



Derby City Council

## Equality impact assessment form

Directorate	Leisure, Culture & Tourism
Service area	Leisure and Business Development
Proposal	To cease operating the leisure provision at Queen's Leisure Centre when Moorways Sports Village opens
Reason for proposal	Queen's Leisure Centre Public Consultation
Sign off (Director/Head of Service)	Claire Davenport – Director of Leisure, Culture and Tourism
Date of assessment	November 2021

**Please read the support notes to help you in Appendix 1 before completing your assessment**

### The form

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

### The assessment team or name of individual completing this form

**Team leader's name and job title** – Wayne Sills – Area Leisure Centre Manager (Leisure / Facilities Management)

Other team members if appropriate

Name	Job title	Organisation	Area of expertise
Kevin Cogan	Manager – Queen's Leisure Centre	Derby City Council	Staff / Leisure / Facilities Management
Stuart Tate	Assistant Manager – Swimming Queen's Leisure Centre	Derby City Council	Staff / Leisure / Facilities Management
Kelli Willmott	Assistant Manager – Operations Queen's Leisure Centre	Derby City Council	Staff / Leisure / Facilities Management
Rob Smithers	Livewell Treatment Manager	Derby City Council	Livewell Service
Ann Webster	Lead on Equality and Diversity	Derby City Council	Equality, Diversity and Inclusion

As part of the consultation process the EIA has been shared with all Queen's Leisure Centre colleagues and Trade Union representatives, GMB, Unison and Unite, to feed into.

## 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 decision you want to make?	To cease operating the leisure provision at Queen's Leisure Centre when Moorways Sports Village opens spring 2022.		
2. Why do you need to make this decision?	<p>At Council cabinet 13 February 2019, the following recommendation was approved:</p> <table border="1" data-bbox="1205 424 2078 596"> <tr> <td data-bbox="1205 424 1379 596">2.11</td> <td data-bbox="1379 424 2078 596">To note that the future of Queen's Leisure Centre will be subject to further work including consultation and a future cabinet report, with the current expectation that it will close when the new Swimming Pool Complex opens</td> </tr> </table>	2.11	To note that the future of Queen's Leisure Centre will be subject to further work including consultation and a future cabinet report, with the current expectation that it will close when the new Swimming Pool Complex opens
2.11	To note that the future of Queen's Leisure Centre will be subject to further work including consultation and a future cabinet report, with the current expectation that it will close when the new Swimming Pool Complex opens		
3. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements?	Queen's Leisure Centre is delivered by the Council's Leisure, Culture and Tourism Department (Leisure and Business Development service).		
4. Who are the main customers, users, partners, colleagues or groups affected by this decision?	<p>The individuals and groups affected by the proposal are:</p> <ul style="list-style-type: none"> <li>• Customers</li> <li>• Colleagues</li> </ul>		

## Step 2 – collecting information and assessing impact

5. Who have you consulted and engaged with so far about this change, 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.	<p><b>The following have been consulted on the proposal:</b></p> <ul style="list-style-type: none"> <li>• Queen's Leisure Centre customers through the statutory public consultation exercise</li> <li>• Derby City Sports Forum consultation meeting – presentation and question and answer session.</li> <li>• Race Equality hub meeting – presentation and question and answer session.</li> <li>• Access Equalities and Inclusion Hub meeting – presentation and question and answer session.</li> <li>• Voices in Action Youth Council and Children in Care Council presentation and workshop.</li> </ul>
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	<ul style="list-style-type: none"> <li>Queen's Leisure Centre colleagues through specific consultation meeting. Trade Union representatives attend this meeting.</li> </ul> <p>All comments received from the consultation has been captured as part of the Queen's Leisure Centre consultation report.</p> <p>As part of the consultation report an equality breakdown is provided of all the respondents data where this has been provided.</p>
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6. Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change 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. Only fill in the mitigation box if you think the decision will have a negative impact and then you'll need to explain how you are going to lessen the impact.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
Age – older and younger people				
Customers	<p><b>Customers who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p> <ul style="list-style-type: none"> <li>Customers (Parent) are encouraged through the public consultation exercise to feedback on the proposal.</li> <li>Paper copies of the public consultation exercise are available for customers who do not have access to / can't access the website.</li> </ul>	Yes		
	<p><b>Aquatic Programme</b> The teaching pool has been closed since November 2020, to allow essential survey and maintenance work to take place. The teaching pool programme has, where possible, been transferred to the Family and Gala Pools.</p>	----	-----	
	<b>Swimming Programme</b>			
	<p><b>Learn to Swim</b> Queen's</p> <ul style="list-style-type: none"> <li>Currently (8 November 2021) there are 813 children and young people and 74 adults on the Learn to Swim programme.</li> </ul>	Yes		DCC to discuss the options for Queen's Leisure Centre learn to swim children and adults to be given priority access to the MSV learn to swim programme.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>The programme caters for both children, young people and adults who wish to learn to swim and / or develop their swimming skills.</li> <li>Parents of learn to swim children and Adults have raised concerns over the price of a swimming lesson at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>The partner operator at MSV will have a Learn to swim programme with circa 1,500 places available in year one, this is expected to rise to circa 2,500 over the next few years. The programme will cater for both children, young people and adults who wish to learn to swim and / or develop their swimming skills.</li> <li>As part of the pricing schedule, the Council has set the 'core' price for a Learn to swim 30min Direct Debit.</li> </ul>			
	<p><b>Swimming Clubs</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>There are nine swimming and aquatic clubs available for children and young people and adults to access.</li> <li>The teaching pool at Queen's is closed, swimming clubs who used this pool, having their sessions reduced, and/or combining teaching pool sessions with other sessions in either the family or gala pools.</li> <li>Some clubs, particularly the canoe and canoe polo clubs, have expressed concerns about young people and University students accessing MSV due to its location and this may impact on them being able to continue with the club. Some young people access QLC on their own either walking or using public transport (one bus from home to the city centre. (Please see Transport section below).</li> <li>Swimming clubs have raised concerns over access to water space and price at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>Current swimming clubs at Queen's have been consulted with. As part of the specification all Queen's clubs will be given priority to negotiate their pool space requirements with the</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>partner operator. A list of clubs has been provided to bidders, as part of the Invitation to Submit Final Tender stage.</p> <ul style="list-style-type: none"> <li>The 50m pool has two moveable floor and walls. This allows to the 50m pool to be configured in to two pools (25m x 25m and a 25m x 23.5m) or three pools (1 No. 25m x 25m and 2 No. 11.5m x 25m pools). The pool depth is a maximum of 1.8m, but the floor in part of the pool can be raised to 'any' depth based on the activity. This provides maximum flexibility, allowing for example clubs, public swimming and learn to swim to all take place at the same time in the one pool tank.</li> <li>There is also a separate leaner pool and the water area within the water park.</li> </ul>			
	<p><b>School Swimming</b> Queen's</p> <ul style="list-style-type: none"> <li>There are 31 schools who use Queen's for their Schools Swimming sessions.</li> <li>Some schools who are located close to Queen's may not be able to access MSC due to increased transport costs and/or time travelling.</li> <li>No schools walk to Queen's.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>As part of the pool programme, water space will be allocated for school swimming.</li> <li>Some schools who are located close to MSV, but don't access Queen's for varying reasons such as transport costs and time travelling may now be able to access school swimming.</li> <li>There are four separate lockable 'group' changing rooms within the changing village which can be used by schools, so that school children can get changed in private.</li> </ul>	<b>Yes</b>		The Council will work with current Queen's schools and the new partner operator to ensure a smooth transition of school swimming lessons.
	<p><b>General Swimming sessions</b> Queen's</p> <ul style="list-style-type: none"> <li>Queen's runs a number of general swimming sessions that children, young people and adults can participate in. These include: <ul style="list-style-type: none"> <li>Atlantis Splash Run sessions</li> <li>School holiday programme's</li> </ul> </li> </ul>	<b>Yes</b>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>○ Family swim sessions</li> <li>○ Lane and Public swimming.</li> <li>● Concerns has been raised about the prices for swimming activities at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● As part of the swimming programme MSV have a number of activities and facilities that will cater for young people. These include: <ul style="list-style-type: none"> <li>○ Water Park with slides and flumes, elevation and splash pad, and water area including a wave generating WoW ball.</li> <li>○ Inflatable sessions</li> <li>○ School holiday programme's</li> <li>○ Family swim sessions</li> <li>○ Lane and Public swimming, etc.</li> </ul> </li> </ul> <p>The Council has set standard core prices that the partner operator must adhere to:</p> <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> </ul>			
	<p><b>Swimming / Aquatic Events</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>● Due to its fire occupancy numbers Queen's can only have a maximum of 300 people in the Gala Pool hall and changing rooms. This has substantially inhibited Queen's ability to hold swimming events. In its last normal year of operation 2019-20 (pre-covid) it held 10 swimming events.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● MSV will be able to host up regional level events from both a short and long course perspective.</li> <li>● There is spectator seating for up to 450 people and competitor seating poolside for up to 300 swimmers.</li> <li>● In addition to swimming events MSV will also be able to host events for other aquatic sports such as canoe polo.</li> </ul>	Yes		
	<b>Dry side Programme</b>			
	<b>Gym</b>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>Queen's</p> <ul style="list-style-type: none"> <li>The gym has been closed since November 2020, to allow essential survey and maintenance work to take place. The gym programme has ceased at Queen's Leisure Centre; however, customers are able through their membership use the gyms at Derby Arena and Springwood Leisure Centre.</li> <li>Movement (junior) Gym sessions are held at all Council Gyms for children aged 12 – 15yrs, are held after school, weekends and during school holidays. Over the period September 2019 – October 2020, only 20 young people attended the Movement sessions at Queen's LC. Over this period there were seven sessions a week (Mon-Fri 15:30-17:30, Saturday 09:00-11:30am and Sunday 14:00-18:00). A Movement session (12–15yrs) price is available. Movement customers are able to access the same sessions at Derby Arena and Springwood LC. However, due to school location, access to public / private transport, session times some young people may not be able to access the other sites.</li> <li>Customers are concerned about the price of accessing the gym at MSV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV will have a circa 125 station gym, comprising cardiovascular, resistance and free weight equipment. Part of the gym floor has been specially designed to accommodate a large free weights area.</li> <li>The gym will be accessible to young people and adults as part of the programme.</li> <li>The Council has set the standard core prices that the partner operator must adhere to:</li> </ul> <p>Standard full Health and Fitness membership</p>			<p>A number of school sites across the city have gyms that can be accessed by young people if they are unable or don't wish to access Springwood Leisure Centre, Derby Arena or MSV.</p>
	<p><b>Group Exercise programme (Wet and Dry)</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's runs four water-based group exercise classes per week and four dry based group exercise classes per week.</li> <li>Queen's has a dedicate group exercise studio, however this is not up to modern day studio standards, for example it has a</li> </ul>	<p>Yes</p>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>solid concrete floor, which limits the type of class that can take place, and no air conditioning.</p> <ul style="list-style-type: none"> <li>• There is a pre-scheduled weekly streaming class programme available.</li> <li>• There is also no ability to live stream classes at Queen's.</li> <li>• Customers are concerned about the price of health and fitness at MSV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• MSV will have three modern studios' fitted with air conditioning and sprung floors to reduce impact on customers joints.</li> <li>• It is anticipated that MSV will have circa 100 group exercises per week made up of a mixture of water-based, dry based and live streamed group exercise classes.</li> <li>• In addition to these there will be an extensive library of classes that can be streamed by the customer when and where they wish.</li> <li>• The Council has set the standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>○ Standard full Health and Fitness membership</li> </ul> </li> </ul>			
	<p><b>Livewell (Adult and Child programme)</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>• Livewell clients are able to use the group exercise programme and general public swimming. The gym has been closed since November 2021, to allow essential survey and maintenance work to take place. The gym programme has ceased at Queen's Leisure Centre, however Livewell clients are able to use the gyms at Derby Arena and Springwood Leisure Centre.</li> <li>• Livewell advisers use the meeting rooms for client's consultations.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• Livewell clients will be able to access the gym, pools and group exercise programmes.</li> <li>• Livewell advisers would be able to access rooms for clients consultations.</li> </ul>	Yes		



