

## EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advancing equality of opportunity between those with a 'relevant protected characteristic' and those without one;
- Fostering good relations between those with a 'relevant protected characteristic' and those without one.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

### Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

### Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

**When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.**

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment	
<b>Name of proposal</b>	New River Sports and Fitness Options Appraisal
<b>Service area</b>	Parks & Leisure
<b>Officer completing assessment</b>	Andrea Keeble
<b>Equalities/ HR Advisor</b>	Melissa Nalubwama-Mukasa
<b>Cabinet meeting date (if applicable)</b>	9 <sup>th</sup> March 2021
<b>Director/Assistant Director</b>	Mark Stevens

### 2. Summary of the proposal

*Please outline in no more than 3 paragraphs*

- *The proposal which is being assessed*

- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

Due to Covid related matters, in October 2020, Fusion handed the New River lease back to the Council and at that time the Council, for continuity purposes, granted Fusion a 1 year lease to operate the facility while the Council conducted an appraisal to ascertain the best option for the long term management of the site. Note the lease Fusion had was for 50 years and the site operated separately to the other leisure centres in the borough, that are managed under a 20 year standard Leisure Management Contract.

The Appraisal considered 6 options, subsequently narrowed down to two main options for the future management of New River. These two main options were: 1) Re-integrate the centre back into the overall leisure management contract that the Council has with Fusion for the other leisure centres in the borough or 2) Run the centre directly.

The appraisal concludes that the centre should be run directly by the Council and the Cabinet Report for the March 2021 Cabinet makes the recommendation for the 'Run Directly' option, arising from the Appraisal, and further concludes that the Council's operation should begin in August 2021.

The key stakeholders that may be affected by this decision are:

Current staff at the centre (4 staff)

Potentially staff within Active Communities, as the centre staff will sit within in this Team within Parks and Leisure. Additional staff including a centre manager will need to be recruited thus a minor restructure is required.

Customers that use the centre for a range of sports such as football, rugby, tennis, athletics, fitness/gym and Group Exercise.

Schools who use the site primarily for school sports days

Tenants based at the site; namely Rhinos Rugby Union Football Club, London Skolars Rugby League Football Club and three telephone companies with masts located on site.

Other entities permanently based at the site; Haringey Sports Development Trust, Footsteps Educational Academy (who also operate as the London Boxing Academy).

Tottenham Hotspur Foundation who have a Service Level Agreement for one of the artificial pitches that allows for preferred access and discounted pricing.

An Appraisal has been conducted and has concluded that the best option both financially and in terms of the wider social value outcomes that should arise from direct provision; that the centre should be run directly by the Council.

This is the recommendation made in the Report due to go to Cabinet on the 9<sup>th</sup> March 2021.

### **3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?**

*Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these*

*This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local,*

*regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.*

Protected group	Service users	Staff
Sex	<p>Service data is minimal currently, thus national data and research provided by Sport England will be used</p> <p>Haringey Borough profile and residents survey</p> <p>Gaps – there are significant gaps in Equalities information. This will be rectified for most Protected Groups when the centre is run directly - as the Council will put in place the processes to collect this information.</p> <p><b>Borough Profile</b> Females: (50.5%) Males: (49.5%)</p> <p><b>Service Data</b> 2018 Sport England data for Haringey shows the following reaching 150 minutes of physical activity a week:</p> <ul style="list-style-type: none"> <li>• 73.1% men</li> <li>• 63.5% women</li> </ul> <p>Regular football in last 28 days Men 10.7% Women 3% Residents Survey – 71% of men and 65% of women exercise at least once a week.</p>	<p>Currently there is minimal data on the current 4 staff at New River, and none will be forthcoming until we receive TUPE information and this will also be limited in relation to all the Protected Groups</p> <p>Observation though tells us that there is 1 female and 3 males. Note the female is on the highest grade</p> <p>Gaps – when the staff transfer and also when new staff are recruited equalities data will be collected.</p>
Gender Reassignment	<p>Minimal data and see commentary above under 'Sex'</p> <p><b>Borough Profile</b> No robust data on the UK trans population exists. The government estimate that there are approximately 200,000-500,000 trans people in the UK. Assuming an average representation, this would mean between 812 and 2,030 Haringey residents are trans</p> <p><b>Service Research</b> Sport England research indicates that nationally levels of activity are lower amongst transgender people</p>	<p>No data and see commentary above under 'Sex'</p>
Age	<p>As above and see commentary above under 'Sex'</p> <p><b>Borough Profile</b></p>	<p>As above and see commentary above under 'Sex'</p>

