

# 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	Leisure Contract Changes - Sobell Leisure Centre
Reference number (if applicable)	
Service Area	Environment
Date assessment completed	03/05/23

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact [equalities@islington.gov.uk](mailto: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 sector has been significantly affected by Covid and more latterly by the increases in energy costs and rising inflation. These more recent impacts are even more telling on the service as throughout Covid there was Government financial support.

In August 2022 Sobell leisure Centre suffered a major flood as a direct result of a Thames Water Mains bursting on Tollington Road, which has affected the entire ground floor of the Leisure Centre. This flood has caused major damage to the facilities and services on offer at the centre and both LBI and GLL have been engaging contractors and specialists in immediate remediation and in consultation with the insurers are developing a plan for reinstatement.

All the facilities/equipment and fixtures and fittings at Sobell including the sports hall sports floor, trampoline park and the ice rink, squash courts, soft play area have all been condemned and written off and have been completely stripped out, including the full height central steelwork partition wall. There is therefore an opportunity of revisiting the services on offer at the centre to deliver innovation that will improve the energy efficiency of the building and generate increased activity levels, attract a more diverse audience, and make the centre more financially viable.

The leisure sector is very fluid and requires an ability to respond to changing customer needs and innovation, therefore it is particularly opportune to reassess the service offer at Sobell leisure centre. As an example, the introduction of the trampoline park in 2018 generated three times the user levels from the previous sport hall user base.

LBI and GLL are minded not to reinstate the ice rink for a number of reasons. The ice rink makes a significant loss of £250,000 per annum and this is before having had a full year's worth of financial impact from the energy price increases as the flood took place in August. The proposed new facilities would be less expensive to run and we estimate that they would generate a surplus, which in turn would enable us to continue to support concessionary prices and a community sports offer. The ice rink also generates relatively low levels of usage in comparison with other facilities at the Sobell, and this will be impacted by increased competition. This is also with the understanding that there is an increase in ice rink availability and competition at the new Lee Valley Leisure Centre, which is opening two Olympic-sized rinks. This increased provision elsewhere also has a bearing on the future offer, as customers can attend the temporary ice rinks that have been developed over the last decade at high footfall areas such as Somerset House. These other ice rinks are financially viable as they are only temporary and offer a themed experience in unique settings around the festive periods.

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The ice rink is also a high energy consumer at over 500,000 Kwh. This accounts for 70% of the total electricity consumption for the Sobell and equates to 123 tonnes of carbon a year.

We are therefore proposing to use the space in a different way and maximise the opportunity by introducing an activity that reduces energy consumption and provides increased levels of physical activity and to increase the scale and size of the offer. This is by connecting the sports hall area behind this with the now vacant ice rink space and develop a new, major state-of-the-art combined trampoline park/soft play and inflatable facility. Currently there is a soft play and trampoline park but in separate locations. It is also proposed to move the sports hall to the other side of the arena to enable this to take place.

There is a time pressure on deciding around these proposals. This is because the re-instatement of the centre cannot be completed until a decision has been made on the proposals and the Council is keen to consult with its local community and users on their views. There are also financial constraints as there is a limited timeline imposed by the insurance claim.

The most recent usage levels of the ice rink prior to the flood damage were 475 people per week broken down into lessons and courses in the learn-to-skate programme and casual usage and club usage including seven clubs, which is 68 people per day on average. The ice rink has a longstanding history, and this has served its local community for many generations. There is a petition that has generated support for the rink.

The make-up of the ice rink users is 74.2% female and 24.8% male. It attracted 15,500 user visits, whereas the existing trampoline park attracted 96,000 user visits a year, which had a capacity of 120 people per hour. The new proposed soft play and trampoline park adventure space area could increase usage up to 300 participants per hour, taking the anticipated projected usage levels up to 250,000 (these projections are based on the designed capacity of the facilities and corresponding estimates based on the operating hours). The existing soft play customers and trampoline park customers would be consulted as well as the ice rink customers about the proposals and include programming opportunities to ensure equality of access is achieved across the calendar year.

