

### Equality Impact & Needs Assessment (EINA) Form



Name of the policy, function or project:

Future Management and Use Options for Land to the Rear of Huncote Leisure Centre

Service:

Assets and Major Projects

Complete this form for any existing/proposed policy/function/project, regardless of whether it is aimed at external customers or internal staff. Please also be aware that equality policy applies to staffing/human resources issues as much as to external service delivery issues. Please note that existing policies/functions will be assessed as per an agreed annual programme. However if you are reviewing or devising a policy etc that is not currently in the 3 year plan, it still needs an INA.

#### **Answer every question – even if it is negative**

If you conclude that there is a negative impact you will need to review the policy/function/project to improve the equalities performance and minimise or remove the impact. This should be done using the 'Improvement Actions Planned' table. Where appropriate such actions should be included in your Service Plan for the following year.

If the Corporate Equalities & Access Group (CEAG) feels this impact assessment needs further consideration, **you will be asked to review your conclusions.**

As a result of this exercise, you will have checked that your policy/function/project does not have negative/adverse impacts in terms of Gender reassignment, Race or nationality, Disability, Age, Sex, Sexual orientation, Religion or belief, Marriage and civil partnerships, Pregnancy or maternity, Armed Forces (protected characteristics under the Equality Act 2010). If it does you will have identified relevant actions needed to minimise or remove such impact and their likely resource implications.

**This is not simply a paper exercise – it is designed to make sure that your policy/function/project and service (development) is delivered fairly and effectively to all sections of our local community, and our employees.**

Please note, the Council may be required to update and publish the results of these assessments under the Freedom of Information Act, therefore, **your completed form may become a public document.**

Once completed, and/or when your corresponding report is submitted to Management Board - Cabinet, please pass this form, together with documentation describing both the policy/function/project it concerns and any evidence relating to assessed impacts, to Alison Moran, Performance & Systems Manager. ***If this relates to a new policy/service/procedure/function/project, please attach this form to your draft report for approval by your Director, prior to its first submission to Management Board. Reports cannot be considered by Management Board unless both the report and this INA have had prior approval by the relevant Director.***

To complete the form using ‘check marks’ in the boxes, position the cursor over the box you require, left double click, then select ‘checked’ in the ‘check box form field options’ box that appears on screen.

**A Preparation**

The work on this section should be done in advance and be used as part of your INA. Please attach examples of available evidence, including monitoring information, research and consultation reports.

1a Do you have relevant data available on the number of people within the scope of your policy/function/project (eg whole population of the district/ward or employee data)?  
In relation to:

	Yes	No
• Women and men	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Black and minority ethnic communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• People with disabilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Age groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Marital status/civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Pregnancy/Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• The armed forces	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Care Experienced	<input type="checkbox"/>	<input checked="" type="checkbox"/>

1b Do you have relevant data available on the number of people subject to or impacted by your policy/function/project (eg numbers of disabled people using the service)?

In relation to:

- Women and men
- Gender reassignment
- Black and minority ethnic communities
- People with disabilities
- Age groups
- Sexual orientation
- Religion or belief
- Marital status/civil partnership
- Pregnancy/Maternity
- The armed forces
- Care Experienced

Yes

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2 If you have answered 'yes' to any of the above questions, your monitoring data should be compared to the current available census data to see whether a proportionate number of people are taking up your service. Please make any comments regarding service take up if relevant:

If you have answered 'no' please explain reasons for lack of relevant data:

The BMX track to the rear of Huncote Leisure Centre was run by Huncote Hornets, a local BMX team. As such, their membership and usage of the facility is not known to the Council. The BMX track is not a 'service' provided by Blaby District Council, but it is recognised that if a change of use for the land is granted, a small group of users would no longer be able to access the facility. However, the BMX track is currently closed and therefore there is no monitoring data to compare to census data.

- 3 Are you aware of any relevant equality or diversity related consultation, research, or good practice guidance in relation to this area?  
If so, please list and attach here:

Yes

☐

No

☒

- 4 Do you need to carry out further research/consultation to identify impacts, needs etc? If so, please specify what and who with?

Yes

☐

No

☒

## **B Your policy, service, function or project**

- 1 What is the title and main aim or purpose of the policy/function/service/project?

The purpose of this project is to change the use of the land to the rear of Huncote Leisure Centre, to 'general public use', enabling a whole community and population to access open, green space.

- 2 List the areas of activity of the policy/function/project, eg the recruitment strategy might have advertising, interviewing, short listing etc as activity areas.

- Access and opening up of public space
- Discontinue existing formal use of the BMX track

- 3 Who are the main intended beneficiaries of the policy/function/service/project?

A change of use to 'general public use' would enable a whole community of people to access open green space.

- 4 What people / groups may be affected by the policy/function/project – whole population or particular groups?

The positive impact will benefit the whole community. The ceasing the use of the site as a BMX track will impact the group of users. However, it should be noted the site has been closed to BMX users since 2021.

Although no data is available on the users of the existing function, it is expected that given the nature of the activity a younger age group maybe impacted more so than an older demographic.

- 5 Are you expecting to make any changes during the next year?