People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p><b>Dry side Clubs</b> Queen's</p> <ul style="list-style-type: none"> <li>• There are seven private hire bookings that use Queen's these include: drama group, dance group and martial arts clubs available to children, young people and adults.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• Current dry side clubs at Queen's have been consulted with. As part of the specification all Queen's clubs will be given priority to negotiate their pool space requirements with the partner operator. A list of clubs has been provided to bidders, as part of the Invitation to Submit Final Tender stage</li> </ul>	Yes		
	<p><b>Children's Birthday Parties</b> Queen's</p> <ul style="list-style-type: none"> <li>• Birthday parties are offered as part of the Atlantis Splash sessions for children, aged 5+.</li> <li>• Children birthday parties for under 5yrs have ceased in the teaching pool, following its closure in November 2020. However, there are splash parties held in the family pool.</li> <li>• There are no dry side birthday parties held at Queen's Leisure Centre.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• Children's birthday parties will be available at Moorways Sports Village.</li> <li>• Due to the number of different pools available there will be a more diverse range of pool parties available.</li> <li>• MSV will also be able to provide a diverse range of dry side birthday parties for example soft play parties, outdoor football / activity parties</li> </ul>	Yes		
	<p><b>Pricing</b> Queen's</p> <ul style="list-style-type: none"> <li>• Queen's prices are set by the Council on an annual basis.</li> <li>• There is a concessionary pricing schedule in place which gives set discounts to juniors and adults, residents, non-residents, and certain concessionary groups such as over 65's, the</li> </ul>			

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>unemployed, disabled people, full-time students, foster carers and their family, over 18's in receipt of universal credit, older people in receipt of guaranteed pension credits.</p> <p>MSV</p> <ul style="list-style-type: none"> <li>• The Council has set four standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> <li>○ Standard casual soft play price.</li> <li>○ Standard full health and fitness price.</li> </ul> </li> <li>○ These standard core prices will be reflective in the prices charged for children, young people and adults.</li> <li>○ The partner operators will also adhere to the Council's concessionary price structure.</li> <li>○ All other prices are to be set by the partner operator in conjunction with the Council.</li> </ul>			
	<b>Transport</b>			
	<p><b>Motor Vehicles (car, motorbike) and parking</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's does not have on-site car parking, parents bringing young people or adults attending the Centre all have to park in local pay and display car parks or use the on-street car park spaces.</li> <li>• MSV may be actually closer for some current young people who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> <li>• There are blue badge parking spaces outside Queen's but there are many more spaces at MSV so more disabled people will be able to access the new facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• MSV may be actually closer for some current adults who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>MSV has circa 330 car park spaces, including 12 designated disabled parking spaces on-site car parking.</li> <li>MSV will have free parking for up to three hours. This will reduce the costs for people attending sessions as parking costs will no longer be an added cost to gym membership or learn to swim classes. This could encourage people who currently can't afford to access Queen's due to parking costs to access MSV.</li> <li>All car park spaces are 2.5m wide, which is wider than normal car park spaces making it easier for parents, women who are pregnant or those who have recently had a baby to park and get in/out of their cars.</li> <li>There are ample disabled people's blue badge car parking spaces and we have also included signage for people to remember that you can't always tell if someone is a disabled person in the hope of combatting abuse towards blue badge holders who have hidden impairments</li> </ul>			
	<p><b>Public transport</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who rely on public transport may have to get up to two buses from home to MSV, and the same back home. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late, and will there be a public transport service at the time. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require public transport to access the facility, as they may be able to walk.</li> </ul>		<b>Yes</b>	MSV project team are working with colleagues in the Council's Passenger Transport Operations team regarding public transport
	<p><b>Walking</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who currently walk to Queen's may still be able to walk to MSV, due to their home location. However, others, due to their home location will have to find alternative transport options to travel to MSV. This may be</li> </ul>		<b>Yes</b>	The Council to work with the partner operator on publicising walking routes to MSV

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>public transport, cycle, motorbike or car, pr relying on another person to take them. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</p> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such as they may be able to walk.</li> </ul>			
	<p><b>Cycle</b> Queen's</p> <ul style="list-style-type: none"> <li>There are six open cycle racks on the public highway outside Queen's. Due to the 'open' nature of these racks very few people use these and are probably discouraged from cycling to Queen's. Three are covered by CCTV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>There are 40 cycle parking spaces at MSV.</li> <li>The bike shelter is covered by CCTV for added security.</li> <li>The provision of cycling facilities may encourage some young people and families to cycle to the facility.</li> </ul>	Yes		The Council to work with the partner operator on publicising cycle routes to MSV
<b>Colleagues</b>	There are a number of colleagues of varying ages who are affected by the proposal.			
	<b>Colleagues who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b>			
	Colleagues will be anxious and worried due to the impact of the proposals will have on them .		Yes	<ul style="list-style-type: none"> <li>The Council's Equality, Dignity and Respect Policy 2017 states that it will: <ul style="list-style-type: none"> <li>recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level</li> <li>treat all employees, volunteers and job applicants fairly and provide reasonable</li> </ul> </li> </ul>

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				<p>adjustments when required</p> <ul style="list-style-type: none"> <li>To enable Managers to support their staff through this process, staff will be encouraged to complete a Wellbeing support plan.</li> <li>Regular colleague updates provide, as appropriate, on the consultations.</li> <li>Managers have been provided with a support through the Council's Organisation Development team to help them support their teams and themselves.</li> </ul> <p>Three Queen's colleagues are attending mental health Champion training</p>
	<p>Colleagues have the opportunity during the process to feedback on the proposals through both the public consultation exercise.</p> <p>Paper copies of the public consultation are available for colleagues who do have access to / can't access the website.</p>	<b>Yes</b>		
	<p>Colleagues can also get support from our Employee Support Programme, our Employee Networks and our Chaplaincy Service</p>	<b>Yes</b>		
<p><b>Disability</b> – 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, people living with autism</p>				