	<p>56,718: 0-17 (21%)  72,807: 18-34 (27%)  68,257: 35-49 (25%)  44,807: 50-64 (17%)  28,632: 65+ (11%)</p> <p>By 2021, it is projected that the Haringey population will be 286,774. This will be made up of:</p> <ul style="list-style-type: none"> <li>○ 60,664 (21.2%) will be 0 – 17 - (London 22.6%, England 21.7%)</li> <li>○ 199,188 (69.5%) will be 18-64 - (London 65.8%, England 59.6%)</li> <li>○ 26,923 (9.4%) will be 65+ - (London 11.5%, England 18.7%)</li> </ul> <p><b>Service Data</b>  Age – Older People</p> <ul style="list-style-type: none"> <li>• Sport England 150 minutes per week:</li> <li>• 55 – 64 – 62%</li> <li>• 65 – 74 – 58.7%</li> <li>• 75 – 84 – 44.1%</li> <li>• 85+ - 22%</li> <li>• Residents Survey 55-64 60% exercise at least once a week</li> </ul> <p>Age – younger people</p> <ul style="list-style-type: none"> <li>• Younger people are more active than older people.</li> <li>• Sport England – 70% of 16 to 34 150 minutes a week</li> <li>• Residents Survey – 84% of 16- 24 exercise at least once a week</li> </ul>	<p>Observation tells us that all the staff are relatively young.  Industry information on age profiles</p>
Disability	<p>As above and see commentary above under 'Sex'</p> <p><b>Borough Data</b>  2011 census data 14% of Haringey residents consider they have a disability or limiting condition.  19,500 aged 16-64 have a physical disability  1,090 people living with a learning disability</p> <p><b>Service Data</b></p> <ul style="list-style-type: none"> <li>• Nationally Sport England finds that 47% of disabled reach 150 minutes compared to 67% non disabled</li> </ul>	<p>As above and see commentary above under 'Sex'</p> <p>Observation tells us that staff do not have any obvious disability.  Industry information on disability employment within the sector</p>

	<ul style="list-style-type: none"> <li>Residents Survey 23% of residents permanently sick or disabled exercise once a week</li> </ul>	
Race & Ethnicity	<p>As above and see commentary above under 'Sex'</p> <p><b>Borough Profile</b></p> <p><u>Arab: 4.8%</u> 0.9% Any other ethnic group: 3.9%</p> <p><u>Asian: 9.5%</u> Indian: 2.3% Pakistani: 0.8% Bangladeshi: 1.7% Chinese: 1.5% Other Asian: 3.2%</p> <p><u>Black: 18.7%</u> African: 9.0% Caribbean: 7.1% Other Black: 2.6%</p> <p><u>Mixed: 6.5%</u> White and Black Caribbean: 1.9% White and Black African: 1.0% White and Asian: 1.5% Other Mixed: 2.1%</p> <p><u>White: 60.5%</u> English/Welsh/Scottish/Norther Irish/British: 34.7% Irish: 2.7% Gypsy or Irish Traveller: 0.1% Other White: 23%</p> <p><b>Service Data</b> Nationally Sport England finds the following reaching 150 minutes a week:</p> <p>White British 64.2% White other 65.3% Asian excl Chinese 53% Black 57.1% Chinese 60.7% Mixed 68.7% Other 56.4%</p>	<p>As above and see commentary above under 'Sex'</p> <p>Observation tells us that some of the staff are from BAME groups Industry information on BAME employment within the sector</p>