- Policy
- Function

Yes ☐

Yes ☒

No ☒

No ☐

- Project
- Procedure

Yes ☐

No ☒

Yes ☐

No ☒

6 Who else will be involved in undertaking the EINA (names and roles)?

Luke Raddon Jackson, Group Manager – Assets and Major Projects

## C Impact Assessment

Complete the following tables for each equality target group, by inserting a check mark or tick in one of the 3 options columns - Positive impact, Negative impact, Neutral.

Consider the information gathered in Section (a) of this form, compare monitoring information with census data and, considering any other evidence, research or consultations, identify any instances where you believe people in different equality groups could be impacted differentially. In **all** cases, please state briefly the reason/rationale for your assessment.

This is particularly important where you think that the policy/function/project could:

- have a **negative impact** on any of the equality target groups, ie it could disadvantage them
- have a **positive impact** on any of the equality target groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups

If you think that neither negative nor positive apply, then choose **neutral impact**.

Note: Only **one** type of impact can be applicable for any particular equality group category, eg male or female.

a) How will the policy/function/project/procedure impact on men, women and those who are transgendered or have gone through gender reassignment (eg flexible working arrangements might have a positive impact on women with caring responsibilities)?

Gender	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Male	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space
Female	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space
Transgender/GR	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space

- b) How will the policy/function/project/procedure impact on people from different or minority ethnic communities? This may involve using Council services differently (eg will Muslim women use the Council's swimming pool more often if separate sex swimming arrangements are in place?).

Ethnicity	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
White British	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space
White European	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space
Mixed Ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space
Asian	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space
African or Caribbean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space
Gypsy/Roma	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space
Other ethnic group	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space

- c) How will the policy/function/project/procedure impact on people with disabilities (eg if information about council tax benefits are not made available in large print or alternative formats, access to such benefits might be denied to people with a visual impairment or learning disability)?

Disability / Health	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Visual impairment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	New open space not identified as having positive or negative impact to those with visual impairment.
Hearing impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Physically disabled	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	It is noted that accessibility for people with a physical disability will need further consideration as the site plans are developed.
Learning difficulty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Mental health problem	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Other longstanding health problem which limits day to day activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.

- d) Does the policy/function/project/procedure impact on people differently based on their age (eg a job advertisement that requires at least ten years post qualification experience would clearly prevent people in their twenties from applying)?

Age Group	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Children (under 16)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space, is a positive, but losing access to BMX track could be seen as a negative to this group
(16 to 29)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space, is a positive, but losing access to BMX track could be seen as a negative to this group
(30 – 44)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space, is a positive, but losing access to BMX track could be seen as a negative to this group
(45 – 59)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space, is a positive, but losing access to BMX track could be seen as a negative to this group
(60 – 74)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Older (over 75)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.

- e) Does the policy/function/project/procedure impact on people differently based on their sexual orientation (eg if housing policy is only to offer temporary accommodation to couples of different sex, a gay or lesbian couple would be unable to be housed)?

Sexual Orientation	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Heterosexual	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Gay or Lesbian	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Bisexual	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.

- f) Does the policy/function/project/procedure impact on people differently based on their religion or belief (eg would a person of the Hindu religion be able to give a binding affirmation if a procedure requires the swearing of an oath on the Bible?)?

Religion or Belief	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Christian	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Hindu	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Muslim	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Sikh	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Jewish	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.
Non believer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to open public space.



g) Does the policy/function/project/procedure impact on members of the armed forces? If so, give details below:

Access to open public space.

h) Does the policy/function/project/procedure impact on those who are care experienced? If so, give details below:

Access to open public space.

i) Does the policy/function/project/procedure impact on people differently based on any of the other protected characteristics where these are affected by aspects of the Equality Act (eg marital status and civil partnership, pregnancy or maternity)? If so, give details below:

N/A

If you conclude that there is a **negative impact** on one or more of the target groups, you will need to amend the policy/function/project and/or take further action to minimise or remove the impact. This should be done using the 'Improvement Actions Plan' table below. If you think that other actions could be taken to increase any positive impacts, please include these too. Where appropriate, such actions should be included in your current/proposed Service Plan.

## Impact & Needs Assessment: Improvement Actions Plan

Please list below any recommendations for action to improve the equalities performance of the policy/function/project that you plan to take, as a result of this impact assessment. This could be to change the policy itself or involve other initiatives. Where appropriate, these actions should also be included in your current/proposed Service Plan.

Issue/Link to INA question number	Action Required	Lead Officer	Time-scale	Resource implications	Comments
	Work with the PADOs to	Phill	Over	Limited	

D – impact on younger demographic	ensure young people are able to access sports in the vicinity – through provision at the Huncote leisure centre adjacent to the existing BMX track site.	Turner	next 6 months		

**Please ensure that the section below is completed and signed by one or both NAMED officers as applicable:**

**NAME** Luke Raddon Jackson Please print name)

Signed LRJ (/Group/Service Manager)

Date 9<sup>th</sup> May 2024

**NAME:**\_\_\_\_\_ (Please print name)

Signed:\_\_\_\_\_ (Completing Officer)

Date:\_\_\_\_\_

Please keep a copy on record to which the public could have full access. Also send or e-mail a copy of this completed form, along with documentation describing the policy/function/project it concerns, to:  
Sally Dorans, Customer Insight, Experience and Engagement Manager