

Equality Impact Assessment (EIA)

Engagement and our equality duty

Whilst [the Gunning Principles](#) set out the rules for consulting ‘everyone’, additional requirements are in place to avoid discrimination and inequality.

Cheshire East Council is required to comply with the Equality Act 2010 and the Public Sector Equality Duty. The Equality Act 2010 simplified previous anti-discrimination laws with a single piece of legislation. Within the Act, the Public Sector Equality Duty (Section 149) has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, by consciously thinking about equality when making decisions (such as in developing policy, delivering services and commissioning from others)
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, by removing disadvantages, meeting their specific needs, and encouraging their participation in public life
- foster good relations between people who share a protected characteristic and people who do not

The Equality Duty helps public bodies to deliver their overall objectives for public services, and as such should be approached as a positive opportunity to support good decision-making.

It encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people’s needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people’s opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

Complying with the Equality Duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve providing a service in a way which is appropriate for people who share a protected characteristic, such as providing computer training to all people to help them access information and services.

The Equality Act identifies nine 'protected characteristics' and makes it a legal requirement to make sure that people with these characteristics are protected from discrimination:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Applying the equality duty to engagement

If you are developing a new policy, strategy or programme you may need to carry out an Equality Impact Assessment. You may be able to ascertain the impact of your proposal on different characteristics through desk-based research and learning from similar programmes, but you also need to carry out some primary research and engagement. People with protected characteristics are often described as 'hard to reach' but you will find everyone can be reached – you just need to tailor your approach, so it is accessible for them.

Contacting the [Equality and Diversity mailbox](#) will help you to understand how you can gain insight as to the impacts of your proposals and will ensure that you help the Council to comply with the Equality Act 2010 and the Public Sector Equality Duty.

Section 1 – Details of the service, service change, decommissioning of the service, strategy, function or procedure

Proposal Title	Strategic Leisure Review
Date of Assessment	10.10.2023
Assessment Lead Officer Name	Christopher Allman
Directorate/Service	Place
Details of the service, service change, decommissioning of the service, strategy, function or procedure.	<p>The Strategic Leisure Review is to consider how the councils address health inequalities and maximise health outcomes for the residents of Cheshire East, from the current value of Council funding towards the delivery of leisure services.</p> <p>The review has looked at the council’s subsidy towards the following main factors,</p> <ul style="list-style-type: none"> • Individual Leisure Centres • Options Scheme membership <p>In the development of the review has looked at a range of data from both a public health and site usage perspective.</p> <p>The consultation will seek views on:</p> <ul style="list-style-type: none"> • The removal of the council subsidy at those sites where there isn’t a demonstrated health need. • The revised options scheme and reduction of categories and percentage discount • The concept of no subsidies for residents with home addresses outside of the borough. • The future investment plan for those sites that will be continued to be subsidized by the council.
Who is Affected?	<p>Local residents – The main impact will be on those residents that use the centres that are proposed to have the subsidy removed and will have to find alternative provision, there will also be a benefit to those residents that use the retained sites by targeted investment and target interventions in areas with the greatest health need.</p>

	<p>Everybody Health and Leisure staff – reduction in the subsidy will potentially impact staffing numbers at those sites.</p> <p>Elected members, town and parish councillors & MPs – Potentially effected through adverse reaction to proposals by constituents.</p> <p>Room hirers/Community Clubs and sports clubs – reducing availability and need to find alternative provision.</p>
<p>Links and impact on other services, strategies, functions or procedures.</p>	<p>The work on the Strategic Leisure review has been co-produced with the councils Public Health team and collaborating closely with the council leisure trust provider, there should be a positive impact in addressing health inequalities in the most deprived areas of the council as identified on Joint Strategic Needs Assessment, as the councils subsidy into leisure services will be targeted according to health need.</p>

How does the service, service change, strategy, function or procedure help the Council meet the requirements of the [Public Sector Equality Duty](#)?

The Public Sector Equality Duty is a legal requirement contained within the Equality Act 2010 which requires public authorities and others carrying out public functions to have due regard to the need to: -

Eliminate unlawful discrimination, harassment and victimisation.

Advance equality of opportunity between people who share a protected characteristic and those who do not

Foster good relations between people who share a protected characteristic and those who do not

Cheshire East through its partner Everybody Health and Leisure (EHL), provides inclusive facilities that cater for the needs of different people.

The councils fund a discount options scheme that allows people that meet a certain criterion to access the facilities at discount rate. These include Age 66 and above, people in receipt of disability living allowance, children under 18.

EHL have a stated ambition of providing 'Leisure for Life' and seeks to make participation in any recreational activity an enduring habit from the earliest years to later life, helping people to live well and for longer.

Section 2- Information – What do you know?

What do you know?	What information (qualitative and quantitative) and/or research have you used to commission/change/decommission the service, strategy, function, or procedure?
Information you used	<p>The information and data used for the review is as follows:</p> <ul style="list-style-type: none"> – The Tartan Rug (February 2021) – The Joint Outcomes Framework (January 2023) – The Poverty JSNA (2022); and income domains of the Tartan Rug (February 2021) – The Poverty JSNA (2022); relevant children and young people domains of the Office for Health Improvement and Disparities Public Health Profiles (May 2023) – The poverty JSNA (2022); relevant older people domains of the Office for Health Improvement and Disparities Public Health Profiles – Site usage data including: <ul style="list-style-type: none"> – General Membership – Learn to swim Memberships. – overall usage by site but also particular focus on usage by deprivation decile and special education needs/disability, and swimming lesson activity. – Participation Reach – All the above has been consider as part of a weighted site assessment matrix.
Gaps in your Information	None identified.

