



Equality Impact Assessment (EqIA)

Template reviewed June 2023

The Public Sector Equality Duty (PSED) was introduced as part of the Equality Act 2010, which protects people from discrimination in the workplace, in the provision of services and in wider society.

The duty requires all public bodies to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people

Public bodies demonstrate this due regard in different ways, including producing robust equality impact assessments when considering changes to policies and services.

An EqIA enables us to check the potential impacts on residents and employees of our policies, services and projects. It's an opportunity to challenge how we currently do things.

Carrying out an EqIA should not create extra work; it should be part of your normal service planning process. Most of the information required should already be available to you through other work already undertaken e.g. service user monitoring, analysis of complaints and national research.

The purpose of an EqIA is to *take account* of equality as plans develop, to promote and assist the consideration of equalities issues arising in plans and proposals and to ensure that where possible adverse or disproportionate impacts are minimised and positive impacts are maximised. As such where possible an EqIA should be started at the outset of a project/proposal and continually be developed and reviewed until a final proposal is adopted. An EqIA should be used to ensure decision makers have all the information they need regarding potential impacts to ensure they have due regard to the Public Sector Equality Duty when making judgements.

Carrying out EqIAs should be an integral part of policy or service development/change and larger projects may need more than one EqIA if different areas are impacted by the change.

Any project that requires consultation will automatically require an EqIA.

All approved and signed EqIAs are recorded in a central register. Please email your completed draft EqIA to equalities@buckinghamshire.gov.uk. Previous EqIAs can be made available for information upon request. For any questions or if you require support in completing your EqIA please contact Maria Damigos and Natalie Donhou Morley directly.



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Part A (Initial assessment) – Section 1 – Background

Proposal/Brief Title: **Contract Award – Leisure Centre Management – from 1 April 2024, to operate the Council’s leisure facilities at Aqua Vale Swimming and Fitness Centre (Aylesbury), Swan Pool and Leisure Centre (Buckingham), Little Marlow Athletics Track, Evreham Sports Centre (Iver) and the Beacon Centre (Beaconsfield).**

OneDrive link to report/policy:

Related policies: N/A

Date: **Cabinet 12 December**

Type of strategy, policy, project or service:

Please tick one of the following:

- Existing
- New or proposed
- Changing, update or revision
- Other (please explain)

This assessment was created by:

Name: Sue Drummond

Job Title: Head of Leisure

Email address: sue.drummond@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

The Council has undertaken a competitive procurement procedure with negotiation for the tender of its Leisure Management Contract for the above facilities, for the period commencing 1 April 2024 until 30 June 2029 (with an optional extension of up to 12 months). This process recognises that Buckinghamshire’s public leisure facilities and programmes play a key role in ‘strengthening communities’ by supporting and encouraging adults, children and young people to be more physically active, which in turn improves health inequalities and reduces the life expectancy gap. There are currently more than 3 million visits to the Council’s leisure centres across Buckinghamshire each year and this has continued to increase. This new leisure contract will require the successful bidder through the detailed specification and operating contract to continue to provide a wide and varied accessible and inclusive programme of activities.

What outcomes do we want to achieve?

Encouraging and supporting increased levels of active participation for all residents at these facilities with a varied range of programmes, projects, classes and clubs programmes through:



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A shared commitment to increasing participation in sport and physical activity and championing inclusivity in Buckinghamshire particularly amongst identified under-represented groups, including, without limitation, disabled people.

Partnership working with key public, private and third sector organisations involved with enabling and delivering opportunities for sport and physical activity participation.

A proactive approach to identifying new opportunities to develop or enhance the services.

Does this proposal plan to withdraw a service, activity or presence? No

Please explain your answer:

The provision of a leisure service at these facilities will continue; whilst there will be new approaches and programmes available, current established recognised clubs and groups will continue to be included and supported.

Does this proposal plan to reduce a service, activity or presence? No

Please explain your answer:

Below are some illustrative examples of how the service will be developed and delivered going forward:

Improved use of customer profiling to understand demographic and geographic gaps in users and to work with the communities to understand the barriers to being active and implement suitable interventions; examples being ladies only / teen sessions / learn to cycle schemes / working with social prescribers to enhance the referral programmes / chair-based exercises etc.

