

Equality impact assessment form

Directorate - Communities and Place

Service area - Leisure

Name of policy, strategy, review or function being assessed – proposed 50m Swimming Pool Complex (Design of the building)

Date of assessment - July-October 2017

Name of Director/Head of Service signing it off
Claire Davenport – Director of Leisure, Culture and Tourism and Ben Clawson Chan, Head of Leisure

Decision of Cabinet

8 November 2017

Date published on website TBC

July 2017



Derby City Council



Equality impact assessment – please read this section first before you do the assessment

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by taking the equality implications into account. Equality impact assessments **must be done before** decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:

- understand your customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website**. It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

Equality groups and protected characteristics

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments
- Gender identity – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

Contact for help

Ann Webster – Lead on Equality and Diversity

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The form

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures
- Key decisions such as allocating funding to voluntary organisations, budget setting
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

What’s the name of the policy you are assessing?

Proposed 50m Swimming Pool Complex

The assessment team

Team leader’s name and job title– Ben Clawson-Chan – Head of Leisure

Other team members

Name	Job title	Organisation	Area of expertise
Wayne Sills	Area Leisure Centre Manager	Derby City Council	Leisure and LGBT equality
Lisa Stevenson	Project Manger	Derby City Council	Project Management
Gethyn Davies	Project Manager	Derby City Council	Project Management
Paul Robertson	Project Manager	Mace	Project Management
Holly Johnson	Project Officer	Derby City Council	Projects
Ann Webster	Lead on Equality and Diversity	Derby City Council	Equality and Diversity
Steven Macnamara	Chair of LGBT Employee Network	Derby City Council	LGBT equality
Holly Skrytek		Voices in Action	Young people’s

Name	Job title	Organisation	Area of expertise
			equality
Anpimoli Jesuthasian		Voices in Action	Young people's equality
Tiny Simbani		Voices in Action	Young people's equality
Shaun Bhatia		Voices in Action	Young people's equality
Frederico Alimedia		Voices in Action	Young people's equality
Sam Hudson		Black Employees Support Network	Race equality
Len Shillingford		50+ Forum/Race Equality Hub	Older people's and race equality
Moira Findlay		Disabled People's Equality Hub/50+ Forum	Older people and disability equality/carers
Andy Findlay		Disabled People's Equality Hub/50+ Forum	Older people and disability equality
Som Bhalla		Race Equality Hub/50+ Forum	Older people and disability equality
Judi Bateman		Disabled People's Equality Hub	Disability equality
Honor Simpson		Race Equality Hub/Making Space	Dementia Services/carers
John Chamberlain		50+Communities	Older people's equality
Ian Chennery	Strategic Commissioning and Partnership Manager	Derby City Council	Community Partnerships/dementia
Pam Thompson	Adults and Diverse Communities Participation Officer	Derby City Council	Community engagement/equality
Helen Blunden		Deaf Forum	Translator
Catherine White		Deaf Forum	Translator
Melissa Turnball		Deaf Forum	Deaf equality
Robin Ash		British Deaf Association	Deaf equality
Alison Jones		Deaf Forum	Deaf Equality
Paul Barker		Deaf Forum	Deaf Equality
David Leader		Deaf Forum	Deaf Equality
Barbara Barker		Deaf Forum	Deaf Equality
Michael Flude		TakeHeart Derby	Equality for people with heart conditions
Janet Tristram		Funability	Disabled Children's equality/carers
Nicola Green		Umbrella	Disabled Children's equality

Name	Job title	Organisation	Area of expertise
Graeme Tranter		Disability Equality Hub	Visual impairment and hearing impairment equality
Krys Tranter		Disability Equality Hub	Visual impairment equality
Howard Birchall		Sight Support Derbyshire/Disability Equality Hub	Visual impairment Equality
Steve O'Connor		Livewell	
Damien Willis-Hutchinson		Livewell	

Step 1 – setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side tracked.

1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.

This is an initial Equality Impact Assessment (EIA) on the proposal to build a new swimming pool complex. The EIA focuses on the building design, rather than on operational issues. Further EIA work will be undertaken as the project reaches its different stages. We will include the valuable feedback we received on operational issues as part of this work..