Sexual Orientation	<p>As above and see commentary above under 'Sex'</p> <p>3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 6,491 residents. (ONS Integrated Household Survey)</p> <p><b>Service Data</b> Nationally Sport England finds the following reaching 150 minutes a week:</p> <ul style="list-style-type: none"> <li>• Heterosexual/straight 62.2%</li> <li>• Lesbian and Gay Men 69.3%</li> <li>• Bisexual 70%</li> <li>• Other sexual orientation 56.8%</li> </ul>	No data and see commentary above under 'Sex'
Religion or Belief (or No Belief)	<p>As above and see commentary above under 'Sex'</p> <p><b>Borough Profile</b> Christian: 45% Buddhist: 1.1% Hindu:1.9% Jewish:3% Muslim: 14.2% No religion: 25.2% Other religion: 0.5% Religion not stated: 8.9% Sikh: 0.3%</p> <p><b>Service Data</b> Nationally Sport England finds the following reaching 150 minutes a week: Christian 61.7% Buddhist 55.9% Hindu 57.9% Jewish 56% Muslim 47.7% Sikh 55.6% Other religion 62.8% No religion 69.1%</p>	No data and see commentary above under 'Sex'
Pregnancy & Maternity	<p>As above</p> <p><b>Haringey Data</b> Live Births in Haringey 2019: 3646</p> <p><b>Service Data</b> There is no Active Lives data regarding pregnancy. However, other Sport England research and analysis has found, that when people experience major events in their lives</p>	No data

	such as marriage and having children, physical activity levels drop	
Marriage and Civil Partnership	<p>As above</p> <p><b>Borough Profile</b></p> <p>Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (8.2%)</p> <p>In a registered same-sex civil partnership: (0.6%)</p> <p>Married: (33.3%)</p> <p>Separated (but still legally married or still legally in a same-sex civil partnership): (4.0%)</p> <p>Single (never married or never registered a same-sex civil partnership): (50.0%)</p> <p>Widowed or surviving partner from a same-sex civil partnership: (3.9%)</p> <p><b>Service Data</b></p> <p>There is no Active Lives data regarding marriage/civil partnership. However, other Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop</p>	No data

**Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?**

*Explain how you will overcome this within the proposal.*

*Further information on how to do data analysis can be found in the guidance.*

It is clear that due to the non collection and/or unavailability of Equalities data from Fusion that there are significant gaps in our knowledge regarding Protected Group usage at New River. Nonetheless from Sport England data and their research for Haringey and nationally we can carry out some analysis and extrapolate it to New River.

The proposal for the Council to run New River directly we can predict, with the limited data we have, will be positive in most respects or the affect will be unknown. Certainly, in the areas of – gender, ethnicity, disability and age we can be certain of a positive or at worst a neutral effect.

Using Sport England data collection and research and Haringey Residents Survey results (that generally mirrors Sport England results) we can assume the following:

- Men and boys will be the predominant users at New River currently. This is particularly so when we consider that the main sport played at New River is football and that males are 3 x more likely to play football than women.
- This will be overcome, partially at least, with the 'Run Directly' option – as the Council will adhere to the emerging Football Development Plan that emphasises women and girls football development. Other actions related to communications material, staffing, staff training and the collection and analysis of a range of Equalities data, will without doubt lead to increases in women and girls usage at New River.
- The age profile at New River given the emphasis on team sports will generally be skewed towards children and younger people. Most users will tend to be within the under

35 years bracket. Sport England data also supports this, as we know that younger people are more active than older people.

