



# SOUTH KESTEVEN DISTRICT COUNCIL

## Equality Impact (Initial Analysis)

### Deepings Leisure Centre

<b>Service Area:</b>	<b>Lead officer:</b> Karen Whitfield	<b>Date of Meeting</b>
<b>Leisure</b>	<b>Assessors:</b> Ken Lyon	18/08/21
	<b>Neutral Assessor:</b> Carol Drury	

**1. Name and description of policy/service/function/strategy**

The proposal under discussion is to permanently close Deepings Leisure Centre due to immediate health and safety concerns and the significant cost of addressing those concerns not providing value for money,

Deepings Leisure Centre is a dual use leisure facility. The building is owned by Lincolnshire County Council and has been managed by South Kesteven District Council since it was built in 1974.

At 47 years old the building is now showing major signs of deterioration, the most significant issue is the failure of the roof, as a result of which the leisure centres has suffered from water ingress throughout the building.

An independent roof survey had originally confirmed that the building was safe to remain operational. However, heavy rainfall on the 27 July resulted in serious leaks throughout the building, as a result the lights were affected, and a piece of roof debris was found in the pool.

In consideration of this the Chief Executive of the Council took the decision to temporarily close Deepings Leisure Centre (using her Emergency Powers) given the significant health and safety risk to the public and the staff. The leisure centre remains closed.

The Council have been in discussion with Lincolnshire County Council as the owners of the building, and the County Council commissioned a building condition survey. This has revealed that significant investment is required to ensure the building can be operated safely.

As a result of ongoing discussion, the County and District Councils are aligned that the leisure centre should close permanently. As a result of this it is proposed that South Kesteven District Council gives notice to Lincolnshire County Council that it intends to cease the management of the leisure centre as soon as possible. The two Councils are further aligned that a new centre should be provided for the Deepings and are jointly exploring options for development,

Lincolnshire County Council have informed the District Council that should SKDC give notice to cease management of the centre it intends to arrange for the leisure centre to be immediately secured and subsequently demolished.

Following a discussion at Cabinet on 17 August a decision was taken for the Leisure Centre to remain closed on health and safety grounds until Full Council had had the opportunity to consider the future options (scheduled for 2 September).

**Is this a new or existing policy?**

**New**

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups?  Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Negative	The permanent closure of the Leisure Centre impacts on a variety of age groups because the open programme and programmes specifically targeted at certain age groups will cease e.g. youth activity, junior gym, children's summer events, adult swimming lessons etc. In addition a high proportion of daytime exercise classes are utilised by customers of retirement age.
Disability	Negative	The permanent closure of the Leisure Centre will negatively impact on people with disabilities. Whilst there are no group activities specifically for disabled users, individuals taking part in activity will be affected due to the loss of provision in the town.
Race	Negative	The permanent closure of the Leisure Centre would negatively impact across the protected characteristics of its identified user groups. This impact relates to activity that generally takes place within the leisure centre building

<b>Gender Reassignment</b>	Negative	The permanent closure of the Leisure Centre would negatively impact across the protected characteristics of its identified user groups. This impact relates to activity that generally takes place within the leisure centre building
<b>Religion or Belief</b>	Negative	The permanent closure of the Leisure Centre would negatively impact across the protected characteristics of its identified user groups. This impact relates to activity that generally takes place within the leisure centre building
<b>Sex</b>	Negative	The permanent closure of the Leisure Centre would negatively impact across the protected characteristics of its identified user groups. This impact relates to activity that generally takes place within the leisure centre building
<b>Sexual Orientation</b>	Negative	The permanent closure of the Leisure Centre would negatively impact across the protected characteristics of its identified user groups. This impact relates to activity that generally takes place within the leisure centre building
<b>Pregnancy and Maternity</b>	Negative	The permanent closure of the Leisure Centre would negatively impact across the protected characteristics of its identified user groups. This impact relates to activity that generally takes place within the leisure centre building. Pregnant women will not be able to access services in this facility to improve their health and wellbeing by undertaking activities, and in addition the parent and baby swimming lessons will cease from this facility.

<b>Marriage and Civil Partnership</b>	Relates specifically to employment law however, persons of all protected characteristics will be negatively impacted	The permanent closure of the Leisure Centre would negatively impact across the protected characteristics of its identified user groups. This impact relates to activity that generally takes place within the leisure centre building
<b>Carers</b>	Negative	Anyone with caring responsibilities that utilises the Leisure Centre to aid the physical and mental wellbeing of those they care for will be impacted negatively by the permanent closure of the facility.
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b>  *(IMD = Indices of multiple deprivation)	Negative	Those on low income or without access to transport will experience a negative impact due to the closure of the venue and the potential inability to access alternative council-owned leisure facilities within the district.
<b>General comments</b>	<p>All existing users of the facility have been contacted to inform them of its emergency closure on health and safety grounds. A further letter to advise that the decision on closure of the building will be taken at Full Council on 2<sup>nd</sup> September has been sent.</p> <p>It should be noted that as a counter to the negative impact, it is important to recognise that all activities undertaken on the associated playing fields will remain available to users from all protected characteristics and, in line with the development of a new sport and physical activity strategy, opportunities for increased participation will be identified and introduced across the district as a whole.</p> <p>In addition, whilst accepting that the minimum distance to the next available council-owned leisure venue is 11 miles and that limited public transport opportunities exist, the district does have three other leisure centres available for use by the residents of South Kesteven on the same terms as the facility in Deeping St James. Whilst this may not be the preferred option for the</p>	

	existing users of the venue in Deepings it does, in some part, go towards mitigating the impact.
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**3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)**

Following the temporary closure of the leisure facility on health and safety grounds, all users of the leisure centre have been contacted, including those with the protected characteristics of age and disability. The affected customers have been informed of the current situation and the Council meeting on the 2 September to determine the future of the leisure centre.

Discussions are ongoing with affected users around alternative facilities and provision, including both individuals and groups such as swimming clubs and schools.

**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

LeisureSK Ltd are currently responsible for the management of Deepings Leisure Centre. The management team are undertaking individual consultation with users who have relevant protected characteristics to determine and mitigate the impact on them. Any unidentified negative impact identified through this consultation will be further investigated through a stage 2 analysis assessment. This analysis will focus on the protected characteristics of age and disability and the associated consideration of the impact on carers.

**4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.**

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input type="checkbox"/>

***If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off***

b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions b.1 and b.2</i></b>		
c)	Adverse impact but continue	<input checked="" type="checkbox"/>
<b><i>If you have checked option c) you will need to answer questions c.1</i></b>		
d	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

**b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?**

**b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

***If you have checked option b) you will need to complete a Stage 2 equality analysis***

**c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.**

**The results of a building condition survey have confirmed that Deepings Leisure Centre requires significant investment to rectify the current issues in the building. Given the current state, and level of deterioration, the building must remain closed to protect the health and safety of customers and staff.**

**Deepings Leisure Centre is owned by Lincolnshire County Council and managed by South Kesteven District Council. Given the age and condition of the building, and ongoing repairs and maintenance liability, both Councils are aligned that South Kesteven District**

**Council should cease the operation and management of the leisure centre.**

**It is Lincolnshire County Council's intention to secure the building and arrange for its demolition.**

***If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.***

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**Signed (Lead Officer):**                      **Karen Whitfield**  
*(Name and title)*                              *Head of Leisure*

**Date completed:**                              **18/08/21**

**Signed (Neutral Assessor):**              **Ken Lyon**  
*(Name and title)*                              *Assistant Chief Executive*

**Date signed off:**                              **18/08/21**