul>	<ul style="list-style-type: none"> <li>• ✓ Low</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Asked for options for male / female / gender neutral changing facilities</li> <li>• Improved changing facilities.</li> <li>• Should feel more welcoming and meet and greet approach on arrival provides customer with choice of engagement.</li> <li>• Consideration about programme offer</li> </ul>

				<ul style="list-style-type: none"> <li>• Temporary disruption unavoidable due to hand over asset and minors.</li> </ul>
Marriage & Civil Partnership			<ul style="list-style-type: none"> <li>• Neutral</li> </ul>	<ul style="list-style-type: none"> <li>• None of the proposed changes would affect anyone based on marital/civil partnership status</li> </ul>
<b>Race-</b> include race, nationality & ethnicity (NB: the experiences may be different for different groups)	<ul style="list-style-type: none"> <li>• ✓</li> </ul>	<ul style="list-style-type: none"> <li>• ✓ Low</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Residents from all diverse communities in Old Trafford will potentially benefit from the opportunity to use this upgraded facility</li> <li>• Temporary disruption unavoidable due to hand</li> </ul>

				over asset and minors.
<b>Disability</b> – physical, sensory & mental impairments	√	√ Low		<ul style="list-style-type: none"> <li>• Improved accessibility to new facilities, in line with Sport England criteria</li> <li>• Changing Places facility will transform accessibility for all wheelchair users.</li> <li>• Programme reviews of all services.</li> <li>• Temporary disruption unavoidable due to hand over asset and minors.</li> <li>• Potential displacement of activity to a local leisure</li> </ul>

				centre such as Stretford
<b>Age Group</b> - specify e.g., older, younger etc.	√	√ Low		<ul style="list-style-type: none"> <li>• Enhanced facilities for all ages</li> <li>• Enhanced services will be targeting younger audiences in line with children and family strategy.</li> <li>• Expanding programme for younger residents.</li> <li>• The targeting of younger users is in line with Council and Sports England strategies.</li> <li>• Temporary disruption unavoidable due to hand</li> </ul>

				over asset and minors.
<b>Sexual Orientation</b> – Heterosexual, Lesbian, Gay Men, Bisexual people			• Neutral	<ul style="list-style-type: none"> <li>• None of the proposed changes would affect users or staff of differing sexual orientations</li> </ul>
<b>Religious/Faith groups</b> (specify)	√	√ Low		<ul style="list-style-type: none"> <li>• The proposed changes are unlikely to affect any distinct religious or faith group.</li> <li>• Temporary disruption unavoidable due to hand over asset and minors.</li> </ul>

**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 would be if there was any medium closure to complete minor works. 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 at Stretford Leisure Centre.	
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 diverse groups?	No
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

<b>Recommendation</b>	<b>Key activity</b>	<b>When</b>	<b>Officer Responsible</b>	<b>Progress milestones</b>
Review future service portfolio in line with the EIA criteria.	TH to share EIA with PCSOT & UA92 & Early Years	September 24	Tom Haworth	
Further input from Trafford Leisure and stakeholders on future services.	Agenda item at Trafford Leisure board	October 24	Tom Haworth	
Further input from local stakeholder groups, Health, Community and Skills	TH, JB, and JH to present at any community bodies	October 24	John Brady, Tom Haworth & Jane Hynes	
Take proposal to 'Beyond Empower' or local disability group for further input into facility and service design.	TH to contact Principal Community Cohesion & Equalities Officer	October 24	John Brady	
Share EIA with Sport England for comment	TH to send to Sport England contacts	September 24	Tom Haworth	
As Aging in Place Pathfinder site review impact further on 'older people'	Engage with Ageing in Place Steering Group	October 24	Tom Haworth/Paul Burton	

Signed Lead Officer: Tom Hewson-Haworth, Sports Relationship Manager

Date 30.09.24

A handwritten signature in black ink, appearing to read 'Tom Hewson-Haworth', written in a cursive style with a long horizontal stroke extending to the right.

Signed Corporate Director: Richard Roe

Date