

EQUALITY IMPACT ASSESSMENT

Strategic Business Case, leisure management options V 5 28.7.2021



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

Plymouth City Council (the Council) needs to determine how the leisure centres should be operated beyond the expiration of the Contract with the current external provider. This process commenced in the early spring of 2020, but ceased when the national leisure sector stopped operating under Government legislation.

The existing Leisure Contract comes to an end 31 March 2022. A Business Case considering future options has been developed in collaboration with Fathom Consultancy, an expert in the Leisure Industry. This has recommended the establishment of a Local Authority Trading Company.

The Scope:

- **Plympton Swimming Pool**
- **Plymouth Life Centre**
- **Tinside Lido**
- **Mount Wise Pools**
- **Brickfields sports centre and recreation grounds**

Objectives – Plymouth to be the most active coastal city by 2034

- improving the quality of leisure facilities and services by delivering better social outcomes, e.g. to meet new policies in the Plymouth Plan and Towards an Active Plymouth (effectiveness);
- improving the delivery of leisure facilities and services through better use of inputs and outputs (efficiency);
- reducing the costs of providing the leisure facilities and services (economy);
- ensuring the Council is able to meet legal, regulatory or organisational requirements and accepted best-practice (compliance and conformance);
- averting service failure and partial service failure and providing business continuity

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| | <p>(replacement).</p> <p>Evidence for the contribution of physical activity, sport, and leisure on healthy and thriving communities is overwhelming. This is due to the established synergy between physical movement, social connection, educational attainment, economic growth, community resilience and disease prevention.</p> <p>Plymouth is generally an active city, but it has an underlying challenge: inactivity levels are higher than the Devon and national averages with more than one in four adults not active at all (i.e. sedentary). While this is a stark challenge, the city has good foundations from which to 'level the playing field'. It has an established commitment to tackling inequality, some of the best green, blue and built assets in the UK, and the intent to 'unlock' them.</p> <p>One of the main drivers for changing to an LATC model elsewhere in the UK¹ has been the requirement to completely redesign and realign the operation of the leisure centres to the new strategic priorities of the Council; including addressing health inequalities and targeting the most vulnerable members of the community.</p> <p>The Plymouth Plan 2014-34 remains the overarching plan for the City and the effective operation of the leisure centres will make major contributions to the following strategic outcomes;</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="background-color: #0070c0; color: white; padding: 5px;">Policy HEA3 Supporting adults with health and social care needs.</td> <td style="background-color: #0070c0; color: white; padding: 5px;">Policy HEA4 Playing an active role in the community.</td> <td style="background-color: #0070c0; color: white; padding: 5px;">Policy HEA5 Delivering strong and safe communities and good quality neighbourhoods.</td> </tr> <tr> <td style="background-color: #0070c0; color: white; padding: 5px;">Policy HEA6 Delivering a safe, efficient, accessible, sustainable and health-enabling transport system.</td> <td style="background-color: #0070c0; color: white; padding: 5px;">Policy HEA7 Optimising the health and wellbeing benefits of the natural environment.</td> <td style="background-color: #0070c0;"></td> </tr> <tr> <td style="background-color: #0070c0; color: white; padding: 5px;">Policy GRO1 Creating the conditions for economic growth.</td> <td style="background-color: #0070c0; color: white; padding: 5px;">Policy GRO5 Enhancing Plymouth's sporting facilities.</td> <td style="background-color: #0070c0;"></td> </tr> </table> | Policy HEA3 Supporting adults with health and social care needs. | Policy HEA4 Playing an active role in the community. | Policy HEA5 Delivering strong and safe communities and good quality neighbourhoods. | Policy HEA6 Delivering a safe, efficient, accessible, sustainable and health-enabling transport system. | Policy HEA7 Optimising the health and wellbeing benefits of the natural environment. | | Policy GRO1 Creating the conditions for economic growth. | Policy GRO5 Enhancing Plymouth's sporting facilities. | |
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| Author | Liz Slater | | | | | | | | | |
| Department and service | Strategic Co-operative Commissioning Department, People Directorate | | | | | | | | | |
| Date of assessment | 16/7/2021 | | | | | | | | | |

¹ According to feedback received during research into the development of the LGA guide to leisure insourcing

STAGE 2: EVIDENCE AND IMPACT

| Protected characteristics (Equality Act) | Evidence and information (eg data and feedback) | Any adverse impact See guidance on how to make judgement | Actions | Timescale and who is responsible |
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| Age | <p>Sport England Active Lives research identifies that age is a key determinant in an individual's level of physical activity</p> <p>The Chief Medical Officer defines an inactive person as someone who, over the course of a week, does not achieve a total of 30 moderate intensity equivalent minutes of physical activity.</p> <p>Just 18% of 16-34-year-olds are inactive, but this figure rises to 27% of 55-74-year-olds and 49% of over 75s.</p> <p>Of the 263,000 people living in Plymouth 18% are aged under 15 years old with an equivalent amount (18%) aged over 65 years old. The remaining 64% of people are adults of working age.</p> <p>As a result of the restrictions only 21% of children are meeting the CMO guidelines and being active for 1 hour a</p> | No adverse impact. | <p>Adoption and monitoring of PCC's Equality and Diversity Policy.</p> <p>Staff training.</p> <p>Develop and promote a range of opportunities that meets the needs of specific age groups.</p> | <p>Training to be delivered to all staff within 1 month of establishing the LATC. Immediate adoption of policy.</p> <p>Monitoring of physical activity opportunities for the people of Plymouth and review of activity programmes within 3 months of establishing the LATC. Where required make reasonable adjustments to the activity programme.</p> |