The ice rink market is being influenced in the wider context as there is a new double Olympic-sized venue reopening at the Lee Valley Leisure Centre in the next month and Alexandra Palace Ice Rink also absorbed a lot of its bookings and customers that may not return

The projections are based on overall usage increasing to 250,000 user visits per annum, an extra 110,000. This usage would be made up of young people and families with a range of ages due to the variety of the offer. We expect that there will be a broader reach into our local

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community by providing this new exciting offer that will supersede the trampoline park and connect the centre with multi-generational attendance due to its family nature.

The demographic profile of the ice rink users shown below shows that it is a facility that is used significantly by females at 74%, (compared to the male membership profile at 52%) with the highest age proportion being females aged between 10 and 20. 52% of female users are 30 or younger. The Council currently does not have data for disabled users. It is recognised that the ice rink does have an appeal to female users in particular in greater portions than the membership profile. Any decisions on new proposals should take this into account. They would have much greater capacity to increase the actual numbers from these groups as well as the user numbers of the ice rink are much lower than other facilities.

Islington has developed an Islington Active Together Strategy and at its core is targeting inactive communities and making them active. This proposal reaches out to a wider audience and will engage people in physical activity in a different way than the traditional sporting approach. Traditional, competitive team sports are a barrier for many young people, especially girls. In order to get a greater range and number of people active then facilities need to offer, fun, inclusive and engaging activities to break those barriers down and encourage regular activity. It will also engage inter-generational families in the visit as well and will introduce sections of the community into a leisure centre that would not normally attend. The proposed offer has facilities for 0 to 19 all in one space. The offer is also not exclusive to young people, it has an appeal for adults as well for families to take part in physical activity together. There would be programmes to give access to the facilities to older people and disabled groups in specific targeted sessions. As part of the consultation the Council will seek to tease out additional activities that would be appealing to these audiences and will specifically do some direct targeted consultation with families and young people in the neighbouring estates.

## 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?

If the proposals are adopted, then Sobell ice rink users will be displaced to the Lee Valley Centre and Alexandra Palace. When Lee Valley centre reopens this summer as it will have double the capacity that it previously had in a newly built and appealing facility. GLL, our leisure management operator, will create an opportunity for existing ice users to access this new facility; for example, customers on our learn-to-skate programme can be transferred into the new centre. New users will be attracted by the proposal; existing trampoline park and soft play users will have improved and enhanced facilities.

Islington leisure centres attract about two million user visits per year. This is made up of local and transient communities, which has reduced since Covid. The impact of a fluctuating transient workforce is having an impact on the return to these numbers. This proposal seeks to increase usage in another way that is less impacted by that return and more reliant on a young people family-centred offer that is less influenced by the impact of the work from home issue.

Our centres are open seven days a week with extensive operating hours and attract a range of diverse communities. This level of uptake is enhanced by an extensive concessionary pricing regime that is controlled by the Council. This price differentiation enables access to services for all and this will be translated into the new service offer proposed ensuring families on low income have access to quality services in one of the most deprived wards in the borough.

Trampoline Park usage was 96,000 visits last year, soft play was 25,000 and the ice rink was 15,000. The combined new offer proposed would attract 250,000 visits, which is over double what was previously being provided by the combined total of trampoline park and soft play. We also anticipate that with this increase that it will have a knock-on impact on our wider programmes for young people and families and would like to gauge this through our consultation. There is also an impact on the health suite that provides sauna and steam facilities. This is proposed to be closed to free up space to create room to accommodate the wider changes. This facility can be mitigated by providing this service at five of our other leisure centres. Uptake was low and the facility needed a significant amount of investment. This area was not impacted by the flood so there were no funds to replace or refurbish. Neighbouring facilities at Highbury and Archway can absorb local custom and facilities at Ironmonger Row Baths, Islington Tennis Centre and Cally Pool can pick up custom further afield.

Sobell leisure centre was designed as a destination centre attracting local and regional usage. This proposed change builds on this and will provide Islington and its community with a unique service offer.

### 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

A formal sports offer does not appeal to all and making physical activity fun is critical in breaking down barriers, particularly for children and young people in being more physically active, especially girls and disabled young people. The proposals would see a rise in usage levels up to 250,000 people a year with a majority being the key target group of young people. It also has a broader appeal to a much wider demographic group enabling a much broader range of people to access physical activity.