Phase two of the current Leisure Facility Strategy (LFS) is to develop a new Swimming Pool Complex for the City. In March 2017, further momentum was provided to this ambition when a Cabinet Pledge was announced stating that the Council will commence site works for the new Swimming Pool Complex by December 2017, which will open in 2020.

Proceeding with the proposed new Swimming Pool Complex at Moorways will help to meet the Council's 15 year vision to be a safe, strong and ambitious city with an ambition to be one of the most active cities in England.

A key objective (objective 9) within the Leisure, Culture and Tourism Business Plan is to start building a new swimming pool by the end of 2017.

2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

The Leisure, Culture and Tourism Department within the Communities and Place Directorate at Derby City Council will deliver the project, along with Mace Consultants Ltd (Mace). . The Council, along with Mace, has done its own Public Engagement with a wide range of individuals and community groups and organisations. . We provided a paper based and on-line questionnaire for citizens to complete and this has been analysed by an external consultant - QA Research

The Council hosted two 'Meet the Team' days on the 28 and 29 September 2017 as part of a two week Public Engagement exercise. The engagement was to capture comments and feedback for the design, including equalities.

Mace has appointed their own Equalities Access Consultant for the Swimming Pool Project, Proudlock Associates, who will be consulted along the process.

3 Who are the main customers, users, partners, employees or groups affected by this proposal?

General Customers

- Children and Young People – Education Swimming (schools/nursery's) & Learn to Swim, Leisure water, soft play activities
- Adults (Over 16's)
- Families - Leisure water, soft play activities
- Disabled people's groups and individuals
- Minority Community groups and individuals
- Over 50's groups and individuals
- LGBT groups and individuals
- Low income groups and individuals
- Women and Girls only swimming and activity sessions (inclusive of all protected characteristics)
- Men and Boys only swimming sessions and activity sessions (inclusive of all protected characteristics)
- Fitness customers swimmers / health and fitness
- General swimmers – all ages
- General Facility customers and visitors (all protected characteristics)

Clubs

- Competitive and Performance swimmers
- Aquatic (non-swimming clubs) Sub-Aqua, Canoe Polo, Lifesaving

- Martial Arts Clubs
- Community groups

Staff

- Contracted employees
- Varied Hours workers includes lifeguards, swimming instructors, customer service assistants
- Volunteers – swimming and activity clubs

Step 2 – collecting information and assessing impact

4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.

The first meeting of this EIA took place on 20 July 2017 where these groups attended:

- Diversity Forum (now Race and Disability Equality Hubs)
- 50+ Forum
- Voices in Action
- The Council Employee Networks

The second meeting of this EIA took place on the 18 September 2017 where these groups attended::

- Individuals and Disability Equality Hub members
- Sight Support Derbyshire
- Funability
- Umbrella

The third meeting of this EIA took place on the 27 September 2017 where these groups attended

- Derby Deaf Forum
- Take Heart (Derby)

In addition to the above meetings, some diversity organisations, such as the International Women’s Day Committee and Derbyshire LGBT+ were not able to attend the meeting but have provided feedback which has been incorporated into this document.

The project will have continuous engagement with these equality representatives throughout the various project stages.

Sport England and Swim England policies and good practice guidelines will be used for the whole Swimming Pool Complex project.

All the meetings were held in accessible places and we had BSL interpreters so Deaf people could participate.

A paper and on-line questionnaire was produced for citizens to complete. Two hundred and twenty eight people completed the form. Respondents were asked about their equality identity and below are the results.

- Of those who responded 85 were men and 120 were women. Of these, one individual declared that their gender was not the same as that assigned at birth. 23 people did not answer this question.
- Of those people who responded one was aged under 16 years old, 35 were aged 16-34, 108 were aged 35-54 and 53 were aged over 55 years old. 31 people did not provide their age.
- Of those who responded 33 were from a minority ethnic background. 28 people did not answer this question
- Of those who responded 20 considered themselves a disabled person. 24 people did not answer this question.
- Of those people who responded 167 identified as straight/heterosexual, 4 identified as gay men, 3 identified as bisexual people. 1 respondent identified as other and 24 preferred not to say.
- 32% of those people who responded had religious beliefs, with 53% having none and 15% preferring not to say

The analysis of these respondent's views and comments by equality groups are still progressing and will be added to the EIA at a later stage.