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
and people with physical impairments				
<b>Customers</b>	<p><b>Customers who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p> <ul style="list-style-type: none"> <li>• Customers are encouraged through the public consultation exercise to feedback on the proposals.</li> <li>• Paper copies of the public consultation exercise are available for customers who do not have access to / can't access the website.</li> </ul>	<b>Yes</b>		
	<p><b>Aquatic Programme</b> The teaching pool has been closed since November 2020, to allow essential survey and maintenance work to take place. The teaching pool programme has, where possible, been transferred to the Family and Gala Pools.</p>	----	-----	
	<b>Swimming Programme</b>			
	<p><b>Learn to Swim</b> Queen's</p> <ul style="list-style-type: none"> <li>• Currently (8 November 2021) there are 8153 children and young people and 74 adults on the Learn to Swim programme. We know that some of these participants are disabled.</li> <li>• The programme caters for both men and women who wish to learn to swim and / or develop their swimming skills.</li> <li>• Adults have raised concerns over the price of a swimming lesson at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• The partner operator at MSV will have a Learn to swim programme with circa 1,500 places available in year one, this is expected to rise to circa 2,500 over the next few years. The programme will cater for both adults (men and women) who wish to learn to swim and / or develop their swimming skills.</li> <li>• As part of the pricing schedule, the Council has set the 'core' price for a Learn to swim 30min Direct Debit.</li> </ul>	<b>Yes</b>		DCC to discuss the options for Queen's Leisure Centre learn to swim adults (men and women) to be given priority access to the MSV learn to swim programme.
	<p><b>General Swimming sessions</b> Queen's</p> <ul style="list-style-type: none"> <li>• Queen's runs a number of general swimming sessions that disabled people can access. These include:</li> </ul>	<b>Yes</b>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>○ Atlantis Splash Run sessions</li> <li>○ School holiday programme's</li> <li>○ Family swim sessions</li> <li>○ Lane and Public swimming.</li> </ul> <ul style="list-style-type: none"> <li>● Concerns has been raised about the prices for swimming activities at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● As part of the swimming programme MSV have a number of activities and facilities that disabled people will be able to attend. These include: <ul style="list-style-type: none"> <li>○ Water Park with slides and flumes, elevation and splash pad, and water area including a wave generating WoW ball.</li> <li>○ Inflatable sessions</li> <li>○ School holiday programme's</li> <li>○ Family swim sessions</li> <li>○ Lane and Public swimming, etc.</li> </ul> </li> </ul> <p>The Council has set standard core prices that the partner operator must adhere to:</p> <ul style="list-style-type: none"> <li>● Standard casual swim price.</li> <li>● Standard casual water park price.</li> </ul>			
	<b>Disabled people's swimming groups</b>			
	<p><b>Swimming Clubs</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>● The teaching pool at Queen's is closed, swimming clubs who used this pool. Due to the access and pool depths, the disabled people's swimming group that used the teaching pool, have ceased accessing Queens</li> <li>● There are nine swimming and aquatic clubs available for children and young people and adults to access. We know that some of their participants will be disabled people .</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● The 50m pool has two moveable floor and walls. This allows to the 50m pool to be configured in to two pools (25m x 25m and a 25m x 23.5m) or three pools (1 No. 25m x 25m and 2 No.</li> </ul>	<b>Yes</b>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>11.5m x 25m pools). The pool depth is a maximum of 1.8m, but the floor in part of the pool can be raised to 'any' depth based on the activity. This provides maximum flexibility, allowing for example clubs, public swimming and learn to swim to all take place at the same time in the one pool tank.</p> <ul style="list-style-type: none"> <li>• There is also a leaner pool and the water area within the water park.</li> <li>• The learner pool can also be closed off, with blinds, if required, adding privacy to any disabled swimming clubs using the pool.</li> <li>• The current swimming clubs and groups at Queen's have been consulted with. As part of the specification all Queen's clubs will be given priority to negotiate their pool space requirements with the partner operator. A list of clubs has been provided to bidders, as part of the Invitation to Submit Final Tender stage</li> </ul>			
	<b>Dry side Programme</b>			
	<p><b>Gym</b> Queen's</p> <ul style="list-style-type: none"> <li>• The gym has been closed since November 2020, to allow essential survey and maintenance work to take place. The gym programme has ceased at Queen's Leisure Centre, however customers can through their membership use the gyms at Derby Arena and Springwood Leisure Centre.</li> <li>• Customers are concerned about the price of accessing the gym at MSV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• MSV will have a circa 125 station gym, comprising cardiovascular, resistance and free weight equipment. Part of the gym floor has been specially designed to accommodate a large free weights area.</li> <li>• The gym equipment provided will be accessible to disabled people.</li> <li>• The Council has set the standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>○ Standard full Health and Fitness membership</li> </ul> </li> </ul>	Yes		
	<b>Group Exercise programme (Wet and Dry)</b> Queen's	Yes		



People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>Queen's runs four water-based group exercise classes per week and four dry based group exercise classes per week. We know that some of the participants will be disabled.</li> <li>Queen's has a dedicate group exercise studio, however this is not up to modern day studio standards, for example it has a solid concrete floor, which limits the type of class that can take palce, and no air conditioning.</li> <li>There is a pre-scheduled weekly streaming class programme available There is also no ability to live stream classes at Queen's.</li> <li>Customers are concerned about the price of health and fitness at MSV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV will have three modern studios' fitted with air conditioning and sprung floors to reduce impact on customers joints.</li> <li>It is anticipated that MSV will have circa 100 group exercises per week made up of a mixture of water-based, dry based and live streamed group exercise classes.</li> <li>In addition to these there will be an extensive library of classes that can be streamed by the customer when and where they wish.</li> <li>The Council has set the standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>Standard full Health and Fitness membership</li> </ul> </li> </ul>			
	<p><b>Livewell</b> Queen's</p> <ul style="list-style-type: none"> <li>The Liveability programme (Livewell's specialist service for people with learning disabilities) use the gym at QLC as their main site due to it being city centre based. The gym has been closed since November 2021, to allow essential survey and maintenance work to take place. The Liveability programme accesses the gyms at DA and SLC.</li> <li>Liveability uses consultation space at QLC for clients</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>The Liveability programme will be able to access the gym.</li> </ul>	<b>Yes</b>		<p>There are other city centre venues that provide space for consultations:</p> <ul style="list-style-type: none"> <li>Space for consultation at Florence Nightingale community hospital</li> <li>Consultation space to be available at the Council House</li> </ul>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>Liveability will be able to use consultation space at MSV</li> </ul>			
	<p><b>General</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>There is lift within the facility providing access to the first floor.</li> <li>Disabled people who require assistance from the first floor in the event of an evacuation have to be transferred to an evacuation chair to taken done the stairwell to external of the building.</li> <li>There is a disabled person's hoist to aid access and egress from the pool.</li> <li>There is a designated changing place changing room adjacent to the family pool.</li> <li>Concerns were raised at the Access Equalities and Inclusion hub regarding Deaf awareness training for MSV staff.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>There are three lifts within the facility providing access to all three floors.</li> <li>The lift at the rear of the building is designated an evacuation lift. This allows wheelchair users to remain in their wheelchair whilst they are being evacuated.</li> <li>The large studio on level 2, and the meeting rooms on level 1 are designated refuge areas for disabled people.</li> <li>Within the 50m pool there is an insitu disabled person's lift and set of self-disposing steps into the central area of the pool. In addition, there is a 'pool pod' to aid disabled customers access and egress from the pool.</li> <li>There is also a separate pool hoist to aid disabled customers access and egress from the learner pool.</li> <li>The Water Park has a beach effect access into the water area, allowing wheelchair users to go into the water, and aiding those with mobility impairments to walk into the water.</li> <li>Whilst MSV has a changing village for swimming pool customers to use, the 'village' has a number of individual changing and showering cubicles which allows customers to change and shower in private. There is also a changing places</li> </ul>	Yes		Deaf awareness, and general disability equality training for staff will be raised with the new partner operator as this will also help with their fulfilling their legal duties under the Equality Act.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>changing rooms and separate accessible toilets as well as a Changing Places toilet.</p> <ul style="list-style-type: none"> <li>• There is also a separate private changing room available linked to the teaching pool.</li> <li>• There are accessible toilets on all floors.</li> <li>• There are individual changing and showering cubicles which allows customers to change and shower in private with the separate health and fitness changing room.</li> </ul>			
	<p><b>Pricing</b> Queen's</p> <ul style="list-style-type: none"> <li>• Queen's prices are set by the Council on an annual basis.</li> <li>• There is a concessionary pricing schedule in place which gives set discounts to juniors and adults, residents, non-residents, and certain concessionary groups such as over 65's, the unemployed, disabled people, full-time students, foster carers and their family, over 18's in receipt of universal credit, older people in receipt of guaranteed pension credits.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• The Council has set four standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> <li>○ Standard casual soft play price.</li> <li>○ Standard full health and fitness price.</li> </ul> </li> <li>○ These standard core prices will be reflective in the prices charged for children, young people and adults.</li> <li>○ The partner operators will also adhere to the Council's concessionary price structure.</li> <li>○ All other prices are to be set by the partner operator in conjunction with the Council.</li> </ul>			
	<b>Transport</b>			
	<p><b>Motor Vehicles (car, motorbike) and parking</b> Queen's</p> <ul style="list-style-type: none"> <li>• Queen's does not have on-site car parking, parents bringing young people or adults attending the Centre at have to park in</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>local pay and display car parks or use the on-street car park spaces.</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current young people who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> <li>MSV has circa 330 car park space's, including 12 designated disabled people's parking spaces on-site</li> <li>MSV will have free parking for up to three hours. This will reduce the costs for people attending sessions as parking costs will no longer an added cost to gym membership or learn to swim classes. This could encourage people who currently can't afford to access Queen's due to parking costs to access MSV.</li> <li>All car park spaces are 2.5m wide, which is wider than normal car park spaces making is easier for parents, , women who are pregnant or those who have recently had a baby to park and get in/out of their cars.</li> </ul>			
	<p><b>Public transport</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who rely on public transport may have to get up to two buses from home to MSV, and the same back home. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late, and will there be a public transport service at the time. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p>		Yes	MSV project team are working with colleagues in the Council's Passenger Transport Operations team regarding public transport

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require public transport to access the facility, as they may be able to walk.</li> </ul>			
	<p><b>Walking</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who currently walk to Queen's may still be able walk to MSV, due to their home location. However, others, due to their home location will have to find alternative transport options to travel to MSV. This may be public transport, cycle, motorbike or car, pr relying on another person to take them. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such as they may be able to walk.</li> </ul>		Yes	The Council to work with the partner operator on publicising walking routes to MSV
	<p><b>Cycle</b> Queen's</p> <ul style="list-style-type: none"> <li>There are six open cycle racks on the public highway outside Queen's. Due to the 'open' nature of these racks very few people use these and are probably discouraged from cycling to Queen's. Three bike racks are covered by CCTV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>There are 40 cycle parking spaces at MSV.</li> <li>The bike shelter is covered by CCTV for added security.</li> <li>The provision of cycling facilities may encourage some young people and families to cycle to the facility.</li> </ul>	Yes		The Council to work with the partner operator on publicising cycling routes to MSV
<b>Colleagues</b>	There are colleagues who are disabled who are affected by the proposal.			
	<b>Colleagues who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b>			
	Colleagues will be anxious and worried due to the impact of the proposals will have on them .		Yes	<ul style="list-style-type: none"> <li>The Council's Equality, Dignity and Respect Policy 2017 states that it will:</li> </ul>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				<ul style="list-style-type: none"> <li>▪ recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level</li> <li>▪ treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required</li> </ul> <ul style="list-style-type: none"> <li>• To enable Managers to support their staff through this process, staff will be encouraged to complete a Wellbeing support plan.</li> <li>• Regular colleague updates provide, as appropriate, on the consultations.</li> <li>• Managers have been provided with a support through the Council's Organisation Development team to help them support their teams and themselves.</li> </ul> <p>Three Queen's colleagues are attending mental health Champion training</p>
	<p>Colleagues have the opportunity during the process to feedback on the proposals through both the public consultation exercise.</p> <p>Paper copies of the public consultation are available for colleagues who do have access to / can't access the website.</p>	<b>Yes</b>		
	<p>Colleagues can also get support from our Employee Support Programme, our Employee Networks and our Chaplaincy Service</p>	<b>Yes</b>		
<b>Gender identity-</b> trans and those people who				