- Islington schools' health and wellbeing team conducted online surveys and focus groups with 706 local girls. They found that the girls want fun activities, things they do not try in school. Most of all they enjoy being active with friends. The top three activities in the survey were swimming, fitness/gym and netball. The new products provide an ideal opportunity for targeted activity for secondary school girls and local youth clubs.
- GLL will provide targeted sessions to support people with disabilities to utilise the products. This will involve partnership work with local schools, Disability Sports Coach, Centre 404, Elfrida Society and more. The estimated number of Islington residents with a disability is 16% of the population (Fairer Together: A strategy for early prevention and intervention in Islington). 1,224 residents have a learning disability. (Office for Health Improvement and Disparities Public Health profiles)
- Sobell Leisure Centre will provide opportunities for local schools, nurseries, and children centres to use the products. This will help improve health, wellbeing, and educational outcomes for pupils, with a particular emphasis on the least active children and girls.

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- Sport England's Active Lives Survey of Young People for the academic year 2021/22 states 42.7% of 5–16-year-olds in Islington were active, which is less than the London average of 45.3%, and 36.4% were inactive, which is above the London average of 32.7%.
  - The new products would support young people in Islington to be more active. There are 69,259 people aged 0-15 within nine minutes travel of Sobell Leisure Centre.
  - There were an estimated 12,220 children aged 0 to 4 years living in Islington in 2020/21 (Bright Start 2022). A higher percentage of these children live in the North and Central localities (39% and 37% respectively) compared to the South (24%).
  - Children and families would benefit significantly in terms of improvement and focus on reducing childhood obesity, improving mental health, providing access to all to mitigate established trends in health outcomes within specific populations and demographics.

The ethnic profile of users and members of both the Sobell and the ice is representative of the borough profile.

32% of residents were in Black Asian and other Ethnic Groups and 20% of residents were in "Other White" in 2021, compared to 32% and 17%, respectively, in 2011. "Other White" consists of Caucasian people from Europe, America, Africa and Asia and Oceania. White Gypsy and Traveller groups were also included in the "Other White" category.

The proportion of Islington residents of Mixed and Asian or Asian British ethnicity slightly increased from 2011 to 2021 (from 6% to 7% and 9% to 10%, respectively), the proportion of residents of Black or Black British ethnicity slightly decreased, from 13% to 12%. Children growing up in Black Asian and other Ethnic Groups households in Islington are more likely to be living in poverty in comparison to white children.

According to the 2021 census Islington has a Muslim population of 25,840 which is 11.9% of the population. Finsbury Ward has a higher proportion at 15.9% (OCSI Insight data)










It will be essential to ensure that the new proposals and facilities are accessible and appeal to people in those communities. These communities are less active compared to white residents, the latest Sport England Active Lives survey for November 22 showed the portion of Black residents as active at 56% and Asian residents at 55% in comparison to 64% for White British.



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## Finsbury Park Ward Data – based on [Local Insights Profile](#)

 <b>Population</b>	<p>There are 18,208 people living in Finsbury Park</p> <p>See pages 4-9 for more information on population by age and gender, ethnicity, country of birth, language, migration, household composition and religion</p>	 <b>Education &amp; skills</b>	<p>21% of people have no qualifications in Finsbury Park compared with 17% across Islington</p> <p>See pages 46-48 for more information on qualifications, pupil attainment and early years educational progress</p>
 <b>Vulnerable groups</b>	<p>23% of children aged 0-19 are in relative low-income families in Finsbury Park compared with 19% across Islington</p> <p>See pages 10-23 for more information on children in poverty, people out of work, people in deprived areas, disability, pensioners and other vulnerable groups</p>	 <b>Economy</b>	<p>40% people aged 16-74 are in full-time employment in Finsbury Park compared with 42% across Islington</p> <p>See pages 49-55 for more information on people's jobs, job opportunities, income and local businesses</p>
 <b>Housing</b>	<p>3% of households lack central heating in Finsbury Park compared with 3% across Islington</p> <p>See pages 24-33 for more information on dwelling types, housing tenure, affordability, overcrowding, age of dwelling and communal establishments</p>	 <b>Access &amp; transport</b>	<p>69% of households have no car in Finsbury Park compared with 65% across Islington</p> <p>See pages 56-58 for more information on transport, distances services and digital services</p>
 <b>Crime &amp; safety</b>	<p>The overall crime rate is lower than the average across Islington</p> <p>See pages 34-35 for more information on recorded crime and crime rates</p>	 <b>Communities &amp; environment</b>	<p>The % of people 'satisfied with their neighbourhood' (77.1%) is similar to the average across Islington (77.1%)</p> <p>See pages 59-66 for more information on neighbourhood satisfaction, the types of neighbourhoods locally, local participation and the environment, air pollution</p>
 <b>Health &amp; wellbeing</b>	<p>18% of people have a limiting long-term illness in Finsbury Park compared with 16% across Islington</p> <p>See pages 36-45 for more information on limited long-term illness, life expectancy and mortality, general health and healthy lifestyles</p>	<b>Appendix A</b>	<p>Page 67 for information on the geographies used in this report, publication dates for new indicators and acknowledgements.</p>

