

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Partington Sports Village Upgrade Project (Partington Leisure Centre and Cross Lane Park)
2	Person responsible for the assessment:	Chris Jennings, Senior Project Manager
3	Contact details:	chris.jennings@trafford.gov.uk 07890 599557
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 C1c

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 locality. This is based in the existing Partington leisure centre premises and Cross Lane Park. There is a proposed significant redevelopment of the leisure centre site and Cross Lane Park changing rooms, which will affect the service provision.

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 Carbon Neutral Action Plan
5	Do any written procedures exist to enable delivery of this policy/function?	Trafford Council and Trafford Leisure (Community Interest Company) 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 Design Guidance Trafford Leisure CIC 'Equality, Equity, Diversity and Inclusion' Statement and Ambitions with developing action. Trafford Council Carbon Reduction Plan
6	Are there elements of common 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 Leisure: better proposition for users. Vision for Trafford to be the most active place in England, and the refurbishment of this facility

		<p>enables the operating model and commerciality to improve alongside increased participation.</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 West locality as part of the Council’s Corporate Plan.</p> <p>Broadoak School – accessibility to improved Leisure Centre facilities and additional 3g pitch for their curriculum during the daytime.</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> <ul style="list-style-type: none"> • Upgrade to equipment and facilities at the leisure centre: <ul style="list-style-type: none"> ○ Improved floor space layout and a general increased size of leisure centre to improve the accessibility, availability, and options for use. ○ Community Café and flexible space (rooms) to help with more communal use of the leisure centre. More inclusive for community social groups, parents and delivery and awareness of health services etc. Increased opening times. ○ Improved programmes for health, wellbeing, and relaxation – focus on mental health provisions.

		<ul style="list-style-type: none">○ Wet and dry changing facilities – to improve markedly accessibility for wheelchair users and their carers through increased space, hoists etc. as well as gender specific options.○ New EV charging points in the car park○ In partnership with Broadoak School an additional 3G football pitch offering which increases capacity in the locality and is bookable for private community sessions○ Staff working at the facility will undertake EEDI training. <ul style="list-style-type: none">● Upgrade to facilities at Cross Lane Park:<ul style="list-style-type: none">○ Improved BMX pump track with additional learning zones: - learn to ride area, learner pump track, advanced pump track who will look after this going forwards.○ Upgrade to changing room facilities, new accessible layout with additional toilets, showers and changing areas for referees and players, small kitchen facilities for refreshments; externally accessed spectator toilets.○ Improved landscaping and access through new pathways around the park; external gym equipment and signage all to support accessibility and healthy living opportunities.● The sites will need to close during the construction periods, leisure centre users will be offered access to alternative Trafford leisure centres.
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9	What factors could contribute or detract from achieving these outcomes for service users?	Budget pressures. Grant funding limitations. 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 is involved throughout project and will lead on service delivery once the redevelopment is completed. Place Directorate – for planning requirements. Construction and design partners. Sport England, as a potential co-funder or critical friend.

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. Analysis 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. 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.
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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 are developing a new operating agreement with Trafford Leisure. The capturing of data commenced November 2023 which will be the basis to confirm the base line data from April 2024 and ongoing monitoring of the for outcomes of the Levelling Up Project and beyond.</p> <p>The leisure centre is currently under-utilised, primarily due to the poor conditions of the facility and the opening hours.</p> <p>Trafford Data Lab Census 2021 data highlights:-</p> <ul style="list-style-type: none"> • Fuel and Food poverty is the highest in Trafford with 306 fuel awards made in Bucklow St Martins • Young People in receipt of Free School Meals (FSM) is the highest in the borough, over 40% of school age children are in receipt of FSM • Partington has the highest percentage of residents with a limiting illness or disability with 24.4%, with 11.9% saying their activities were limited a lot and 12.6% saying they were limited a little. • Partington also has one of the highest percentages of unemployment in Trafford, this is also mirrored by the lowest level of income and lowest levels of education, training and skills of Trafford residents.
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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 redevelopment Trafford Leisure will introduce an IT system at Partington Sports Village. This IT system is being used at the recently (March 2020) redeveloped move Urmston and is being introduced at move Altrincham. This IT system will capture information and allow monitoring of outcomes.
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**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 practical guidance that will assist you in completing this EIA?	This EIA ran concurrently with public consultation for the proposed changes to the leisure centre.
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	<ul style="list-style-type: none"> • Letter drop to each household in Partington advising of the consultation events in June and directing to the online survey. • Social media campaigns, Facebook groups, Council social media platforms • A Citizens Space survey launched in May 2023. • General public in-person consultation events held in June 2023 and further in-person engagement events held in November / December 2023

