

Equalities Impact Assessment: Full Assessment

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

Summary of proposal

Name of proposal	Extension of support to GLL to deliver the Council's Leisure services
Reference number (if applicable)	
Service Area	Greenspace & Leisure
Date assessment completed	07/01/2022

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact equalities@islington.gov.uk.

1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

The Leisure Centres have been continuing to slowly re-open and return to capacity following the three lockdowns. The original extension of support had not taken into account the further lockdowns and that restrictions weren't fully lifted until the 19th July. This has meant that the business plan that the previous levels of support were tied to is behind what was expected.

As a result to ensure that Leisure services are able to be continued to be provided for residents, workers and visitors to the Borough further support is required in terms of rent relief to allow further time for the business to recover and enable a return to the full contract position.

Ultimately this will ensure that the service can recover and return to the full contract position that it enjoyed pre-pandemic.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

Leisure Centres resumed operations in April 2021, initially on an incremental basis based on the phased Governments lifting of restrictions through to July 19th when the remaining Qualifying changes in Law imposing restrictions were withdrawn.

There was a slow re-opening of the facilities and programmes. The centres have operated within a Covid secure framework which has set parameters on social distancing, sports to be allowed as well as several usage, management, Health and Safety and housekeeping minimum requirements.

This has impacted protected groups. It clearly affected capacity as there are space restrictions that reduce and limit our ability to deliver participation levels to the performance targets.

The 8 Leisure centres previously attracted an average of 181,750 user visits on a monthly basis, this is made up of residents, and our transient community, this service offer forms an important role in much wider context than just the health and wellbeing of our residents. The leisure centres act as community hubs social gathering clubs networks and regular contact places to meet and connect with friend's social inclusion and the list goes on.

The Leisure Contract provides access to all sectors of our community and this balance of usage is a positive reflection of Islington. This service not only provides a valuable contribution to the health and well-being of our community it also generates the Council a net financial benefit which in turn supports the financial ability of the Council to contribute to wider services.

3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

		Total: 206,285	Total: 91,265 (membership)
Gender	Female	51%	52%
	Male	49%	48%
Age	Under 16	32,825	
	16-24	29,418	
	25-44	87,177	
	45-64	38,669	
	65+	18,036	
Disability	Disabled	16%	8%
	Non-disabled	84%	92%
Sexual	LGBT	No data	No data
	Heterosexual/straight	No data	No data
Race	BME	52%	22%
	White	48%	78%
Religion or	Christian	40%	No data

Known users of the centres were profiled to assess how well the centres were meeting the needs of all residents in Islington, both 'universal provision', providing a service for all residents, but also at targeting those residents that would most benefit from using the centres. The known users were assessed pre-lockdown and post lockdown 1. The review highlighted:

- Pre lockdown 1, the highest proportion of users of Islington centres were the 26–45-year group, which reflects the demographic profile of the borough. The penetration rate of over 65-year-olds was also good. Following the first lockdown, there was significantly lower penetration by younger people under the age of 15 (due to activities on offer) and a lower return rate of over 65-year-olds.
- Pre lockdown 1, there was a lower proportion of female visits to centres, which is unusual compared to other leisure centres, this worsened after the first lockdown.
- Pre lockdown 1, people living the 1st and 3rd most deprived area of Islington were well-represented in users; however, they were slower to return to the centres, this reflects the national Sport England Active Lives data post lockdown 1.
- 70% of all visits are by people who define themselves as 'white', which is a much higher proportion of white people than within the borough (although this profile of users represents 'total visits' as opposed to Islington residents only). In the initial three months post lockdown 1, visits by people from an Asian background significantly reduced, again reflecting national data.

The service is incrementally returning, we restarted Health suites so all facility types are now operational, as centres get busier more classes are being reintroduced in line with demand which enables a more diverse offer. We have restarted 50plus mornings at Sobell and delivered a very successful Free Swimming lesson programme over the summer with over 1500 participants. The success of this programme was also added to by including a Youth employment programme with Lift that saw 12 young people complete a Lifeguard course and then 5 of them gained employment over the summer period. Membership make up comprises 52.8% women and we have 969 Members who are disabled which is 8.8% of our overall membership, outreach classes in the community have begun with 10 classes restarted in September.

3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Age	Positive and Negative	There have been reduced activities available for young people but that programme is now increasing and overall this will continue and lead to increased opportunities and benefits for young people.	Opportunities for young people to get active such as free swimming lessons over the summer.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Disability (include carers)	Positive and Negative	More programmes and facilities have opened up as restrictions have eased. Examples of specific impacts have been on disabled users as it is not possible to have swimming lessons and individual free swimming so there was some disruption and restrictions on which sites could host disabled swimming and at which times.	We are exploring concessions for carers to enable more disabled people to attend and remove that barrier.