### GLL user data

The users of the Sobell Centre **are representative** of the wider Islington population, comprised of 56% White users, 22% Black and Black British. 13% Asian and Asian British, 7% Mixed and 3% Other.

The sex of the users is also representative, at around 51% male, 47% female and 2% prefer not to say.

Users **are primarily local**, with 48% of users coming from Islington. Residents from neighbouring boroughs such as Haringey, Camden, and Hackney also use the centre and make up 16%, 13%, and 7% of users respectively.

When looking at **usage by home centre**, we can also see that users of the Sobell Centre also attend other neighbouring gyms. The **most popular neighbouring gyms**, who's users also attend the Sobell Centre, are Highbury Leisure Centre, and Archway Leisure Centre.



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Placing flyers, or leaflets regarding the refurbishment of the Sobell Centre in these centres will be useful as the numbers are not high enough to warrant active engagement but are high enough that these users should be informed.

***Non-users – who else could be benefitting from these facilities who don't currently?***

When looking at users by age, there was a notable decrease in the number of users aged 10-20, 54-58, and 65-86, compared to all other ages. The first group is particularly noticeable as the Sobell Centre should be able to provide engaging activities for younger people within this age bracket.

There also appears to be a significant lack of visually impaired people that attend the Centre. Of all disabled users of the Sobell Centre, only 1% are classed to have a visual impairment. However, 16% of disabled users are classed as having 'multiple impairments' which may encompass visual impairment. Despite this, it points to the Sobell Centre potentially lacking facilities that are friendly for visually impaired users.

Prepaid membership of Sobell leisure centre:

- Gender. Male 53%; female 46%; not stated 1%
- Ethnicity. White 51%; Black/African/Caribbean/Black British 20%, other ethnic group 13%, Asian/Asian British 8%, Mixed 8%
- Age. 0-10 1%; 11-20 6%; 21-30 22%; 31-40 27%; 41-50 17%; 51-60 16%; 61+ 11%

Usage of ice rink:

- Gender. Male 25%; female 74%; not stated 1%
- Ethnicity. White 40%; Black/African/Caribbean/Black British 23%, other ethnic group 20%, Asian/Asian British 8%, Mixed 9%
- Age. 0-10 23%; 11-20 27%; 21-30 18%; 31-40 15%; 41-50 9%; 51-60 6%; 61+ 2%3

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

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?
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Age	<p>Positive and Negative</p>	<p>Increased access to a new vibrant activity offer that has a broad appeal to a wide age range is a positive benefit. A negative impact is that 49.2% of users of the ice rink are people aged 20 and under. Closing the ice rink would disproportionately impact this group. When looking at users by age, there was a notable decrease in the number of users aged 10-20, 54-58, and 65-86, compared to all other ages</p>	<p>Differential pricing and programming will seek to ensure access is fairly targeted to all sections of the community. There will be concession prices for low incomes and off-peak prices and programmed time. There will be a family price to ensure those families with larger numbers of children are able to access the facility. The new proposals will introduce facilities that are specifically designed to appeal to older children in the 10-to-19-year bracket and increase capacity for more people to use the centre. In the programme we will establish youth sessions to provide reduced cost access targeted to local youth. We will also programme sessions for older people 55 plus to enable older people to access and</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?
			<p>make use of the facilities. We are seeking to mitigate the impact by transferring the clubs and skating lessons and courses to the Lee Valley ice centre and seeking to negotiate a discount for those groups and current members and users. We will also explore transport options for groups.</p>