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
<p>don't identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity.</p>				
<p><b>Customers</b></p>	<p><b>Customers who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p> <ul style="list-style-type: none"> <li>• Customers are encouraged through the public consultation exercise to feedback on the proposals.</li> <li>• Paper copies of the public consultation exercise are available for customers who do have access to / can't access the website.</li> </ul>	<p><b>Yes</b></p>		
	<p><b>Swimming Programme</b></p>			
	<p><b>Aquatic Programme</b>  The teaching pool has been closed since November 2020, to allow essential survey and maintenance work to take place. The teaching pool programme has, where possible, been transferred to the Family and Gala Pools.</p>	<p>----</p>	<p>-----</p>	
	<p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's does not offer any specific swimming sessions for trans and those people who don't identify with a particular gender,</li> <li>• trans and those people who don't identify with a particular gender, can attend any general public sessions, learn to swim or swimming or aquatic club session offered.</li> <li>• Queen's changing rooms are open plan, with some individual changing cubicles in the gala pool male and female and family pool female changing rooms. The family pool male changing does not have any individual changing cubicles. There are no individual shower cubicles in any of the changing rooms.</li> </ul> <p>MSV</p>	<p><b>Yes</b></p>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>As part of the pool programme, the operator partner is expected to provide session that meets the needs of the Derby resident, this could include specific sessions for trans and those people who don't identify with a particular gender, subject to demand.</li> <li>Trans and those people who don't identify with a particular gender, can attend any general public sessions, learn to swim or swimming or aquatic club session offered.</li> <li>Whilst MSV has a changing village for swimming pool customers to use, the 'village' has a number of individual changing and showering cubicles which allows trans and those people who don't identify with a particular gender to change and shower in private. There is also a separate private changing room available linked to the learner pool.</li> </ul>			
	<p><b>Learn to Swim</b> Queen's</p> <ul style="list-style-type: none"> <li>Currently (8 November 2011) there are 74 adults on the Learn to Swim programme.</li> <li>The programme caters for both men and women who wish to learn to swim and / or develop their swimming skills.</li> <li>Adults have raised concerns over the price of a swimming lesson at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>The partner operator at MSV will have a Learn to swim programme with circa 1,500 places available in year one, this is expected to rise to circa 2,500 over the next few years. The programme will cater for both adults (men and women) who wish to learn to swim and / or develop their swimming skills.</li> <li>As part of the pricing schedule, the Council has set the 'core' price for a Learn to swim 30min Direct Debit.</li> </ul>	Yes		DCC to discuss the options for Queen's Leisure Centre learn to swim children and adults to be given priority access to the MSV learn to swim programme.
	<p><b>General Swimming sessions</b> Queen's</p> <ul style="list-style-type: none"> <li>Queen's runs a number of general swimming sessions that trans and those people who don't identify with a particular gender can access. These include:</li> </ul>			



People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>○ Atlantis Splash Run sessions</li> <li>○ School holiday programme's</li> <li>○ Family swim sessions</li> <li>○ Lane and Public swimming.</li> </ul> <ul style="list-style-type: none"> <li>● Concerns has been raised about the prices for swimming activities at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● As part of the swimming programme MSV have a number of activities and facilities that trans and those people who don't identify with a particular gender will be able to attend. These include: <ul style="list-style-type: none"> <li>○ Water Park with slides and flumes, elevation and splash pad, and water area including a wave generating WoW ball.</li> <li>○ Inflatable sessions</li> <li>○ School holiday programme's</li> <li>○ Family swim sessions</li> <li>○ Lane and Public swimming, etc.</li> </ul> </li> </ul> <p>The Council has set standard core prices that the partner operator must adhere to:</p> <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> </ul>			
	<p><b>Single sex sessions (women/men only swimming)</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>● Queen's currently holds two women only swimming sessions per week. Currently on average 28 women attend each week.</li> <li>● Due to the closure of the teaching pool, and limited available water space in the family or gala pool, the men's only session has ceased.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● As part of the pool programme, the operator partner is expected to provide session that meets the needs of the Derby resident, this could include single sex session based on demand.</li> <li>● The learner pool at MSV has designed to be 'closed' off from the other pools by means of blinds, allowing for sessions to be</li> </ul>			

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	held in private. There is also a separate private changing room giving direct access into the learner pool.			
	<p><b>Dry side Programme</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's does not offer any specific dry side sessions for trans and those people who don't identify with a particular gender.</li> <li>Trans and those people who don't identify with a particular gender can attend any gym, group exercise sessions, or club session offered.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>As part of the site programme, the operator partner is expected to provide session that meets the needs of the Derby resident, this could include specific sessions for trans and those people who don't identify with a particular gender subject to demand.</li> <li>Trans and those people who don't identify with a particular gender can attend any gym, group exercise sessions, or club session offered</li> </ul>			
	<p><b>Gym</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>The gym has been closed since November 2020 to allow essential survey and maintenance work to take place. The gym programme has ceased at Queen's Leisure Centre, however customers can through their membership use the gyms at Derby Arena and Springwood Leisure Centre.</li> <li>Customers are concerned about the price of accessing the gym at MSV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV will have a circa 125 station gym, comprising cardiovascular, resistance and free weight equipment. Part of the gym floor has been specially designed to accommodate a large free weights area.</li> <li>The gym will be accessible to trans and those people who don't identify with a particular gender as part of the programme.</li> <li>The Council has set the standard core prices that the partner operator must adhere to:</li> </ul>			

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>○ Standard full Health and Fitness membership</li> </ul>			
	<p><b>Group Exercise programme (Wet and Dry)</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's runs four water-based group exercise classes per week and four dry based group exercise classes per week.</li> <li>• Queen's has a dedicate group exercise studio, however this is not up to modern day studio standards, for example it has a solid concrete floor, which limits the type of class that can take palce, and no air conditioning.</li> <li>• There is a pre-scheduled weekly streaming class programme available There is also no ability to live stream classes at Queen's.</li> <li>• Customers are concerned about the price of accessing the health and fitness offer at MSV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• MSV will have three modern studios' fitted with air conditioning and sprung floors to reduce impact on customers joints.</li> <li>• It is anticipated that MSV will have circa 100 group exercises per week made up of a mixture of water-based, dry based and live streamed group exercise classes.</li> <li>• In addition to these there will be an extensive library of classes that can be streamed by the customer when and where they wish.</li> <li>• The Council has set the standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>○ Standard full Health and Fitness membership</li> </ul> </li> </ul>			
	<p><b>Pricing</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's prices are set by the Council on an annual basis.</li> <li>• There is a concessionary pricing schedule in place which gives set discounts to juniors and adults, residents, non-residents, and certain concessionary groups such as over 65's, the unemployed, disabled people, full-time students, foster carers and their family, over 18's in receipt of universal credit, older people in receipt of guaranteed pension credits.</li> </ul> <p>MSV</p>	<p><b>Yes</b></p>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>• The Council has set four standard core prices that the partner operator must adhere to:               <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> <li>○ Standard casual soft play price.</li> <li>○ Standard full health and fitness price.</li> </ul> </li> <li>• These standard core prices will be reflective in the prices charged for children, young people and adults.</li> <li>• The partner operators will also adhere to the Council's concessionary price structure.</li> <li>• All other prices are to be set by the partner operator in conjunction with the Council.</li> </ul>			
	<b>Transport</b>			
	<p><b>Motor Vehicles (car, motorbike) and parking</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's does not have on-site car parking, parents bringing young people or adults attending the Centre at have to park in local pay and display car parks or use the on-street car park spaces.</li> <li>• MSV may be actually closer for some current young people who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• MSV may be actually closer for some current adults who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> <li>• MSV has circa 330 car park space's, including 12 designated disabled parking spaces on-site car parking.</li> <li>• MSV will have free parking for up to three hours. This will reduce the costs for people attending sessions as parking costs will no longer an added cost to gym membership or learn to swim classes. This could encourage people who currently can't afford to access Queen's die to parling costs to access MSV.</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>All car park spaces are 2.5m wide, which is wider than normal car park spaces making it easier for parents, those with disabilities, women who are pregnant or those who have recently had a baby to park and get in/out of their cars.</li> </ul>			
	<p><b>Public transport</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who rely on public transport may have to get up to two buses from home to MSV, and the same back home. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late, and will there be a public transport service at the time. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require public transport to access the facility, as they may be able to walk.</li> </ul>		<b>Yes</b>	MSV project team are working with colleagues in the Council's Passenger Transport Operations team regarding public transport
	<p><b>Walking</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who currently walk to Queen's may still be able to walk to MSV, due to their home location. However, others, due to their home location will have to find alternative transport options to travel to MSV. This may be public transport, cycle, motorbike or car, or relying on another person to take them. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they may be able to walk.</li> </ul>		<b>Yes</b>	The Council to work with the partner operator on publicising walking routes to MSV