3. What did people tell you?

What did people tell you	What consultation and engagement activities have you already undertaken and what did people tell you? Is there any feedback from other local and/or external regional/national consultations that could be included in your assessment?
Details and dates of the consultation/s and/or engagement activities	Consultation on the proposals our being recommended for approval at the Environment and Communities committee on 9th November. If approved by committee a period of consultation and engagement will be conducted starting in mid-November.
Gaps in consultation and engagement feedback	None

4. Review of information, consultation feedback and equality analysis

Protected characteristics. groups from the Equality Act 2010	What do you know? Summary of information used to inform the proposal	What did people tell you? Summary of customer and/or staff feedback	What does this mean? Impacts identified from the information and feedback (actual and potential). These can be either positive, negative or have no impact.
Age	<p>The review of the facilities is proposing to focus the provision where the identified health need is the greatest. Where possible, specific allowance within the programme could provide support groups, social gatherings and events, recreational time and exercise.</p> <p>The proposal is also propositioning a reduction to the discount for over 66 years and 18 years to 15%, with those that meet the eligibility criteria to be at 20%</p>		<p>There will be a negative impact potential on those areas that will potential have the subsidy removed, but overall, there should have a positive impact across the borough through targeted interventions in the areas of greatest need, which should reach a wider cross section of people and enable them to become more active.</p> <p>The proposed reduction in the options scheme discount for older and younger people may have a negative impact on individuals' ability to pay.</p>
Disability	<p>People with long-standing illness or health conditions benefit from accessible sport and leisure activities that can boost their rehabilitation or help them maintain their health and wellbeing as well as social and mental health.</p>		<p>As the proposal potentially reduces the number of existing leisure sites people with this characteristic should still be able to access these activities within their local community however the reduction in sites may impact when they can access them. there will be an option for people to travel between leisure sites to access activities</p>

	<p>The facilities comply with DDA regulations, and any new investment will be compliant with planning regulations and will ensure that all activities available within the new facilities will accommodate users with any disability.</p> <p>Facilities also include accessible changing rooms, lifts to falls and pool hoist.</p>		
Gender reassignment	EHL doesn't hold gender re-assignment membership data. Census 2021 data could be used for population gender identity data		There is no evidence that there will be a detrimental impact for people with this protected characteristic. However, the public consultation will be available for anyone from the protected characteristic to complete.
Pregnancy and maternity	EHL doesn't collect pregnancy membership data		As the proposal potentially reduces the number of existing leisure sites people with this characteristic should still be able to access these activities within their local community however the reduction in sites may impact when they can access them. there will be an option for people to travel between leisure sites to access activities
Race/ethnicity	EHL doesn't hold full and comprehensive data on race of its members or wider users.		As the proposal potentially reduces the number of existing leisure sites, residents with this characteristic may not be able to access these services within their local community

Religion or belief	EHL doesn't collect religion membership data. Census 2021 will provide ward data		There is no evidence that there will be a detrimental impact for people with this protected characteristic. However, the public consultation will be available for anyone from the protected characteristic to complete.
Sex			
Sexual orientation	EHL does not collect sexual orientation data.		There is no evidence that there will be a detrimental impact for people with this protected characteristic. However, the public consultation will be available for anyone from the protected characteristic to complete.
Marriage and civil partnership	EHL does not collect marriage and civil partnership data		There is no evidence that there will be a detrimental impact for people with this protected characteristic. However, the public consultation will be available for anyone from the protected characteristic to complete.

5. Justification, Mitigation and Actions

Mitigation	What can you do? Actions to mitigate any negative impacts or further enhance positive impacts
<p>Please provide justification for the proposal if negative impacts have been identified? Are there any actions that could be undertaken to mitigate, reduce or remove negative impacts?</p> <p>Have all available options been explored? Please include details of alternative options and why they couldn't be considered?</p> <p>Please include details of how positive impacts could be further enhanced, if possible?</p>	<p>Several mitigating factors are being explored, including:</p> <ul style="list-style-type: none">• Accommodating displaced user at an alternative site• Use of potential vacated space for alternative usages• Direct provision between the Academy and EHL• EHL commercial offering.


6. Monitoring and Review-

Monitoring and review	How will the impact of the service, service change, decommissioning of the service, strategy, function or procedure be monitored? How will actions to mitigate negative impacts be monitored? Date for review of the EIA
Details of monitoring activities	
Date and responsible officer for the review of the EIA	Post public consultation close – mid January 2024, Chris Allman, Head of Neighbourhood Services

7. Sign Off

When you have completed your EIA, it should be sent to the [Equality, Diversity and Inclusion Mailbox](#) for review. If your EIA is approved, it must then be signed off by a senior manager within your Department (Head of Service or above).

Once the EIA has been signed off, please forward a copy to the Equality, Diversity and Inclusion Officer to be published on the website. For Transparency, we are committed to publishing all Equality Impact Assessments relating to public engagement.

Name	Tom Shuttleworth, Interim Director of Environment and Neighbourhoods
Signature	
Date	13.10.2023

8. Help and Support

For support and advice please contact EqualityandInclusion@cheshireeast.gov.uk