<p>Disability (include carers)</p>	<p>Positive and Negative</p>	<p>The proposals enable access for people with disabilities to be increased both on the scale and type of new offer also the services will be able to be booked by individual organisations at off peak times as well. Current disabled groups that use the ice rink will be negatively impacted if they are unable to travel to and access the alternative facilities at the Lee Valley Centre as it is further away.</p>	<p>Transferral of disabled access to the ice rink will be absorbed into the programming of the new Lee Valley Ice centre and this will be enhanced by increased availability and scale. Distance and transport may be a particular barrier for these groups and so we will explore the option of using Accessible Community Transport to mitigate this. The new facility proposals are more inclusive and accessible than the previous trampoline park and soft play and can cater for mixed ability provision. The toddler soft play area includes a sensory space that is designed to appeal to children with learning disabilities and neurodivergent young people. Specific sessions and facility time for specific disabled groups will be built into the</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?
			<p>programme. There will be specific engagement with neurodivergent groups, in particular those with autism to ensure the design is accessible and inclusive for them and to again ensure that there are specific autistic sessions.</p> <p>The membership data has shown that only 1% of disabled members have a visual impairment which suggests the centre currently lacks suitable facilities for visually impaired users. This will need to be considered and addressed in the design of the new facilities.</p>

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?
Race or ethnicity	Neutral	The user profile of the Sobell is reflective of the racial demographic profile of the borough and the local area. It is not anticipated that the proposals would have a specific negative or positive impact on this protected characteristic group.	However, it is recognised that this group are generally more inactive than white residents according to the Sport England Active Lives survey. We would therefore want to use the opportunity enhance the positive impacts of the proposals to this community by ensuring that they are specifically marketed to these communities to ensure that uptake and usage is enhanced to tackle the greater levels of inactivity.

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)	Neutral	There is currently already significant uptake of services at Sobell from the Jewish community this could be expanded due to the scale of the proposal	<p>Further targeting of religious communities namely the Finsbury Park Mosque will be included in our consultation plan.</p> <p>There is potential to host female only sessions at the centre to enable Muslim women and their children to access and use the facilities.</p>

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)	Positive	Gender neutral toilets will be provided as part of the new facilities.	
Maternity or pregnancy	Positive	The expanded soft play, baby and toddler facilities along with improved café will provide an important facility for new parents to socialise.	These benefits will be enhanced with specific stay and play sessions that will be developed with Bright Start early years at the Sobell.

<p>Sex and sexual orientation</p>	<p>Positive and Negative</p>	<p>The ice rink had a high portion of female users at 74.2%. Closure of the ice rink would have a negative impact on this specific group if they are not able to access the alternative facilities as they are further to travel.</p> <p>The new facilities though are designed to appeal to young female users and the increased capacity of the facility could mean that many more young females are able to be active in a fun, social and non-competitive way which is a barrier for many young females.</p>	<p>We are seeking to mitigate the impact by transferring the clubs and skating lessons and courses to the Lee Valley ice centre and seeking to negotiate a discount for those groups and current members and users. We will also explore transport options for groups.</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?
Marriage or civil partnership	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?
<p>Other Age (e.g. elderly) (e.g. people living in poverty, looked after children, people who are homeless or refugees)</p>	<p>Positive</p>	<p>Adults will also be able to access the services at targeted times and will also be a key service customer with regards to bringing their families to the service offer.</p>	<p>Specific targeting, holiday programmes and free access or low fee access are a range of concessionary methods that will be used to target those in need</p>



## 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

GLL were and will be the management operator for the Lee Valley Ice Rink and will manage the transition of Ice Rink custom to this new expanded facility by means of brokering some access for clubs where possible and absorbing the learn-to-skate customers onto the lesson programme at the new facility.

GLL manage the facility on behalf of the Lee Valley Regional Park Authority so are not in control of the governance. However, it will be a captive ice rink audience that can be parachuted into the new programme, which from a business perspective will be in all their interests.

The lessons and courses will be absorbed into the new programme and allocated time can be provided for the ice hockey clubs. The new rink can also be sectioned off to allow for Ice Hockey to be played alongside normal skate programmes, which enables the clubs to access affordable rink hire and this price will be protected by GLL for Sobell clubs.

Alexandra Palace and Lea Valley are further away and this will be a barrier for mitigation. The discount if it can be negotiated for current Sobell ice users would help to offset this. For some of the groups, in particular disabled users the Council will explore the option of whether transport can be arranged and funded to enable groups and clubs to more easily access the Lee Valley ice centre.