5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. If it's

negative, fill in the mitigation section as well to explain how you are going to lessen the impact.

Age

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> • There is currently only one main swimming facility within the City – Queen’s LC and as such provision for general swimming across the city is restricted. The new facility will provide greater opportunities for all to swim • All ages will be able to use all pools. • Due to swimming now only being available at Queen’s: provision of Education Swimming has been compromised. All schools that used Moorways have had to access additional transport to get to Queen’s. Previously some of these schools would have walked to Moorways and because of having to pay for transport; they have had to reduce their session times due to the increase in travel costs. • The inclusion of leisure water, will open up opportunities to expand the learn to swim programme to much younger children, than at present • Wet changing provision will include: <ul style="list-style-type: none"> – Double and family changing cubicles – Baby changing – Accessible changing / toilets – Changing places – Lift access – Non-slip floor tiles – Hand rails in some changing cubicles / areas • The Changing village configuration which includes family cubicle and side by side cubicles, allows customers to observe and monitoring of other customers such as parents and their children, carers and their client whilst also allowing some privacy. • Hand rails when entering the pool will be taken into consideration. • The learner pool can be ‘closed’ off from the other pools to allow sessions, such as women and girls, disability sessions or 	Yes		

What do you already know?	Positive impact	Negative impact	Mitigation
<p>sessions for Tran’s people sessions, to take place in a private space. a as a</p> <ul style="list-style-type: none"> • There is no specific ‘customer’ seating for spectators in the learner pool, but we are exploring further options. • Views from the pool hall to the wet changing area should be considered to aid safe guarding and health and safety. • A range of Gym Equipment: cardio-vascular, Free and Fixed weights, Functional training equipment will be provided. The equipment will have simple and easy to follow instructions. Key parts of the equipment will have colour contrast – such as foot straps and weight selector pins, to aid visually impaired people / older customers • Gym Dry Changing Provision will include Accessible changing / toilets • The Council will ensure tender documents will clearly outline and include all Council equality policies. Council Policies will be regularly monitored for compliance. • Car park provision will include family and disabled people ‘s parking bays located near to the entrance • Alternative forms of contact for Deaf people will be considered as part of the design of the building – for example the use of text number as well as a phone number for dealing with problem with car parking or pay machines • The complex is outside of the city centre, therefore there is a reliance for some customers on personal and public transport to access the facility Public transport access is currently difficult with two buses required from most areas of Derby • The reception desk will be at a suitable height to allow young people to be served without having to reach up and over • Café serving areas will be at a suitable height to allow young people to be served without having to reach up and over 			

Disability

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> • Wet changing provision will include: <ul style="list-style-type: none"> – Double and family changing cubicles including baby changing in some cubicles – Accessible changing / toilets – Changing places – Accessible pre-cleanse showers – Level flooring – Lift access to wet change – Floor finishes must be slip-resistant even when wet. – Hand rails • Colour contrast signs and door signs to be tactile • Group changing rooms will allow privacy and dignity in group situations • Sport England Guidelines will be used for example with clothes hooks, shower controls and space for wheelchair navigation. • Lockers need to be accessible for all with tactile numbers -locations of the lockers to be determined. Derby Arena had useful information from Sight Support Derbyshire for reference. • Signage at eye level is useful for partially sighted people • Distance from Pool to Changing Room will need to be close facilitating easy access. • A Colour palette will be identified to be suitable for visually impaired people and people with Autism. <p>Access into the main pool should be clarified for all users.</p> <p><u>50m pool</u></p> <ul style="list-style-type: none"> – Access via pool pod or 'lift' – Swim Membership will be considered for support workers or carers assisting a disabled person. – Floor finishes must be slip-resistant even when wet. – Access and depth of pool can be altered to reflect the needs of the programme – A location for wheelchair storage will be identified on pool side 	<p>Yes</p>		