- The proposal to run the centre directly will lead to a more balanced age profile, although given the type of sports that are played at the centre - it will never match the borough profile. However, with some bespoke programming targeted at reducing frailty, increasing older people's activity levels as well as other actions related to communications material, staffing, staff training and the collection and analysis of a range of Equalities data, will without doubt lead to increases in older people utilising New River to get fitter and seek socialising opportunities.
- The ethnicity profile of the users at New River is difficult to extrapolate from national data. This is because while nationally people from BAME communities have lower physical activity rates this may not be reflected at New River given the overwhelmingly younger age profile at the centre. We know that within the younger age groups in Haringey the BAME profile is higher than the 'all population' figure and thus we can assume that BAME usage is relatively high at the centre. This is also supported anecdotally by observing that many of the hirers at the centre are clubs drawn from and with majority memberships from specific ethnic communities.
- The 'Run Directly' option recommended in the report will mean better Equalities data collection leading to a better researched understanding of the ethnicity make up of users. From this if there appears to be issues around particular ethnic groups not attending the centre consultation and remedial actions can be put in place to rectify.
- The disability profile at the centre we know from observation is poor. The 'usual' barriers that a disabled person encounters when trying to access sport may well be further exacerbated at New River, but currently as we have no data around this we cannot say with certainty what specifically are the issues at New River.
- The 'Run Directly' option recommended in the report will lead to a higher uptake of the opportunities at New River by disabled people. This will be achieved with some bespoke programming, staffing, staff training, communications and proactive monitoring of the Equalities data that will be collected when the Council starts operating the centre.

For the other Protected groups it is difficult to gauge the effect of the change to how the service is run; due to the lack of data. However, with these groups the Council has the opportunity to make some positive impacts via programming, staffing, staff training, site procedures and communications.

Certainly, the future collection of Equalities data and the regular analysis of it - from both users and staff will lead to informed decision making regarding programming etc that will have an overall positive impact on the usage of the centre by Protected Groups.

**4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?**

*Please outline which groups you may target and how you will have targeted them*

Further information on consultation is contained within accompanying EqIA guidance

The consultation to date regarding how the centre is managed has been undertaken as part of the Appraisal that is informing the decision to run the site directly. Stakeholders drawn from the key users at the site including the tenants, schools, football clubs, rugby clubs, and key potential users/hirers – have all been interviewed by the consultants who compiled the Appraisal. Further to this the Council has conducted a Stakeholders meeting and had a series of meetings with other Council departments and other organisations such as:

- Haringey Learning Partnership
- Children and Young people's Service
- Socio and Economic Regeneration
- Adult Services (learning disabilities, older people)
- NHS
- Public Health
- Police

This consultation supports the recommendation to run the centre directly. These consultees as key users or potential users of the centre represent clubs and other entities that have memberships/clients drawn from some of the Protected Groups.

We will continue to engage with the key stakeholders via regular meetings. Further consultation will take place in such regular forums as:

- Haringey Active Network
- Haringey Football Forum
- Haringey Women & Girls Football Forum
- The School Sport Network
- School Heads meetings
- National Governing Bodies of Sport meetings

Furthermore, as detailed above the key sport at New River is football. Currently because of the proposed changes at New River and some other football developments in the borough the Council and stakeholders are developing the Haringey Football Development Plan. Extensive consultation (via interviews, workshops and surveys) is taking place therefore with the above groups around this as well as:

- Haringey LGBTQ+ Forum
- Haringey Faith Forum
- Youth groups
- Relevant Council departments and their clients such as Adult Services

**4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics**

*Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?*

The consultation to date has supported the Cabinet Reports recommendation to run the centre directly.

Future consultation will be tailored to finding out what measures are required to attract usage to the site from Protected Groups.

## 5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

*Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.*

Further information on assessing impact on different groups is contained within accompanying EqlA guidance

**1. Sex** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	
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- Men and boys will be the predominant users at New River currently. This is particularly so when we consider that the main sport played at New River is football and that males are 3 x more likely to play football than women.
- This will be overcome, partially at least, with the 'Run Directly' option – as the Council will adhere to the emerging Football Development Plan that emphasises women and girls football development. Other actions related to communications material, staffing, staff training and the collection and analysis of a range of Equalities data will without doubt lead to increases in women and girls usage at New River.