Some stakeholders will see this as an opportunity to reinstate the sports hall, this is not a viable option as it would significantly reduce usage and would not generate anything like what the trampoline park did so it would be completely uneconomical and unviable to now go back to that. This will be managed through programme and the consultation.

Displaced health suite users have five other Health suites across the borough.

The insurance remediation will pay for the proposed works as these are not more than a like for like replacement cost and the consultation results and feedback will be taken back through the Council's governance to review its findings

This project talks directly to the Council's ambition to give its young people the best start in life, as outlined within the most recent health and wellbeing strategy for children. GLL will ensure it prioritises and focuses on these priorities and widen the focus on target groups to

Please provide:

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- Any governance and funding which will support these actions if relevant

include, for example, looked after children, those with long term conditions and those with extreme healthcare needs This proposal creates larger routes into employment and increased abilities to offer career pathways, training and development such as apprenticeship schemes and improved employment rates within Islington. Comparing the required working hours across the products, there will be an additional 300 hours a week to be employed into, providing, typically, 20 new placements both full and part-time within our facility. GLL in partnership with the Council have already developed several positive local employment initiatives for young people including the recent Free Swimming programme whereby a partnership was developed with White Lion Youth Club and young people took on Lifeguarding courses for free and qualified as lifeguards and gained immediate employment on the programmes.

## 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)

The Council has agreed to consult on this matter with regards to the proposed changes. The Council is strongly minded to not reinstate the ice rink and instead to consider an alternative offer (subject to consultation). Ice rink users have developed an online petition for the ice rink to be reinstated and another user group are calling for the reinstatement of the sports hall rather than have a trampoline park.

The key outline of the consultation plan that is being developed using the Council's new Lets Talk platform is set out below and we are seeking to do this throughout May and June to enable this to fit in with the overall works timetable.

Strategic approach and objectives for communications and engagement

Communications and Engagement will support the consultation process by:

- Informing residents, stakeholders, and staff about the facts of the current situation as context to the council and GLL's proposal. We want to extend the reach beyond existing users to the wider community to gauge interest and support for the new proposals.
- Explaining the potential development options for the building so that residents understand the choices on offer and potential impacts.
- Generating understanding of/enthusiasm for the potential new offer and the elements of the proposals that the community can influence.
- Answering FAQs and concerns – especially around the skating rink
- Providing a feedback mechanism and opportunities to engage.
- Protecting the council and GLL's reputation – and demonstrating the link with core council priorities.

## Approach

Limited time will require a high-profile burst of activity at launch and a sustained and co-ordinated drumbeat thereafter to raise profile quickly and get the wider community involved

We will need targeted engagement with user groups and influencers. Ideally, we need to recruit advocates from among our local community – residents, parent groups, sports groups, health reps as part of the process. Engagement will include:

- Children and young people – Bright Start/children centres, adventure playgrounds, schools, youth hubs/clubs, activity deliverers for young people, Friends of Parks groups that may have many grandparents
- People with a learning disability – SEND schools, learning disability organisations such as The Elfrida Society and Centre 404, commissioners for learning disability
- Groups that may not currently use Sobell leisure centre – tenants' and residents' associations, community groups, community centres, health sector (GPs, social prescribing organisations, and other healthcare professionals), Finsbury Park mosque, Muslim Welfare House, Age UK Islington, Octopus Community Network and other groups that work with people from Black, Asian and minority ethnic communities

Consultation information (on and offline) will set out the background, options, some FAQs + invite people to express an opinion on what they like / dislike about proposed options.

The Council intends to be clear in the consultation information that the Council is presently strongly minded to not reinstate the ice rink for a number of reasons explained elsewhere.

We have an opportunity to build a better and more inclusive facility. Ideally, we need to offer an experiential element as part of the engagement.

This EqIA is a live document and will be updated and amended following the consultation and engagement session.

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
Annual Survey of Users	GLL will carry out the user survey and LBI will review progress	1 Year after Opening

Please send the completed EQIA to [equalities@islington.gov.uk](mailto: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	Mark Christodoulou Head Of Leisure		03/05/23
Fairness and Equality Team			
Director or Head of Service	Andrew Bedford Head of Greenspace & Leisure		04/05/23