What do you already know?	Positive impact	Negative impact	Mitigation
<p><u>Learner Pool</u> Easy access steps built in to pool or pool pod</p> <p><u>Leisure Water</u> 0m depth for access</p> <ul style="list-style-type: none"> - Distance from Pool to Changing Room will need to be close to enable easy access - Designated spaces for wheelchair users to view the pool • Access needs to be considered from the main entrance to the seating area • Lifts with alternative messaging options such as Audio / Visual and for fire warnings • Reception entrance barriers will be a suitable width to allow disabled people with assistance dogs and wheelchair users to get through • Internal doors with sliding automatic doors to aid visually impaired people will be considered • Alternative messaging will be considered such as audio messages, screens and lighting. • Induction loops to be included in the design • Deaf people noted the importance of visibility for communication with those in the learner pool • A range of Gym Equipment: cardio-vascular, Free and Fixed weights, Functional training equipment will be provided. The equipment will have simple and easy to follow instructions. Key parts of the equipment will have colour contrast such as foot straps and weight selector pins, to aid visually impaired people • Visually impaired people will have access to music in gym areas • Commercial areas will consider offers to disabled groups and individuals to maximise participation • Café service points will be at a suitable height to allow disabled people to be served without having to reach up and over • Heights of desks and tables will be taken into consideration 			

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> • Areas of space available for pushchairs / wheelchairs/ assistance dogs will be considered. • Seating will not be fixed to allow movement of chairs at tables and navigation around the café. • A selection of different chairs will be considered in the café including chairs with arms. • The Council will ensure tender documents will clearly outline and include all Council equality policies. Council Policies will be regularly monitored for compliance. • Reception area will be open with no separation from staff and customer • Reception will include an induction loops and text phone and consideration given to a public telephone. In addition, consideration will be given to , seating resting area and assistance dog rest in the reception area • Dedicated quiet / safe space would be valuable for people with autism, for mental health & wellbeing and for anyone who needs a quiet escape from the busy, noisier spaces • Access to the building will include a sloped, low gradient entrance path from the car park • An appropriate numbers of accessible bays are provided. • Ensure that the accessible parking bays are appropriately laid out and available near to the main entrance. • We know that parking barriers can be particularly problematic for some disabled people and will consider this when developing the car parking strategy. • Grass areas will be considered close to the building to allow a 'convenience space' for assistance dogs. • Sports England Guidance "Accessible Sports Facilities" and Building Regulations will be followed to include access inside the building, access routes, corridor widths, door clearings, turn styles, chairs and ramps. • Sun glare analysis will be considered - 			

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Large windows and lighting can cause an issue with lip-reading and communication for hearing impaired people</p> <ul style="list-style-type: none"> • Additional fire alerts such as flashing light, , will be explored to aid Deaf people in an emergency • We know that fire safe lifts are much more accessible for disabled people rather than evacuation chairs. This option will be explored. 			

Gender identity- Trans

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> • Wet changing provision will include: <ul style="list-style-type: none"> ○ Single, Double and family changing cubicles, ○ Accessible changing / toilets ○ Male/Female toilets • All cubicles will be integrated private cubicles to allow all people to change with dignity. • The learner pool can be 'closed' off from the other pools to allow sessions, such as a Trans people session, to take place in a private space. • Health and Fitness changing facilities will have separate male and female changing rooms with a single changing cubicle being considered 	Yes		

Marriage and Civil Partnership

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> • Wet changing provision will included: <ul style="list-style-type: none"> - Single, Double and family changing cubicles, - Accessible changing / toilets - Male/Female toilets - Gender neutral family rooms 	Yes		

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> • A Changing village allows group changing which is not defined by sex. 			

Pregnancy and maternity

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> • Wet changing provision will include: <ul style="list-style-type: none"> – Double and family changing cubicles, – Baby changing – Accessible changing / toilets – Changing places – Lift access to changing rooms – Non-slip floor tiles – Pushchair storage • Separate Baby Changing / Breast Feeding Room provide on Level one • Easy access from spectator seating to changing rooms and entrance • The Building Regulations advise baby changing facilities not to be shared with disabled people's toilets • Bottle preparation / warming station will be considered • Car park provision will include family bays located near to entrance 	Yes		

Race

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> • Wet changing provision will include separate <ul style="list-style-type: none"> – Double and family changing cubicles, – Accessible changing / toilets – Changing places • Health and Fitness changing facilities will have separate male and female changing rooms with a single changing cubicle being considered 	Yes		

Religion or belief or none

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> Wet changing provision will include separate: <ul style="list-style-type: none"> Double and family changing cubicles, Accessible changing / toilets Changing places Health and Fitness changing facilities will have separate male and female changing rooms with a single changing cubicle being considered	Yes		