Race or ethnicity	Positive and Negative	Our data locally and nationally shows that many different ethnic groups have been disproportionately impacted by lockdown and restrictions which has been negative. The proposal allows services to continue and targeted activities developed to raise the levels of engagement and participation.	The community sports team are developing sessions that target those from different ethnic backgrounds. There was a real effort for the free swimming sessions to be promoted to young people from different ethnic groups through the youth providers with positive levels of uptake.
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Religion or belief (include no faith)	Positive and Negative	As above there has been a reduction in programming with the loss of female only sessions. That is now being reintroduced as the restrictions have lifted.	

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Gender and gender reassignment (male, female, or non-binary)	Neutral		
Maternity or pregnancy	Neutral		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
	Choose an item.		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Sex and sexual orientation	Positive and Negative	Female users and members have been disproportionately impacted by the restrictions. The reduced programming for female only and family sessions will have impacted upon that.	This extension of support will allow those programmes to continue to re-start and to have targeted programmes and activities.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Marriage or civil partnership	Neutral		

<p>Other Age (e.g. elderly) (e.g. people living in poverty, looked after children, people who are homeless or refugees)</p>	<p>Positive and Negative</p>	<p>Older people have been negatively impacted with less ability to take up exercise outdoors and being more vulnerable and with reduced programmes and activities with the reduction in size of classes.</p> <p>The move to online booking of all activities may also exclude older people and those that suffer digital poverty.</p>	<p>Specific programmes for older residents have been developed.</p> <p>Centres have moved to concierge style receptions. This means greater staff availability to support and assist customers that need more help. Bookings can be made in centre.</p> <p>Dedicated local call centre also established to provide telephone support from local staff with direct knowledge of the borough and its facilities.</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?

4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

The Community Development Team has now been fully mobilised within Islington. This team includes the Community Sports Manager, Community Sports Officer, Aquatics Development Manager, Football Development Manager and Football Development Officers

Key work streams included but not limited to;

1. Targeting Inactive groups of the community
2. Development of programmes and products
3. Working with community groups and schools to provide opportunities to participate in activities
4. Supporting Schools and Colleges with Work Experience Opportunities
5. Seeking Funding opportunities
6. Creating employment opportunities and training for Islington Residents

Some specific examples of targeted programmes and activities are set out below:

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

BETTER GET TOGETHER IS BACK

Better Get Together is run in partnership with Age UK Islington. Sessions are returning to Sobell Leisure Centre from Tuesday 7th September. This will be the first time that the sessions will run since the first lockdown. Participants will be able to take part in a variety of sports and activities. From Badminton, Dominoes, Short Tennis, Table Tennis, Short Mat Bowls and Social Dance to enjoying refreshments in the social area, there's something for everyone. Sessions are for people aged 60 and over and will run Tuesdays 10.30am-1pm (social dance 11.30am-12.30pm).



Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

FREE SWIMMING LESSONS

Throughout the summer holidays, GLL in partnership with Islington Council offered a variety of FREE swimming lessons for children and families. The demand was extremely high this year which saw 1805 spaces allocated for the lessons. A large number of the lessons were for ages 4-13 where demand was highest. There was also spaces allocated to other target groups which included:

- 15 families offered spaces on family lessons
- 35 adult and child spaces allocated
- Over 70 spaces allocated for 13-16 year olds

A further review will be conducted once all the data is collated.



GILL

ISLINGTON GIRLS CLUB JUMP AT SOBELL TRAMPOLINE PARK

GLL worked with the Islington School Sports Team to organise a jump for the newly formed girls club, based at Platform Youth Hub. A group of 23 girls took part in the jump session on Thursday 21st October; following the session the centre provided a party room as a space to complete homework. The girls club at Platform is for secondary school aged girls from Islington and gives them an opportunity to stay engaged in physical activity. The centre will look to continue the partnership with the club by hosting at least one activity for them per term.



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Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

Classes for the Community

Four fitness classes have re-started in Community Centres around Islington, two more are scheduled to start in early 2022. This includes Claremont, Peel, St Luke's, Girdlestone and Hugh Cubitt Community Centres. Sessions are delivered by GLL instructors and include Chair Yoga, Pilates, Zumba, Chair based exercise and yoga. The classes are primarily aimed at people aged 60 and those who may not access the classes at the leisure centres.

5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

Feedback from customers and user groups is used to design and plan programmes and activities.

There is no plan to carry out specific consultation and engagement about this proposal as the decision to extend support will ensure services can continue to be delivered and allow further time for the business to recover back to the contract position.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
Monthly client reviews to scrutinise progress	Mark Christodoulou	
Community Sports Development plan produced and reviewed on an annual basis	Mark Christodoulou	
Quarterly Strategic meetings with senior GLL management to report on and review progress	Andrew Bedford	

Please send the completed EQIA to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team. All Equality Impact Assessments

must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Andrew Bedford		07/01/2022
Fairness and Equality Team			
Director or Head of Service			