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p><b>Cycle</b> Queen's</p> <ul style="list-style-type: none"> <li>There are six open cycle racks on the public highway outside Queen's. Due to the 'open' nature of these racks very few people use these and are probably discouraged from cycling to Queen's. Three racks are covered by CCTV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>There are 40 cycle parking spaces at MSV.</li> <li>The bike shelter is covered by CCTV for added security.</li> <li>The provision of cycling facilities may encourage some young people and families to cycle to the facility.</li> </ul>	Yes		The Council to work with the partner operator on publicising cycling routes to MSV
<b>Colleagues</b>				
	<p><b>Colleagues who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p>			
	Colleagues will be anxious and worried due to the impact of the proposals will have on them .		Yes	<ul style="list-style-type: none"> <li>The Council's Equality, Dignity and Respect Policy 2017 states that it will: <ul style="list-style-type: none"> <li>recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level</li> <li>treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required</li> </ul> </li> <li>To enable Managers to support their staff through this process, staff will be encouraged to complete a Wellbeing support plan.</li> <li>Regular colleague updates provide, as appropriate, on the consultations.</li> </ul>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				<ul style="list-style-type: none"> <li>Managers have been provided with a support through the Council's Organisation Development team to help them support their teams and themselves.</li> <li>Three Queen's colleagues are attending mental health Champion training</li> </ul>
	<p>Colleagues have the opportunity during the process to feedback on the proposals through both the public consultation exercise.</p> <p>Paper copies of the public consultation are available for colleagues who do have access to / can't access the website.</p>	Yes		
	Colleagues can also get support from our Employee Support Programme, our Employee Networks and our Chaplaincy Service	Yes		
<b>Marriage and Civil Partnership</b>	Marriage and Civil Partnerships are not affected by this proposal			
<b>Pregnancy and maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers				
<b>Customers</b>	<p><b>Customers who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p> <ul style="list-style-type: none"> <li>Customers are encouraged though the public consultation exercise to feedback on the proposals.</li> <li>Paper copies of the public consultation exercise are available for customers who do not have access to / can't access the website.</li> </ul>	Yes		
	<b>Swimming Programme</b>			
	<b>Aquatic Programme</b>	----	-----	

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	The teaching pool has been closed since November 2020, to allow essential survey and maintenance work to take place. The teaching pool programme has, where possible, been transferred to the Family and Gala Pools.			
	<p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's does not run any sessions specifically for pregnant or women who have recently had a baby, such as pre / post-natal swimming sessions.</li> <li>• Queen's does run a number of family and adult and child swimming sessions.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• As part of the MSV programme it is anticipated that the partner operator will run sessions aimed at pregnant women or women who have recently had a baby, and the family market.</li> <li>• MSV's water park includes areas where women who have recently had a baby can sit / play with babies on the beach area.</li> </ul>	Yes		
	<b>Dry side Programme</b>			
	<p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's does not run any sessions specifically for pregnant women or women who have recently had a baby, such as pre / post-natal dry side exercise sessions.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• As part of the MSV programme it is anticipated that the partner operator will run sessions aimed at pregnant women or women who have recently had a baby.</li> <li>• MSV has two soft play areas; the larger soft play area has a specific area for babies and toddlers. The smaller soft play, located in the café area, and can cater for very young children.</li> </ul>	Yes		
	<b>General</b>			
	<p>Queen's</p> <ul style="list-style-type: none"> <li>• Women are able to breast feed their babies at Queen's.</li> <li>• There is a baby changing facility linked to the gala pool</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• Women are able to breast feed their babies at MSV.</li> </ul>	Yes		



People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>• There are baby changing facilities available.</li> <li>• There is a large café area available where pregnant women or women who have recently had a baby can sit and socialise following sessions they have participated in.</li> </ul>			
	<p><b>Pricing</b> Queen's</p> <ul style="list-style-type: none"> <li>• Queen's prices are set by the Council on an annual basis.</li> <li>• There is a concessionary pricing schedule in place which gives set discounts to juniors and adults, residents, non-residents, and certain concessionary groups such as over 65's, the unemployed, disabled people, full-time students, foster carers and their family, over 18's in receipt of universal credit, older people in receipt of guaranteed pension credits.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• The Council has set four standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> <li>○ Standard casual soft play price.</li> <li>○ Standard full health and fitness price.</li> </ul> </li> <li>○ These standard core prices will be reflective in the prices charged for children, young people and adults.</li> <li>○ The partner operators will also adhere to the Council's concessionary price structure.</li> <li>○ All other prices are to be set by the partner operator in conjunction with the Council.</li> </ul>	Yes		
	<b>Transport</b>			
	<p><b>Motor Vehicles (car, motorbike) and parking</b> Queen's</p> <ul style="list-style-type: none"> <li>• Cars - Queen's does not have on-site car parking, adults who access the Centre by car or motorbike have to park in local pay and display car parks or use the on-street car park spaces.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• MSV may be actually closer for some current adults who use Queen's and as such they no longer require a car to access the</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>facility, as they may be able to walk, cycle or use public transport.</p> <ul style="list-style-type: none"> <li>MSV has circa 330 car park space's on-site car parking with free parking for up to three hours.</li> <li>All car park spaces are 2.5m wide, which is wider than normal car park spaces making is easier for women who are pregnant or those who have recently had a baby to park and get in/out of their cars.</li> </ul>			
	<p><b>Public transport</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults who rely on public transport may have to get up to two buses from home to MSV, and the same back home. Some adults may not allow be able to do this due to increased cost, safety concerns and time, may not get home until late, and will there be a public transport service at the time. With regards to pregnant women and women who have recently had a baby, this may discourage them from attending.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require public transport to access the facility, as they may be able to walk.</li> </ul>		<b>Yes</b>	MSV project team are working with colleagues in the Council's Passenger Transport Operations team regarding public transport
	<p><b>Walking</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults who currently walk to Queen's may still be able walk to MSV, due to their home location. However, others, due to their home location will have to find alternative transport options to travel to MSV. This may be public transport, cycle, motorbike or car, relying on another person to take them. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late. With regards to pregnant women and women who have recently had a baby, this may discourage them from attending.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such as they may be able to walk.</li> </ul>		<b>Yes</b>	The Council to work with the partner operator on publicising walking routes to MSV
<b>Colleagues</b>	<p>There are no colleagues currently pregnant. There is one colleague who has recently had a baby.</p>			

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<b>Colleagues who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b>			
	Colleagues will be anxious and worried due to the impact of the proposals will have on them .		<b>Yes</b>	<ul style="list-style-type: none"> <li>• The Council's Equality, Dignity and Respect Policy 2017 states that it will: <ul style="list-style-type: none"> <li>▪ recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level</li> <li>▪ treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required</li> </ul> </li> <li>• To enable Managers to support their staff through this process, staff will be encouraged to complete a Wellbeing support plan.</li> <li>• Regular colleague updates provide, as appropriate, on the consultations.</li> <li>• Managers have been provided with a support through the Council's Organisation Development team to help them support their teams and themselves.</li> <li>• Three Queen's colleagues are attending mental health Champion training</li> </ul>
	Colleagues have the opportunity during the process to feedback on the proposals through both the public consultation exercise.	<b>Yes</b>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	Paper copies of the public consultation are available for colleagues who do have access to / can't access the website.			
	Colleagues can also get support from our Employee Support Programme, our Employee Networks and our Chaplaincy Service	Yes		
<b>Race</b> - the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community				
<b>Customers</b>	<p><b>Customers who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p> <ul style="list-style-type: none"> <li>• Customers are encouraged through the public consultation exercise to feedback on the proposals.</li> <li>• Paper copies of the public consultation exercise are available for customers who do have access to / can't access the website.</li> <li>• Customers whose first language is not English. Consultation documentation will be provided in alternative languages, if required to ensure Queen's LC staff have the opportunity to feed into the process.</li> </ul>	Yes		
	<b>Swimming Programme</b>			
	<p><b>Aquatic Programme</b></p> <p>The teaching pool has been closed since November 2020, to allow essential survey and maintenance work to take place. The teaching pool programme has, where possible, been transferred to the Family and Gala Pools.</p>	----	-----	
	<p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's does not offer any specific swimming sessions relating to an individual's race.</li> <li>• Any customer can attend any general public sessions, learn to swim or swimming or aquatic club session offered.</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>MSV</p> <ul style="list-style-type: none"> <li>As part of the pool programme, the operator partner is expected to provide session that meets the needs of the Derby resident.</li> <li>Any customer can attend any general public sessions, learn to swim or swimming or aquatic club session offered.</li> </ul>			
	<p><b>Learn to Swim</b> Queen's</p> <ul style="list-style-type: none"> <li>Currently (8 November 2011) there are 74 adults on the Learn to Swim programme.</li> <li>The programme caters for both men and women who wish to learn to swim and / or develop their swimming skills.</li> <li>Adults have raised concerns over the price of a swimming lesson at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>The partner operator at MSV will have a Learn to swim programme with circa 1,500 places available in year one, this is expected to rise to circa 2,500 over the next few years. The programme will cater for both adults (men and women) who wish to learn to swim and / or develop their swimming skills.</li> <li>As part of the pricing schedule, the Council has set the 'core' price for a Learn to swim 30min Direct Debit.</li> </ul>	Yes		DCC to discuss the options for Queen's Leisure Centre learn to swim adults (men and women) to be given priority access to the MSV learn to swim programme.
	<p><b>General Swimming sessions</b> Queen's</p> <ul style="list-style-type: none"> <li>Queen's runs a number of general swimming sessions that customers can attend. These include: <ul style="list-style-type: none"> <li>Atlantis Splash Run sessions</li> <li>School holiday programme's</li> <li>Family swim sessions</li> <li>Lane and Public swimming.</li> </ul> </li> <li>Concerns has been raised about the prices for swimming activities at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>As part of the swimming programme MSV have a number of activities and facilities that any customer will be able to attend. These include:</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>○ Water Park with slides and flumes, elevation and splash pad, and water area including a wave generating WoW ball.</li> <li>○ Inflatable sessions</li> <li>○ School holiday programme's</li> <li>○ Family swim sessions</li> <li>○ Lane and Public swimming, etc.</li> </ul> <ul style="list-style-type: none"> <li>● The Council has set standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> </ul> </li> </ul>			
	<p><b>Dry side Programme</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>● Queen's does not offer any specific dry side sessions based on an individual's race.</li> <li>● Any individual can attend any gym, group exercise sessions, or club session offered.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● As part of the site programme, the operator partner is expected to provide session that meets the needs of the Derby residents.</li> <li>● Any individual can attend any gym, group exercise sessions, or club session offered</li> </ul>	<b>Yes</b>		
	<p><b>Gym</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>● The gym has been closed since November 2020 to allow essential survey and maintenance work to take place. The gym programme has ceased at Queen's Leisure Centre, however customers can through their membership use the gyms at Derby Arena and Springwood Leisure Centre.</li> <li>● Customers are concerned about the price of accessing the gym at MSV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● MSV will have a circa 125 station gym, comprising cardio-vascular, resistance and free weight equipment. Part of the</li> </ul>	<b>Yes</b>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>gym floor has been specially designed to accommodate a large free weights area.</p> <ul style="list-style-type: none"> <li>The gym will be accessible to young people and adults as part of the programme.</li> <li>The Council has set the standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>Standard full Health and Fitness membership</li> </ul> </li> </ul>			
	<p><b>Group Exercise programme (Wet and Dry)</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's runs four water-based group exercise classes per week and four dry based group exercise classes per week.</li> <li>Queen's has a dedicate group exercise studio, however this is not up to modern day studio standards, for example it has a solid concrete floor, which limits the type of class that can take palce, and no air conditioning.</li> <li>There is a pre-scheduled weekly streaming class programme available There is also no ability to live stream classes at Queen's.</li> <li>Concern was raised about the price of health and fitness offer</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV will have three modern studios' fitted with air conditioning and sprung floors to reduce impact on customers joints.</li> <li>It is anticipated that MSV will have circa 100 group exercises per week made up of a mixture of water-based, dry based and live streamed group exercise classes.</li> <li>In addition to these there will be an extensive library of classes that can be streamed by the customer when and where they wish.</li> <li>The Council has set the standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>Standard full Health and Fitness membership</li> </ul> </li> </ul>	Yes		
	<p><b>Pricing</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's prices are set by the Council on an annual basis.</li> <li>There is a concessionary pricing schedule in place which gives set discounts to juniors and adults, residents, non-residents,</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>and certain concessionary groups such as over 65's, the unemployed, disabled people, full-time students, foster carers and their family, over 18's in receipt of universal credit, older people in receipt of guaranteed pension credits.</p> <p>MSV</p> <ul style="list-style-type: none"> <li>• The Council has set four standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> <li>○ Standard casual soft play price.</li> <li>○ Standard full health and fitness price.</li> </ul> </li> <li>○ These standard core prices will be reflective in the prices charged for children, young people and adults.</li> <li>○ The partner operators will also adhere to the Council's concessionary price structure.</li> <li>○ All other prices are to be set by the partner operator in conjunction with the Council.</li> </ul>			
	<b>Transport</b>			
	<p><b>Motor Vehicles (car, motorbike) and parking</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's does not have on-site car parking, parents bringing young people or adults attending the Centre at have to park in local pay and display car parks or use the on-street car park spaces.</li> <li>• MSV may be actually closer for some current young people who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• MSV may be actually closer for some current adults who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> <li>• MSV has circa 330 car park space's, including 12 designated disabled parking spaces on-site car parking.</li> </ul>	Yes		