Sex

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> Wet changing provision will include separate: <ul style="list-style-type: none"> Double and family changing cubicles, Accessible changing / toilets Changing places Separate male / female showers Gender neutral family rooms Health and Fitness changing facilities will have separate male and female changing rooms with a single changing cubicle being considered 	Yes		

Sexual orientation

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> Wet changing provision will include separate: <ul style="list-style-type: none"> Double and family changing cubicles, Accessible changing / toilets Changing places Separate male / female showers 	Yes		
<ul style="list-style-type: none"> Health and Fitness changing facilities will have separate male and female changing rooms with a single changing cubicle being considered 			

Important - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?

The idea of working with so many equality groups is that we can address equality issues as we develop the project and so remove any potential barriers to using the new swimming pool complex.

Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

Outcome 1		No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2	Yes	Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the policy despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

We decided outcome 2.

Why did you come to this decision?

We came to this decision as we can create a positive impact on equality using the feedback from the EIA sessions to feed into the design of the swimming pool. Using the action plan below, we will create a positive environment for all protected characteristics.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

Step 4 – equality action plan – setting targets and monitoring

8 Fill in this table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.

Equality Action Plan –setting targets and monitoring

Age

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Consider privacy screens/curtains in the group changing rooms and Family cubicles	This will help carers to change in dignity, particularly when assisting disabled children and adults	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Due to safeguarding concerns consideration should be given	It will prevent possible safeguarding	On-going through the	Swimming Pool Project Team and

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
to full coverage of cubicles including floor to ceiling, and doors should have minimal gaps or gaps covered between the door and cubicle edge.	concerns	design and build process until the facility opens.	Design Team
Group change can have added safeguarding security measures to cater for certain groups such as schools and Swimming clubs.	It will prevent possible safeguarding concerns	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Hand rails when entering the pool will be taken into consideration	They will assist older people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Transport Impact Assessment to be submitted at the next stage of design	Better access provided	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Work with local public transport providers on 'new route' opportunities will be considered	More people will be able to access the facility using public transport	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team

Disability

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Different types of signage will be identified and detailed in the next stages of the project.	Clear contrasting raised signage will enable visually impaired people and people with learning difficulties to find their	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
	way around the facility easier		
Leisure Water - Lighting and sensory pool options will be explored	It will make the facility more enjoyable for disabled children	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Learner Pool – appropriate lighting needs to be considered as it can be an enclosed space.	We need to make sure that the lighting is accessible for all users so they can access the facilities	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Consider options for a seating space in the Learner Pool area.	Affected groups will be able to have space on Poolside.	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Multi-sex showers to be considered e.g. female with a male carer	More accessible for people whose carer is the opposite sex	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Access requirements will be considered from the changing rooms to the pool entrance	More accessible for more people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Colour pallets and signage to meet the Equality Act requirements will be detailed as the designs progress	More accessible for Deaf people, visually impaired people and people with learning difficulties	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Seating gaps and location in spectator seating will be considered for wheelchair users	More accessible for wheelchair users	On-going through the design and build process until the	Swimming Pool Project Team and Design Team

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
		facility opens.	
Space for assistance dogs in the spectators seating will explore	More accessible for users of assistance dogs	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Viewing angles in to the 50m pool from seating/ standing / wheel chair positions will be taken into consideration	People standing in front of wheelchair users should mean viewing will not be restricted	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Alternative signage will be considered for open plan spaces such as carpet surfaces, colours and steps	More accessible for more disabled people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Audio guides will be considered for visually impaired people to help navigate around the Building	More accessible for visually impaired people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
The use and need of open plan areas will be explored to help visually impaired people.	More accessible for visually impaired people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Consideration is needed for Deaf and Blind users	More accessible for visually impaired and hearing impaired people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Commercial areas will consider offers to disabled people's groups and individuals to maximise participation	This will help those on limited income to be able to use the facility	On-going through the design and build process until the	Swimming Pool Project Team and Design Team