		<ul style="list-style-type: none"> • A number of targeted in-person consultations have also taken place for various local community groups including schools, leisure centre users and staff. • Banners, posters, and leaflets advising of consultation events. • Direct young people views and feedback feeding in from Broadoak school. <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 the planning application process.</p>
3	<p>**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?</p>	<p>The promotion of the consultation was digital and included hard copied of flyers based at community buildings in Partington such as the GP surgery, schools, leisure centre and other local businesses.</p>

***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 & parental leave	<ul style="list-style-type: none"> • ✓ 	<ul style="list-style-type: none"> • ✓ Low 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Improved changing facilities. • More accessible for prams etc consideration of storage of prams. • More support for mental health wellbeing • Temporary disruption unavoidable due to construction. Will promote alternative options
Gender Reassignment	<ul style="list-style-type: none"> • ✓ 	<ul style="list-style-type: none"> • ✓ Low 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Asked for options for male

				<p>/ female / gender neutral changing facilities</p> <ul style="list-style-type: none">• Improved changing facilities.• Should feel more welcoming and meet and greet approach on arrival provides customer with choice of engagement.• Consideration about programme offer• Temporary disruption unavoidable due to construction.
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				<ul style="list-style-type: none"> • Will promote alternative options
Marriage & Civil Partnership			<ul style="list-style-type: none"> • Neutral 	<ul style="list-style-type: none"> • None of the proposed changes would affect anyone who is married or in a civil partnership
<p>Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)</p>	<ul style="list-style-type: none"> • ✓ 	<ul style="list-style-type: none"> • ✓ Low 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Residents from all diverse communities in Partington will potentially benefit from the opportunity to use these upgraded leisure facilities • Temporary disruption unavoidable due to construction.

				<ul style="list-style-type: none"> • Will promote alternative options
<p>Disability – physical, sensory & mental impairments</p>	√	√ Low		<ul style="list-style-type: none"> • Improved accessibility to new facilities, in line with Sport England criteria • Changing places facility will transform accessibility for all wheelchair users. • Introduction of a 'Pool Pod' poolside • Improved 'steps' into the pool for the more abled. • Follow best practice for colour palette, signage. • Programme reviews of all services.

				<ul style="list-style-type: none"> • Temporary disruption unavoidable due to construction. • Will promote alternative options
<p>Age Group - specify e.g., older, younger etc.</p>	√	√ Low		<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. • The targeting of younger users is in line with

				<p>Council and Sports England strategies.</p> <ul style="list-style-type: none"> • Temporary disruption unavoidable due to construction. • Will promote alternative options
<p>Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people</p>			<ul style="list-style-type: none"> • Neutral 	<ul style="list-style-type: none"> • None of the proposed changes would affect users or staff of differing sexual orientations
<p>Religious/Faith groups (specify)</p>	√	√ Low		<ul style="list-style-type: none"> • The proposed changes are unlikely to affect any distinct religious or faith group. • Temporary disruption

				<p>unavoidable due to construction.</p> <ul style="list-style-type: none"> • Will promote alternative options
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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:	<p>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 leisure centres and move Urmston. In addition, Trafford Leisure will deliver outdoor activities in refurbished outdoor gym activity area within Cross Lane Park.</p>
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	N/A
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	for a particular equality group or for another legitimate reason?	
2	Could the policy have an adverse impact on relations between different 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

Recommendation	Key activity	When	Officer Responsible	Progress milestones
Review future service portfolio in line with the EIA criteria.	CJ to share EIA with Trafford Leisure	September 23	Chris Jennings	Completed
Further input from Trafford Leisure and stakeholders on future services.	Agenda item at Trafford Leisure board	January 24	Chris Jennings	
Further input from local stakeholder groups , Health, Community and Skills	JB, TH and JH to present at workshops	January 24	John Brady, Tom Haworth & Jane Hynes	
Take proposal to 'Beyond Empower' or local disability group for further input into facility and service design.	CJ to contact Principal Community Cohesion & Equalities Officer	January 24	John Brady	

Share EIA with Sport England for comment	CJ to send to Sport England contacts	January 24	Chris Jennings	
Share with Partington LuF2 Steering Board for comment	CJ to send to Steering Board	January 24	Chris Jennings	

Signed Lead Officer: Chris Jennings (Senior Project Manager at Trafford Council)
Date

Signed Corporate Director: Richard Roe
Date