People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>MSV will have free parking for up to three hours. This will reduce the costs for people attending sessions as parking costs will no longer be an added cost to gym membership or learn to swim classes. This could encourage people who currently can't afford to access Queen's due to parking costs to access MSV.</li> <li>All car park spaces are 2.5m wide, which is wider than normal car park spaces making it easier for parents, women who are pregnant or those who have recently had a baby to park and get in/out of their cars.</li> </ul>			
	<p><b>Public transport</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who rely on public transport may have to get up to two buses from home to MSV, and the same back home. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late, and will there be a public transport service at the time. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require public transport to access the facility, as they may be able to walk.</li> </ul>		<b>Yes</b>	MSV project team are working with colleagues in the Council's Passenger Transport Operations team regarding public transport
	<p><b>Walking</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who currently walk to Queen's may still be able to walk to MSV, due to their home location. However, others, due to their home location will have to find alternative transport options to travel to MSV. This may be public transport, cycle, motorbike or car, or relying on another person to take them. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul>		<b>Yes</b>	The Council to work with the partner operator on publicising walking routes to MSV

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such as they may be able to walk.</li> </ul>			
	<p><b>Cycle</b> Queen's</p> <ul style="list-style-type: none"> <li>There are six open cycle racks on the public highway outside Queen's. Due to the 'open' nature of these racks very few people use these and are probably discouraged from cycling to Queen's. Three racks are covered by CCTV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>There are 40 cycle parking spaces at MSV.</li> <li>The bike shelter is covered by CCTV for added security.</li> <li>The provision of cycling facilities may encourage some young people and families to cycle to the facility.</li> </ul>	Yes		The Council to work with the partner operator on publicising cycling routes to MSV
<b>Colleagues</b>	There are a number of colleagues who come from minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community.			
	<b>Colleagues who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b>			
	Colleagues will be anxious and worried due to the impact of the proposals will have on them .		Yes	<ul style="list-style-type: none"> <li>The Council's Equality, Dignity and Respect Policy 2017 states that it will: <ul style="list-style-type: none"> <li>recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level</li> <li>treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required</li> </ul> </li> <li>To enable Managers to support their staff through this process, staff will be encouraged to</li> </ul>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				<p>complete a Wellbeing support plan.</p> <ul style="list-style-type: none"> <li>• Regular colleague updates provide, as appropriate, on the consultations.</li> <li>• Managers have been provided with a support through the Council's Organisation Development team to help them support their teams and themselves.</li> </ul> <p>Three Queen's colleagues are attending mental health Champion training</p>
	<p>Colleagues have the opportunity during the process to feedback on the proposals through both the public consultation exercise.</p> <p>Paper copies of the public consultation are available for colleagues who do have access to / can't access the website.</p>	<b>Yes</b>		
	<p>Colleagues can also get support from our Employee Support Programme, our Employee Networks and our Chaplaincy Service</p>	<b>Yes</b>		
<p><b>Religion or belief or none</b> - the effects on religious and cultural communities, customers and colleagues</p>				
<p><b>Customers</b></p>	<p><b>Customers who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p> <ul style="list-style-type: none"> <li>• Customers are encouraged through the public consultation exercise to feedback on the proposals.</li> <li>• Paper copies of the public consultation exercise are available for customers who do have access to / can't access the website.</li> </ul>	<b>Yes</b>		
	<p><b>Baptisms</b> Queen's</p>	<b>Yes</b>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>The teaching pool at Queen's has been used to host baptisms.</li> <li>Due to the closure of the teaching pool the Centre has not been able to host baptisms.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>The learner pool at MSV, will be able to host baptisms.</li> </ul>			
<b>Colleagues</b>	There are colleagues who hold religion beliefs, beliefs or no religious beliefs.			
	<b>Colleagues who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b>			
	Colleagues will be anxious and worried due to the impact of the proposals will have on them .		<b>Yes</b>	<ul style="list-style-type: none"> <li>The Council's Equality, Dignity and Respect Policy 2017 states that it will: <ul style="list-style-type: none"> <li>recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level</li> <li>treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required</li> </ul> </li> <li>To enable Managers to support their staff through this process, staff will be encouraged to complete a Wellbeing support plan.</li> <li>Regular colleague updates provide, as appropriate, on the consultations.</li> <li>Managers have been provided with a support through the Council's Organisation Development team to help them</li> </ul>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				<p>support their teams and themselves.</p> <p>Three Queen's colleagues are attending mental health Champion training</p>
	<p>Colleagues have the opportunity during the process to feedback on the proposals through both the public consultation exercise.</p> <p>Paper copies of the public consultation are available for colleagues who do have access to / can't access the website.</p>	<b>Yes</b>		
	<p>Colleagues can also get support from our Employee Support Programme, our Employee Networks and our Chaplaincy Service</p>	<b>Yes</b>		
<b>Sex</b> - the effects on both men and women and boys and girls				
<b>Customers</b>	<p><b>Customers who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p> <ul style="list-style-type: none"> <li>• Customers are encouraged though the public consultation exercise to feedback on the proposals.</li> <li>• Paper copies of the public consultation exercise are available for customers who do have access to / can't access the website.</li> </ul>	<b>Yes</b>		
	Swimming Programme			
	<p><b>Aquatic Programme</b></p> <p>The teaching pool has been closed since November 2020, to allow essential survey and maintenance work to take place. The teaching pool programme has, where possible, been transferred to the Family and Gala Pools.</p>	----	-----	
	<p><b>Learn to Swim</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>• Currently (8 November 2011) there are 74 adults on the Learn to Swim programme.</li> <li>• The programme caters for both men and women who wish to learn to swim and / or develop their swimming skills.</li> </ul>	<b>Yes</b>		<p>DCC to discuss the options for Queen's Leisure Centre learn to swim adults (men and women) to be given priority access to the MSV learn to swim programme.</p>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>Adults have raised concerns over the price of a swimming lesson at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>The partner operator at MSV will have a Learn to swim programme with circa 1,500 places available in year one, this is expected to rise to circa 2,500 over the next few years. The programme will cater for both adults (men and women) who wish to learn to swim and / or develop their swimming skills.</li> <li>As part of the pricing schedule, the Council has set the 'core' price for a Learn to swim 30min Direct Debit.</li> </ul>			
	<p><b>General Swimming sessions</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's runs a number of general swimming sessions that both men and women are able to attend. These include: <ul style="list-style-type: none"> <li>Atlantis Splash Run sessions</li> <li>Family swim sessions</li> <li>Lane and Public swimming.</li> </ul> </li> <li>Concerns has been raised about the prices for swimming activities at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>As part of the swimming programme MSV have a number of activities and facilities that both men and women will be able to attend. These include: <ul style="list-style-type: none"> <li>Water Park with slides and flumes, elevation and splash pad, and water area including a wave generating WoW ball.</li> <li>Inflatable sessions</li> <li>Family swim sessions</li> <li>Lane and Public swimming, etc.</li> </ul> </li> </ul> <p>The Council has set standard core prices that the partner operator must adhere to:</p> <ul style="list-style-type: none"> <li>Standard casual swim price.</li> </ul> <p>Standard casual water park price.</p>	Yes		
	<p><b>Single sex sessions (women's/men only swimming )</b></p> <p>Queen's</p>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>Queen's currently holds two women's only swimming sessions per week. Currently on average 28 women attend each week.</li> <li>Due to the closure of the teaching pool, and limited available water space in the family or gala pool, the men's only session has ceased.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>As part of the pool programme, the operator partner is expected to provide session that meets the needs of the Derby resident, this could include single sex session based on demand.</li> <li>The learner pool at MSV has designed to be 'closed' off from the other pools by means of blinds, allowing for sessions to be held in private.</li> </ul>			
	<p><b>Dry side Programme</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's does not offer any specific dry side sessions for lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality.</li> <li>Lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality can attend any gym, group exercise sessions, or club session offered.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>As part of the site programme, the operator partner is expected to provide session that meets the needs of the Derby resident, this could include specific sessions for lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality subject to demand.</li> <li>Lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality can attend any gym, group exercise sessions, or club session offered</li> </ul>	Yes		
	<p><b>Gym</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>The gym has been closed since November 2020, to allow essential survey and maintenance work to take place. The gym programme has ceased at Queen's Leisure Centre,</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>however customers can through their membership use the gyms at Derby Arena and Springwood Leisure Centre.</p> <ul style="list-style-type: none"> <li>Customers are concerned about the price of accessing the gym at MSV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV will have a circa 125 station gym, comprising cardiovascular, resistance and free weight equipment. Part of the gym floor has been specially designed to accommodate a large free weights area.</li> <li>The gym will be accessible to both men and women as part of the programme.</li> <li>The Council has set the standard core prices that the partner operator must adhere to:</li> </ul> <p>Standard full Health and Fitness membership</p>			
	<p><b>Group Exercise programme (Wet and Dry)</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's runs four water-based group exercise classes per week and four dry based group exercise classes per week. The classes can be accessed by both men and women.</li> <li>Queen's has a dedicate group exercise studio, however this is not up to modern day studio standards, for example it has a solid concrete floor, which limits the type of class that can take palce, and no air conditioning.</li> <li>There is a pre-scheduled weekly streaming class programme available There is also no ability to live stream classes at Queen's.</li> <li>Concern has been raised over the price of health and fitness offer.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV will have three modern studios' fitted with air conditioning and sprung floors to reduce impact on customers joints.</li> <li>It is anticipated that MSV will have circa 100 group exercises per week made up of a mixture of water-based, dry based and live streamed group exercise classes.</li> </ul>	Yes		