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
		facility opens.	
Communication for hearing impaired people will be explored with different types of communication available.	More accessible for hearing impaired people and Deaf people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Dedicated quiet safe space would be explored for people with autism, for mental health & wellbeing and for anyone who needs a quiet escape from the busy, noisier spaces	This will make the facility more accessible	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Privacy and communication will be considered in the reception area for example assigned waiting distances	This will make the facility more accessible	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
A car parking strategy is to be developed which will consider equality access issues, such as difficulty in using car park barriers for some disabled drivers. Suggestions have included Pay Meters, text Phones, Intercoms and payment at reception.	This will make the facility more accessible, as for many disabled people their car is their technical aid so being able to park their car without obstacle is essential	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Transport Impact Assessment to be submitted at the next stage of design	This will make the facility more accessible	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Work with local public transport providers on 'new route' opportunities	For those disabled people who cannot drive, having a bus route to the facility is essential	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
High curbs to be considered	The high kerb will	On-going	Swimming Pool

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
for taxi drop off points to aid wheelchair users	make the ramp less steep to the taxi	through the design and build process until the facility opens.	Project Team and Design Team
Sun glare analysis will be undertaken - Large windows and lighting can cause an issue with lip-reading and communication for hearing impaired people and Deaf people	This will make the facility more accessible for Deaf people and hearing impaired people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Screens and different forms of glass for private areas such as meeting rooms will be explored as the glare from some forms of glazing make it difficult to lip read	This will make the facility more accessible for Deaf people and hearing impaired people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
The type of fire alarms will be considered to include : <ul style="list-style-type: none"> - Distance and visibility - Conflict of flashing light - Positioning in the building 	This will make the facility more accessible for Deaf people and hearing impaired people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
The emergency action plan will consider communication for different user groups.	This will make the facility safer for disabled people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
The building requires a clear fire strategy to enable a safe means of escape from all floors	This will make the facility safer for disabled people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Explore the fire alarms in the changing rooms to allow Deaf people and hearing impaired people to see an alarm from shower / changing cubicle / whilst swimming.	This will make the facility more safer and accessible for Deaf people and hearing impaired people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
A fire safe lift is much more	This will make the	On-going	Swimming Pool

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
accessible for disabled people than evacuation chairs and so this will be explored	emergency evacuation more dignified and easier for disabled people and Fire Marshalls	through the design and build process until the facility opens.	Project Team and Design Team

Gender identity - Trans

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Multi-sex showers to be considered	More accessible for trans people	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team

Marriage and Civil Partnership

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Pregnancy and Maternity

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Consider privacy options for women who choose to	More accessible for breast-feeding women	On-going through the	Swimming Pool Project Team and

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
breastfeed in private		design and build process until the facility opens.	Design Team
Consider door and turnstile specifications in the next stages of design for use of pushchairs and double pushchairs	More accessible for parents with pushchairs	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Pushchair park will be explored	More accessible for parents with pushchairs	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Commercial area will explore facilities similar to a crèche.	More accessible for parents of young children	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
A car parking strategy is to be developed which will consider equality access issues	Parent and baby car parking spaces will make the facility more accessible for families with young children	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Transport Impact Assessment to be submitted at the next stage of design	Parent and baby car parking spaces will make the facility more accessible for families with young children	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team
Work with local public transport providers on 'new route' opportunities	Parents will be able to travel to the facility by public transport	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team

Race

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Religion or belief or none

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Prayer facilities or a quiet area for prayer will be considered in the next part of the design.	People needing to pray at certain times of the day will be able to visit the facility knowing they can observe their religious commitments	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team

Sex

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Multi-sex showers will be explored	More accessible for men and women	On-going through the design and build process until the facility opens.	Swimming Pool Project Team and Design Team

Sexual orientation

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 643722
Minicom: 01332 640666

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt: **01332 643722** Tel. tekstowy: 01332 640666

Punjabi

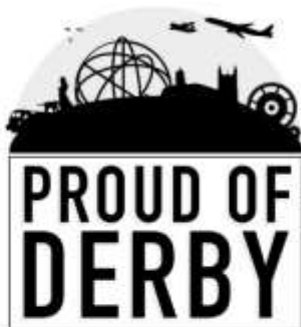
ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ **01332 643722** ਮਿਨੀਕਮ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: 01332 643722 Minicom 01332 640666

Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **01332 643722** منی کام 01332 640666 پر ہم سے رابطہ کریں۔



Derby City Council