Other examples include:

Strengthening connections and working with health partners

Running Holiday Activities and Food programmes

£1 holiday sport sessions

Working in collaboration with the health and wellbeing service

UK Active and Sport England sponsored programmes, for example This Girl Can / Good boost

Disability swim sessions

Expand apprentice and work experience programmes including for young people NEET.

Increased employment opportunities at the centres.

Does this proposal plan to introduce, review or change a policy, strategy or procedure? No

Please explain your answer:

Within the new leisure operating contract there will be a refreshed approach to the activity programme that will build on the existing programme and use by local groups and clubs.

There will also be a community outreach activity programme developed within local



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community settings – this is aimed at reaching those who may not see a leisure centre as their preferred location but who could be supported and encouraged in other ways to become more active, which we hope will see positive impacts for the wider community.

Does this proposal affect service users and/or customers, or the wider community? No

Please explain your answer:

New and continued positive opportunities for residents to become more active across all these leisure facilities.

Does this proposal affect employees? No

Please explain your answer:

There are no Buckinghamshire Council employees involved directly in providing these services, they are already contracted out.

Staff employed by the current leisure operators will TUPE transfer to the new leisure operator.

Will employees require training to deliver this proposal? No

Please explain your answer:

As above, no impact on Council employees; any staff training required will be provided by the Leisure Operator for their own staff.

Has any engagement/consultation been carried out, or is planned in the future? Yes

Please explain your answer:

Engagement has taken place with organisations such as swim clubs, athletic clubs etc. that already have “a protected allocation of time” within a facility, to reassure that this can continue under any new arrangement.

Section 2 – Impacts

Please highlight potential impacts (including unintended impacts or consequences) for each protected characteristic*. Where there are negative or positive impacts please give more details of the impact. Where the impacts are unclear please explain why.

Age*

Positive

Negative

Unclear

None

Details:

Disability*

Positive

Negative

Unclear

None



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Details:

Pregnancy & maternity*

Positive	Negative	Unclear	None
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Details:

Race & Ethnicity*

Positive	Negative	Unclear	None
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Details:

Marriage & Civil Partnership*

Positive	Negative	Unclear	None
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Details:

Religion & Belief*

Positive	Negative	Unclear	None
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Details:

Sex*

Positive	Negative	Unclear	None
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Details:

Sexual Orientation*

Positive	Negative	Unclear	None
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Details:

Gender Reassignment*

Positive	Negative	Unclear	None
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Whilst a new provider is yet to be confirmed, no impacts have been identified. However, the new contract is aiming for an increase in community outreach and affordable activities, and as such is anticipated to have positive impacts on the local communities.



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Do you anticipate any impacts on military families/veterans in relation to the Armed Forces Act 2021 requirements on local authorities to have due regard to [the Armed forces Covenant](#)? No

Are there any other additional groups/impacts that the EqIA should evaluate in relation to the proposal? Yes

Details:

The leisure service requires the operators to provide a range of concessionary prices for residents alongside schemes for example that enable carers to attend, low cost family activities in school holidays, activities in conjunction with MIND, Age UK, Dementia UK, partnership work with Public Health and social prescribers to reach new audiences. However, no impacts on these groups are currently anticipated due to the contract change.

Section 3 – Is a full assessment required?

If you have answered yes to any of the initial assessment questions in section 1 of this EqIA, or have indicated a negative or unclear impact in section 2, it is likely you will need to complete part B of the EqIA form. Should you need guidance as to whether a full EqIA is needed at this time please contact Maria Damigos or Natalie Donhou Morley before continuing.

Following completion of part A, is part B completion required?

- Yes
- No**
- Not required at this time

Explain your answer:

This new leisure operating contract will continue to provide through the service specification and operating contract a timetable and programme that includes accessible and inclusive activities for residents. The monitoring of this service contract includes details of attendance by specific groups /age range /ethnicity etc and also considers the work being undertaken to increase participation and engagement within these groups.

Changes to individual community programmes/activities should be considered by the new provider in regards to equalities to mitigate any potential impacts where possible on protected groups.

Have you completed an DPIA for this project/change? No



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Section 4 – Sign off (Only complete when NOT completing Part B)

Officer completing this assessment: Sue Drummond Date: 7 November 2023

Equality advice sought from: Natalie Donhou Morley Date: 24 November 2023

Service Director sign off: Sophie Payne Date: 28 November 2023

Next review Date: October 2024