People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>• In addition to these there will be an extensive library of classes that can be streamed by the customer when and where they wish.</li> <li>• Classes will be available to both men and women.</li> <li>• The Council has set the standard core prices that the partner operator must adhere to:               <ul style="list-style-type: none"> <li>○ Standard full Health and Fitness membership</li> </ul> </li> </ul>			
	<p><b>Pricing</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's prices are set by the Council on an annual basis.</li> <li>• There is a concessionary pricing schedule in place which gives set discounts to juniors and adults, residents, non-residents, and certain concessionary groups such as over 65's, the unemployed, disabled people, full-time students, foster carers and their family, over 18's in receipt of universal credit, older people in receipt of guaranteed pension credits.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• The Council has set four standard core prices that the partner operator must adhere to:               <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> <li>○ Standard casual soft play price.</li> <li>○ Standard full health and fitness price.</li> </ul> </li> <li>○ These standard core prices will be reflective in the prices charged for children, young people and adults.</li> <li>○ The partner operators will also adhere to the Council's concessionary price structure.</li> <li>○ All other prices are to be set by the partner operator in conjunction with the Council.</li> </ul>	Yes		
	<b>Transport</b>			
	<p><b>Motor Vehicles (car, motorbike) and parking</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>• Queen's does not have on-site car parking, parents bringing young people or adults attending the Centre at have to park in local pay and display car parks or use the on-street car park spaces.</li> </ul>			

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>MSV may be actually closer for some current young people who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> <li>MSV has circa 330 car park space's, including 12 designated disabled parking spaces on-site car parking.</li> <li>MSV will have free parking for up to three hours. This will reduce the costs for people attending sessions as parking costs will no longer an added cost to gym membership or learn to swim classes. This could encourage people who currently can't afford to access Queen's die to parling costs to access MSV.</li> <li>All car park spaces are 2.5m wide, which is wider than normal car park spaces making is easier for parents, , women who are pregnant or those who have recently had a baby to park and get in/out of their cars.</li> </ul>			
	<p><b>Public transport</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who rely on public transport may have to get up to two buses from home to MSV, and the same back home. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late, and will there be a public transport service at the time. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require public transport to access the facility, as they may be able to walk.</li> </ul>			<p>MSV project team are working with colleagues in the Council's Passenger Transport Operations team regarding public transport</p>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p><b>Walking</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who currently walk to Queen's may still be able walk to MSV, due to their home location. However, others, due to their home location will have to find alternative transport options to travel to MSV. This may be public transport, cycle, motorbike or car, pr relying on another person to take them. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such as they may be able to walk.</li> </ul>			<p>The Council to work with the partner operator on publicising walking routes to MSV</p>
	<p><b>Cycle</b> Queen's</p> <ul style="list-style-type: none"> <li>There are six open cycle racks on the public highway outside Queen's. Due to the 'open' nature of these racks very few people use these and are probably discouraged from cycling to Queen's. Three racks are covered by CCTV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>There are 40 cycle parking spaces at MSV.</li> <li>The bike shelter is covered by CCTV for added security.</li> <li>The provision of cycling facilities may encourage some young people and families to cycle to the facility.</li> </ul>			<p>The Council to work with the partner operator on publicising cycle routes to MSV</p>
<b>Colleagues</b>	There is a mix of men and women affected by the proposal			
	<b>Colleagues who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b>			
	Colleagues will be anxious and worried due to the impact of the proposals will have on them .		<b>Yes</b>	<ul style="list-style-type: none"> <li>The Council's Equality, Dignity and Respect Policy 2017 states that it will: <ul style="list-style-type: none"> <li>recruit and retain a workforce that is as diverse as the community</li> </ul> </li> </ul>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				<p>we serve in all our services and at every level</p> <ul style="list-style-type: none"> <li>▪ treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required</li> <li>• To enable Managers to support their staff through this process, staff will be encouraged to complete a Wellbeing support plan.</li> <li>• Regular colleague updates provide, as appropriate, on the consultations.</li> <li>• Managers have been provided with a support through the Council's Organisation Development team to help them support their teams and themselves.</li> </ul> <p>Three Queen's colleagues are attending mental health Champion training</p>
	<p>Colleagues have the opportunity during the process to feedback on the proposals through both the public consultation exercise.</p> <p>Paper copies of the public consultation are available for colleagues who do have access to / can't access the website.</p>	<b>Yes</b>		
	<p>Colleagues can also get support from our Employee Support Programme, our Employee Networks and our Chaplaincy Service</p>	<b>Yes</b>		
<p><b>Sexual orientation -</b> the effects on lesbians, gay men, bisexuals, pansexual, asexual and</p>				

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
those questioning their sexuality				
<b>Customers</b>	<p><b>Customers who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p> <ul style="list-style-type: none"> <li>Customers are encouraged through the public consultation exercise to feedback on the proposals.</li> </ul> <p>Paper copies of the public consultation exercise are available for customers who do have access to / can't access the website.</p>	<b>Yes</b>		
	<b>Swimming Programme</b>			
	<p><b>Aquatic Programme</b></p> <p>The teaching pool has been closed since November 2020, to allow essential survey and maintenance work to take place. The teaching pool programme has, where possible, been transferred to the Family and Gala Pools.</p>	----	-----	
	<p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's does not offer any specific swimming sessions for lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality.</li> <li>Lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality can attend any general public sessions, learn to swim or swimming or aquatic club session offered.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>As part of the pool programme, the operator partner is expected to provide session that meets the needs of the Derby resident, this could include specific sessions for lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality subject to demand.</li> <li>Lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality can attend any general public sessions, learn to swim or swimming or aquatic club session offered.</li> </ul>	<b>Yes</b>		
	<p><b>Learn to Swim</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Currently (8 November 2011) there are 74 adults on the Learn to Swim programme.</li> </ul>	<b>Yes</b>		DCC to discuss the options for Queen's Leisure Centre learn to swim adults (men and women) to be given priority access to the MSV learn to swim programme.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>The programme caters for both men and women who wish to learn to swim and / or develop their swimming skills.</li> <li>Adults have raised concerns over the price of a swimming lesson at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>The partner operator at MSV will have a Learn to swim programme with circa 1,500 places available in year one, this is expected to rise to circa 2,500 over the next few years. The programme will cater for both adults (men and women) who wish to learn to swim and / or develop their swimming skills.</li> <li>As part of the pricing schedule, the Council has set the 'core' price for a Learn to swim 30min Direct Debit.</li> </ul>			
	<p><b>Single sex sessions (women's/men only swimming )</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's currently holds two women's only swimming sessions per week. Currently on average 28 women attend each week.</li> <li>Due to the closure of the teaching pool, and limited available water space in the family or gala pool, the men's only session has ceased.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>As part of the pool programme, the operator partner is expected to provide session that meets the needs of the Derby resident, this could include single sex session based on demand.</li> <li>The learner pool at MSV has designed to be 'closed' off from the other pools by means of blinds, allowing for sessions to be held in private.</li> </ul>	Yes		
	<p><b>General Swimming sessions</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's runs a number of general swimming sessions that lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality. These include: <ul style="list-style-type: none"> <li>Atlantis Splash Run sessions</li> <li>School holiday programme's</li> <li>Family swim sessions</li> </ul> </li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>○ Lane and Public swimming.</li> <li>● Concerns has been raised about the prices for swimming activities at MSV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● As part of the swimming programme MSV have a number of activities and facilities that lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality. Will be able to attend. These include: <ul style="list-style-type: none"> <li>○ Water Park with slides and flumes, elevation and splash pad, and water area including a wave generating WoW ball.</li> <li>○ Inflatable sessions</li> <li>○ School holiday programme's</li> <li>○ Family swim sessions</li> <li>○ Lane and Public swimming, etc.</li> </ul> </li> </ul> <p>The Council has set standard core prices that the partner operator must adhere to:</p> <ul style="list-style-type: none"> <li>○ Standard casual swim price.</li> <li>○ Standard casual water park price.</li> </ul>			
	<p><b>Dry side Programme</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>● Queen's does not offer any specific dry side sessions for lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality.</li> <li>● Lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality can attend any gym, group exercise sessions, or club session offered.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>● As part of the site programme, the operator partner is expected to provide session that meets the needs of the Derby resident, this could include specific sessions for lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality subject to demand.</li> <li>● Lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality can attend any gym, group exercise sessions, or club session offered</li> </ul>	Yes		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p><b>Gym</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>The gym has been closed since November 2020, to allow essential survey and maintenance work to take place. The gym programme has ceased at Queen's Leisure Centre, however customers can through their membership use the gyms at Derby Arena and Springwood Leisure Centre.</li> <li>Customers are concerned about the price of accessing the gym at MSV</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV will have a circa 125 station gym, comprising cardio-vascular, resistance and free weight equipment. Part of the gym floor has been specially designed to accommodate a large free weights area.</li> <li>The gym will be accessible to young people and adults as part of the programme.</li> <li>The Council has set the standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>Standard full Health and Fitness membership</li> </ul> </li> </ul>	Yes		
	<p><b>Group Exercise programme (Wet and Dry)</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's runs four water-based group exercise classes per week and four dry based group exercise classes per week.</li> <li>Queen's has a dedicate group exercise studio, however this is not up to modern day studio standards, for example it has a solid concrete floor, which limits the type of class that can take palce, and no air conditioning.</li> <li>There is a pre-scheduled weekly streaming class programme available There is also no ability to live stream classes at Queen's.</li> <li>Concern has been raised over the price of health and fitness activities.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV will have three modern studios' fitted with air conditioning and sprung floors to reduce impact on customers joints.</li> </ul>	Yes		