**2. Gender reassignment** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	x
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No service data is available for this group and this combined with the sketchy national and local data means the impact of the proposal is unknown

**3. Age** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	
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- The age profile at New River given the emphasis on team sports will generally be skewed towards children and younger people. Most users will tend to be within the under 35 years bracket. Sport England data also supports this, as we know that younger people are more active than older people.
- The proposal to run the centre directly will lead to a more balanced age profile, although given the type of sports that are played at the centre - it will never match the borough profile. However, with some bespoke programming targeted at reducing frailty, increasing older people's activity levels as well as other actions related to communications material, staffing, staff training and the collection and analysis of a range of Equalities data will without doubt lead to increases in older people utilising New River to get fitter and seek socialising opportunities.
- There is also an ambition to generally increase use at the centre so there should also be increases in younger people accessing the centre as a result of better programming e.g. currently tennis is poorly programmed at the centre and this is a sport attractive to all age groups particularly younger people.

**4. Disability** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	
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- The disability profile at the centre we know from observation is poor. The 'usual' barriers that a disabled person encounters when trying to access sport may well be further exacerbated at New River, but currently as we have no data around this, we cannot say with certainty what specifically are the issues at New River.
- The 'Run Directly' option recommended in the report will lead to a higher uptake of the opportunities at new River by disabled people. This will be achieved with some bespoke programming, staffing, staff training, communications and proactive monitoring of the Equalities data that will be collected when the Council starts operating the centre.

**5. Race and ethnicity** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	
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- The ethnicity profile of the users at New River is difficult to extrapolate from national data. This is because while nationally people from BAME communities have lower physical activity rates this may not be reflected at New River given the overwhelmingly younger age profile at the centre. We know that within the younger age groups in Haringey the BAME profile is higher than the all population figure and thus we can assume that BAME usage is relatively high at the centre. This is also supported anecdotally by observing that many of the hirers at the centre are clubs drawn from and with majority memberships from specific ethnic communities.

- The 'Run Directly' option recommended in the report will mean better Equalities data collection leading to a better researched understanding of the ethnicity make up of users. From this if there appears to be issues around particular ethnic groups not attending the centre consultation and remedial actions can be put in place to rectify

**6. Sexual orientation** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	x
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- Overall Lesbian and Gay people as well as bisexual people are more active than heterosexual people. At New River due to the lack of data to understand if this is the case at the centre. Other research indicates that in a team sport situation there is a tendency for discrimination against non heterosexual identifying people. Given the team sport make up at the centre there could possibly be some underlying issues.
- The Run Directly proposal being recommended may lead to better usage by this group and a lessening of discrimination towards them (if it is currently happening) given that some specific outreach work will be conducted as part of the emerging Football Development Plan piece. However, without base centre data the impact is unknown at this stage.

**7. Religion or belief (or no belief)** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	x
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- Christians and people of no religion tend to be more active than all other religious groups. This is likely to be replicated to an extent at New River, although there is no centre data to support this statement.
- No service data is available for this group means the impact of the proposal is unknown

**8. Pregnancy and maternity** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	x
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- There is no Sport England data regarding pregnancy and maternity. However, other Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.
- Possibly as the proposal should lead to better usage rates by women and girls there should also be a positive impact on this group, but the lack of service data and sketchy national data means the impact of the proposal is unknown.

**9. Marriage and Civil Partnership** *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

Positive		Negative		Neutral impact		Unknown Impact	x
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- There is no Active Lives data regarding marriage/civil partnership. However, other Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.
- The lack of service and national data means the impact of the proposal is unknown.

**10. Groups that cross two or more equality strands e.g. young black women**

More detailed Sport England analysis finds that women and girls from most ethnic minorities are among the most inactive in the country. While we have no service data for New River that we can draw upon, as demonstrated above we know that women and girls are not well represented. Therefore, it is extremely likely that BAME women and girls will also not participate in sport at New River in numbers approaching the borough profile.

The proposal to run the service directly is very likely to be positive for this cohort, firstly because of the emphasis on attracting more women and girls usage generally and secondly because of the engagement with BAME groups via such platforms as the:

- Women and Girls Football Forum
- Faith Forum (given that the borough profile for Muslims is significant at 14% and most of this faith will be either black or another ethnic minority)
- Outreach and work with schools particularly in the local area where the school rolls have a significant BAME makeup.