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| | <p>day, as opposed to 47% pre-covid.</p> <p>58% of adults say they'd like to continue new physical/sporting activities or habits they've found during lockdown once restrictions are lifted. However 38% of adults are now doing less activity than before Covid and 32% of those aged 65+ have not been active at all.</p> | | | |
| Disability | <p>Weekly participation in sport among people (aged 16yrs plus) with a long term limiting illness, disability or infirmity is around half the general population level (at 17.2%) * Sport England data</p> <p>Disabled people are more likely to be physically inactive than non-disabled people. This is significant for Plymouth as nearly one in three (32%) of residents report that their day to day activities are limited by a health problem or disability. (Physical Activity Needs Assessment Plymouth March 2019)</p> <p>People with a disability or LTHC have been particularly affected by the restrictions</p> | No adverse impact. | <p>Adoption and monitoring of PCC's Equality and Diversity Policy.</p> <p>Staff training.</p> <p>Develop and promote a range of opportunities that enable people to exercise independently.</p> <p>Work with local networks/ organisations and look to provide enhanced support to disability groups to overcome barriers to exercise.</p> <p>Support campaigns such as We Are Undefeatable.</p> | <p>Training to be delivered to all staff within 1 month of establishing the LATC. Immediate adoption of policy.</p> <p>Monitoring of physical activity opportunities for the people of Plymouth and review of activity programmes within 3 months of establishing the LATC. Where required make reasonable adjustments to the activity programme.</p> <p>A new LATC will work to ensure that equality of assess and participation is a key service delivery outcome.</p> |

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| | <p>implemented as a result of COVID19 and many will have been shielding.</p> <p>People with long-term health conditions have been consistently more worried about leaving home to be active and are more likely to be concerned about returning to activities they used to do – only 29% of those with long-term conditions said there was nothing they were worried about.</p> <p>This group is under-represented in sport and are twice as likely to be inactive compared to those without a disability.</p> | | | |
| <p>Faith/religion or belief</p> | <p>The facilities will be available to those of all faiths, religions or beliefs.</p> <p>People who state they have no religion are more likely to be physically active compared to those that belong to a faith group.</p> <p>For example, amongst those practising a religion, those of a Buddhist, Christian, Jewish or Sikh faith are more likely to be physically active. In contrast, activity levels are lowest</p> | <p>No adverse impact.</p> | <p>Adoption and monitoring of PCC’s Equality and Diversity Policy.</p> <p>Staff training.</p> <p>Develop and promote a range of opportunities that enable people to exercise independently.</p> <p>Work with local networks/ organisations and look to provide enhanced support to faith groups to overcome barriers to exercise.</p> | <p>Monitoring of physical activity opportunities for people of different faiths, within 3 months of establishing the LATC. Where required make reasonable adjustments to the activity programme.</p> |

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| | <p>amongst those who practise Islam.</p> <p>Christianity is the biggest faith in the city with more than 58% of the population. In Plymouth 33% of the population state they have no religion. All other religions account for less than 2% of the population.</p> | | | |
| <p>Gender - including marriage, pregnancy and maternity</p> | <p>Men play more sport than women and participation amongst women diminishes with age. Whilst the latest Active People Survey (10 Dec 2015) highlights that the gender gap is closing there continues to be a requirement to positively target women to ensure equity of take up.</p> <p>In Plymouth there is a 50/50 split in gender. Of those aged 16 and over, 43% are married, 37% are single and 11% are divorced. There are approximately 2,800 births per year.</p> <p>39% of women are not active enough to get the full health benefits of sport and physical activity, compared to 35% of men.</p> | <p>No adverse impact.</p> <p>Women and girls are under-represented in sport and physical activity, so many opportunities/campaigns promote positively discriminate in their favour.</p> | <p>Adoption and monitoring of PCC's Equality and Diversity Policy.</p> <p>Staff training.</p> <p>Work with key agencies such as Sport England 'this girl can' and other targeted programmes. Continuation of Sports Development Unit's parent and child programmes.</p> <p>Develop and promote a range of opportunities that enable people to exercise independently.</p> <p>Support campaigns such as This Girl Can.</p> | <p>Training to be delivered to all staff within 1 month of establishing the LATC. Immediate adoption of policy.</p> <p>Monitoring of physical activity opportunities for the people of Plymouth and review of activity programmes within 3 months of establishing the LATC. Where required make reasonable adjustments to the activity programme.</p> |

