

Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District Council must have regard to the Public Sector Equality Duty, ie have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. All **Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA**. An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
 - Factsheet 1: Equality Profile of the Epping Forest District
 - Factsheet 2: Sources of information about equality protected characteristics
 - Factsheet 3: Glossary of equality related terms
 - Factsheet 4: Common misunderstandings about the Equality Duty
 - Factsheet 5: Frequently asked questions
 - Factsheet 6: Reporting equality analysis to a committee or other decision making body

Section 1: Identifying details

Your function, service area and team: Assistant Director (Neighbourhood Services)

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team: No

Title of policy or decision: 1. Provision of a crèche at Loughton Leisure Centre.
2. Provision of new changing village at Loughton Leisure Centre.

Officer completing the EqIA: Tel: 4083 Email: jnolan@eppingforestdc.gov.uk

Date of completing the assessment: 8th November 2017

Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? Yes
2.2	Describe the main aims, objectives and purpose of the policy (or decision): To seek Members view on the provisions outlined above. What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? A decision as to whether or not to instruct our leisure contractor to undertake works
2.3	Does or will the policy or decision affect: <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? All Will the policy or decision influence how organisations operate? Yes
2.4	Will the policy or decision involve substantial changes in resources? Yes
2.5	Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes? This decision is associated with the Council's Leisure Strategy

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified?</p> <ol style="list-style-type: none">1. The group affected the most will be young children and their parents.2. All groups will be affected by this provision.
3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>Meetings have been held with leisure centre user representatives, local Members and the leisure contractor. It is generally felt by the users and Local Members that the provisions would be positive additions to the centre.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p>N/A</p>

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

The following applies if the decision is not to provide a creche

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	<ol style="list-style-type: none"> 1. Children - Adverse 2. Neutral 	L
Disability	<ol style="list-style-type: none"> 1. Neutral 2. Positive – the new changing village will provide enhanced facilities for people with disabilities. 	Medium
Gender	<ol style="list-style-type: none"> 1. Experience shows that leisure centre creches are used by the mothers of young children (mothers usually being the principal carers in the early years). Cheche facilities provide the opportunity for those women to use the centre facilities. 2. Neutral 	Low
Gender reassignment	<ol style="list-style-type: none"> 1. Neutral 2. Neutral 	
Marriage/civil partnership	<ol style="list-style-type: none"> 1. Neutral 2. Neutral 	
Pregnancy/maternity	<ol style="list-style-type: none"> 1. Neutral 2. Positive – the new changing facilities will provide enhanced facilities for parents with babies. 	Low
Race	<ol style="list-style-type: none"> 1. Neutral 2. Neutral 	
Religion/belief	<ol style="list-style-type: none"> 1. Neutral 2. Neutral 	
Sexual orientation	<ol style="list-style-type: none"> 1. Neutral 2. Neutral 	

Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.

Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.
No crèche provision	It is planned to encourage participation by, not only parents of young children but also young children themselves, as part of planned new extensive Under 5 activity sessions to be held during the quieter afternoon periods. This exciting initiative should increase overall participation which, coupled with Places for People's intention to allow parents with particularly young children in carrycots to be allowed, in a controlled manner, into certain exercise classes should compensate for the loss of the traditional crèche arrangements.	Summer 2018

Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service:

Date:

Signature of person completing the EqIA:

Date:

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.