**Outline the overall impact of the policy for the Public Sector Equality Duty:**

- **Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?**  
This includes:
  - a) Remove or minimise disadvantage suffered by persons protected under the Equality Act**
  - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups**
  - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low**
- **Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?**

This proposal to run the New River Sport and Fitness Centre directly is wholly positive in terms of protected Group usage; or at worst the impact is unknown due to national, local and service data gaps.

Key is that the Council will collect and analyse Equalities data related to most if not all the groups detailed in this report and then put in place mitigating actions related to programming mainly - but also communications, staffing and operational procedures, that will lead to improvements in centre usage by Protected Groups.

While the data at the site is extremely limited; from observation and by extrapolating national data and specific Haringey physical activity data we can assume with some confidence that participation at the site by Protected Groups can be improved.

The Appraisal carried out at the site to determine its future operation and the Cabinet Report for the 9<sup>th</sup> March 2021 details some of the measures that will be taken to improve usage by Protected Groups. These include programming to attract women and girls, specific sessions for disabled people and older people as well as increases in staffing levels to ensure there is sufficient capacity to deliver these ambitions.

Once the centre is operated by the Council there will be an ongoing emphasis and steps taken to ensure that disadvantage suffered by persons under the Equality Act is removed or minimised. Furthermore, the ongoing engagement with stakeholders and users will foster good relations amongst the centre participants.

Regarding staffing a small restructure is required to integrate the staff into the current Active Communities/Parks and Leisure Team. The only impact of any note will be the increased managerial responsibilities for the Commissioning Manager for Active Communities. Several new positions will be recruited to including:

- Centre Manager (reporting to the Commissioning Manager for Active Communities)
- Sports Development Manager
- 1.8 FTE Recreation Assistants
- 0.3 Class Instructors

During the recruitment process all Council procedures related to recruitment and Equalities will be followed to exploit the opportunity to embed diversity into the staff structure.

The 4 staff currently at the site will benefit from migrating onto Council staff terms and conditions as these are better in terms of weekly hours worked, holiday provision, improved sick pay etc. One staff member will receive a pay rise to move him onto the London Living Wage. There is no Equalities data currently available for this group.

#### 6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
<b>No major change to the proposal:</b> the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	N
<b>Adjust the proposal:</b> the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u>	N

the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below			
<b>Stop and remove the proposal:</b> the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.			N
<b>6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty</b>			
<b>Impact and which relevant protected characteristics are impacted?</b>	<b>Action</b>	<b>Lead officer</b>	<b>Timescale</b>
Age - positive	Specific programming Equalities data collection and monitoring Communications material	Andrea Keeble	From August 2021 with monthly monitoring
Sex - positive	Specific programming Equalities data collection and monitoring Communications material	Andrea Keeble	From August 2021 with monthly monitoring
Ethnicity - positive	Specific programming Equalities data collection and monitoring Communications material	Andrea Keeble	From August 2021 with monthly monitoring
Disability – positive	Specific programming Equalities data collection and monitoring Communications material	Andrea Keeble	From August 2021 with monthly monitoring
Gender reassignment, Pregnancy and Maternity, Sexual Orientation, Marital Status	<i>Where possible Equalities data for these groups will be collected and for any disadvantage highlighted mitigating action such as specific programming will be put in place and monitored</i>	Andrea Keeble	From August 2021 with monthly monitoring

**Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.**

The proposal is wholly positive

**6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:**

All pay and play users and gym members etc will be issued with a card that they will swipe on entry. Equalities data will be collected when the customer applies for the card and then reports can be generated for the equalities data the customer puts on the sign up form.

For group bookings (the bulk of the usage at New River) at the time of booking the hirer will be required to fill out an Equalities Monitoring Form for the group. This information will be aggregated and reviewed on a monthly basis along with the swipe generated information.

## **7. Authorisation**

EqlA approved by .....  
(Assistant Director/ Director)

Date .....

## **8. Publication**

*Please ensure the completed EqlA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqlA process.