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| <p>Gender reassignment</p> | <p>It is estimated that there may be 10,000 transgender people in the UK.</p> <p>There were 26 referrals from Plymouth made to the Newton Abbott clinic, the nearest clinic, in 2013/14.</p> <p>The average age for presentation for reassignment of male-to-females is 40-49.</p> <p>For female-to-male the age group is 20-29.</p> <p>23 transgender people belong to the Plymouth Pride Forum.</p> <p>There are no official estimates for gender reassignment at either national or local level. However, estimates suggest that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p> <p>Reports from the OutYouth Group in Plymouth show a steady increase in Trans members, It is currently estimated that 35% of the total number of young people looking to access the OutYouth Group are presenting within the Trans spectrum.</p> | <p>No Adverse Impact</p> | <p>Adoption and monitoring of PCC's Equality and Diversity Policy.</p> <p>Staff training.</p> <p>Develop and promote a range of opportunities that enable people to exercise independently.</p> | <p>Training to be delivered to all staff within 1 month of establishing the LATC. Immediate adoption of policy.</p> <p>Monitoring of physical activity opportunities for the people of Plymouth and review of activity programmes within 3 months of establishing the LATC. Where required make reasonable adjustments to the activity programme.</p> |
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| | A study by the National LGB&T Partnership in 2016 found that 64% of LGBT people who identified as something other than male or female were not active enough to maintain good health. | | | |
| Race | <p>The facility will be available to all regardless of racial background.</p> <p>There are currently up to 300 asylum seekers and refugees in Plymouth at any one time and who have limited access to sports facilities.</p> <p>93% of our population is White British. Our Black, Asian and Minority Ethnic (BAME) communities (7% of the population) are very diverse. The Polish, Chinese and Kurdish communities are amongst the largest.</p> <p>People from a BAME background are more likely to be inactive than adults who are White British.</p> | No adverse impact. | <p>No Action required.</p> <p>Develop and promote a range of opportunities that enable people to exercise independently.</p> <p>Work with local networks/ organisations and look to provide enhanced support to BAME groups to overcome barriers to exercise.</p> | <p>Training to be delivered to all staff within 1 month of establishing the LATC. Immediate adoption of policy.</p> <p>Monitoring of physical activity opportunities for the people of Plymouth and review of activity programmes within 3 months of establishing the LATC. Where required make reasonable adjustments to the activity programme.</p> |
| Sexual orientation -including civil partnership | The facility will be available to all regardless of sexual orientation. | No adverse impact. | No Action required. | Training to be delivered to all staff within 1 month of establishing the LATC. Immediate adoption of policy. |

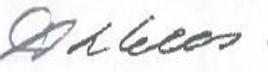
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| | <p>There is no precise local data on sexual orientation in Plymouth, but based on the ONS Annual Population Survey 2017 estimates there are approximately 3,649 LGB people in the city (1.7%).</p> <p>A study by the National LGB&T Partnership in 2016 found that 55% of LGBT men and 56% of LGBT women were not active enough to maintain good health.</p> | | <p>Develop and promote a range of opportunities that enable people to exercise independently.</p> | <p>Monitoring of physical activity opportunities for the people of Plymouth and review of activity programmes within 3 months of establishing the LATC. Where required make reasonable adjustments to the activity programme.</p> |
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STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

| Local priorities | Implications | Timescale and who is responsible |
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| Reduce the gap in average hourly pay between men and women by 2020. | N/A | Data awaited in this area. Review will be undertaken as part of the work of the LATC |
| Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020. | N/A | N/A |
| Good relations between different communities (community cohesion) | <p>The project will deliver against Strategic objective 1: delivery of a healthy city; to integrate health and wellbeing, promote choice and personal responsibility, formulate health-enabling local policy and develop good quality local services. This will be achieved by: supporting and sustaining a vibrant sports sector and creating excellent opportunities for physical activity this project will support improved health and wellbeing for the City.</p> <p>Sport is widely seen as a way for people of different backgrounds to interact and integrate by taking part, volunteering and spectating.</p> | N/A |

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| | <p>We work in partnership with a variety of groups/ networks that work with and support protected characteristic groups in the city e.g. Devon and Cornwall Refugee Support Council, Plymouth Special Olympics, Eldertree, Transforming Plymouth Together.</p> | |
| <p>Human rights Please refer to guidance</p> | <p>No implications.</p> <p>Our vision is for Plymouth to be a vibrant, active, healthy city where an outstanding quality of life is enjoyed by everyone. We our sporting facilities to provide people with the opportunity to participate in and benefit from sport and physical activity whether it be for fun, for health, to learn, to enjoy the natural environment or to excel.</p> | <p>N/A</p> |

STAGE 4: PUBLICATION

Responsible Officer - 

Date: 3rd August 2021

Director, Assistant Director or Head of Service