People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<ul style="list-style-type: none"> <li>It is anticipated that MSV will have circa 100 group exercises per week made up of a mixture of water-based, dry based and live streamed group exercise classes.</li> <li>In addition to these there will be an extensive library of classes that can be streamed by the customer when and where they wish.</li> <li>The Council has set the standard core prices that the partner operator must adhere to: <ul style="list-style-type: none"> <li>Standard full Health and Fitness membership</li> </ul> </li> </ul>			
	<b>Transport</b>			
	<p><b>Motor Vehicles (car, motorbike) and parking</b></p> <p>Queen's</p> <ul style="list-style-type: none"> <li>Queen's does not have on-site car parking, parents bringing young people or adults attending the Centre at have to park in local pay and display car parks or use the on-street car park spaces.</li> <li>MSV may be actually closer for some current young people who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require a car to access the facility, as they may be able to walk, cycle or use public transport.</li> <li>MSV has circa 330 car park space's, including 12 designated disabled parking spaces on-site car parking.</li> <li>MSV will have free parking for up to three hours. This will reduce the costs for people attending sessions as parking costs will no longer an added cost to gym membership or learn to swim classes. This could encourage people who currently can't afford to access Queen's die to parling costs to access MSV.</li> <li>All car park spaces are 2.5m wide, which is wider than normal car park spaces making is easier for parents, , women who are pregnant or those who have recently had a baby to park and get in/out of their cars.</li> </ul>	<b>Yes</b>		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p><b>Public transport</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who rely on public transport may have to get up to two buses from home to MSV, and the same back home. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late, and will there be a public transport service at the time. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such they no longer require public transport to access the facility, as they may be able to walk.</li> </ul>		<b>Yes</b>	MSV project team are working with colleagues in the Council's Passenger Transport Operations team regarding public transport
	<p><b>Walking</b> Queen's</p> <ul style="list-style-type: none"> <li>Adults, young people, or families who currently walk to Queen's may still be able walk to MSV, due to their home location. However, others, due to their home location will have to find alternative transport options to travel to MSV. This may be public transport, cycle, motorbike or car, pr relying on another person to take them. Some may not be able to do this due to increased cost, safety concerns and time, may not get home until late. This may discourage these people from attending MSV, and or stop participating in sports or physical activity due to no facility.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>MSV may be actually closer for some current adults who use Queen's and as such as they may be able to walk.</li> </ul>		<b>Yes</b>	The Council to work with the partner operator on publicising walking routes to MSV

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p><b>Cycle</b> Queen's</p> <ul style="list-style-type: none"> <li>• There are six open cycle racks on the public highway outside Queen's. Due to the 'open' nature of these racks very few people use these and are probably discouraged from cycling to Queen's. Three racks are covered by CCTV.</li> </ul> <p>MSV</p> <ul style="list-style-type: none"> <li>• There are 40 cycle parking spaces at MSV.</li> <li>• The bike shelter is covered by CCTV for added security.</li> <li>• The provision of cycling facilities may encourage some young people and families to cycle to the facility.</li> </ul>	Yes		The Council to work with the partner operator on publicising cycle routes to MSV
<b>Colleagues</b>				
	<p><b>Colleagues who are affected by the proposal to cease the leisure operation at Queen's Leisure Centre.</b></p>			
	Colleagues will be anxious and worried due to the impact of the proposals will have on them .		Yes	<ul style="list-style-type: none"> <li>• The Council's Equality, Dignity and Respect Policy 2017 states that it will: <ul style="list-style-type: none"> <li>▪ recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level</li> <li>▪ treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required</li> </ul> </li> <li>• To enable Managers to support their staff through this process, staff will be encouraged to complete a Wellbeing support plan.</li> <li>• Regular colleague updates provide, as appropriate, on the consultations.</li> </ul>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				<ul style="list-style-type: none"> <li>Managers have been provided with a support through the Council's Organisation Development team to help them support their teams and themselves.</li> </ul> <p>Three Queen's colleagues are attending mental health Champion training</p>
	<p>Colleagues have the opportunity during the process to feedback on the proposals through both the public consultation exercise.</p> <p>Paper copies of the public consultation are available for colleagues who do have access to / can't access the website.</p>	Yes		
	Colleagues can also get support from our Employee Support Programme, our Employee Networks and our Chaplaincy Service	Yes		

**Important** - For any of the equality groups you don't have any information about, then please contact our Lead on Equality and Diversity for help. You can also get lots of information on reports completed 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!

### 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?

<b>Outcome 1</b>	Yes	<b>No major change needed</b> – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
<b>Outcome 2</b>		<b>Adjust the proposal</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
<b>Outcome 3</b>		<p><b>Continue the proposal</b> 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:</p> <ul style="list-style-type: none"> <li>sufficient plans to stop or minimise the negative impact</li> <li>mitigating actions for any remaining negative impacts</li> <li>plans to monitor the actual impact.</li> </ul>
<b>Outcome 4</b>		<b>Stop and rethink</b> the proposal when the EIA shows actual or potential unlawful discrimination

Why did you come to this decision?

Based on the findings of the Sport England Strategic Assessment for Provision of Swimming Pool, undertaken in September 2021). The location and scale of Moorways Sports Village, with its very extensive swimming activities offer, can meet the projected demand for swimming by Derby residents. Moorways Sports Village will accommodate the demand for swimming if Queen's Leisure Centre is closed, but the Moorways Sports Village site is then estimated to be very full in the weekly peak period.

However, it should be noted that whilst the Moorways location does improve accessibility for residents in the south of Derby, where accessibility to swimming pools is currently the lowest. The closure of Queen's Leisure Centre reduces accessibility for residents closest to the site. This is borne out from the public consultation that has taken place. One of the main concerns raised in the public consultation was access to MSV were residents relied on public transport. For many it would take two bus journeys' to get to MSV, were previously they had only had to take one to get to Queen's. This additional journey also impacted on the affordability of participation, particularly for low-income families.

This is recognised in the Equality Impact Assessment and work is underway through the Moorways Sports Village Project Team with colleagues in the Council's Passenger Transport Operations team regarding public transport.

It should be noted that due to the very extensive pool provision at MSV, and the way the 50m pool can be configured, all activities at Queen's can be accommodated at MSV, and in some cases the actual offer enhanced such as activities for children and young people and families through the Water Park and soft play provision. Also, the configuration of the 50m pool in to three 25m pools means that public, swimming lessons and swimming clubs for example can all take place at the same time in the one pool tank, this isn't possible at Queen's.

From a dry side perspective, the offer is also enhanced based on what is provided at Queen's; there will be three modern dance/exercise studio's and large gym that will be able to provide a larger range of activities than is currently available at Queen's.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the proposal. You also need to make sure that there are actions in the Mitigation Box to lessen the effect of the negative impact. This is so 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 so important that the equality impact assessment is done thoroughly, as this is what the Judge will consider

## Appendix 1

**Equality impact assessment form– 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 about our services and functions that affects people and **before** that decision is made. This also includes quick Covid 19 related decisions.

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.

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 complete 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. The nine protected characteristics are age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

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.

This completed form should be attached to any Corporate Leadership, Senior Leadership, Cabinet or Personnel Committee report to help decision makers take the equality implications into account when they make the decision. Equality impact assessments **must be done before** decisions are made.

You'll find that completing 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.

Unless this is a quick Covid 19 decision, 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 Equality Hubs and 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.

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

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 must be easy to understand.

**Contact for help**

Ann Webster – Lead on Equality and Diversity

[ann.webster@derby.gov.uk](mailto:ann.webster@derby.gov.uk)

Tel 01332 643722 mobile 07812301144

[Sign Language Service](#)

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, 07812301144** or **[derby.gov.uk/signing-service/](http://derby.gov.uk/signing-service/)**

### **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 ਇੱਥੇ ਸੰਪਰਕ ਕਰੋ: **01332 64XXXX** ਜਾਂ **[derby.gov.uk/signing-service/](http://derby.gov.uk/signing-service/)**

### **Polish**

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 64XXXX** lub **[derby.gov.uk/signing-service/](http://derby.gov.uk/signing-service/)**

### **Slovak**

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosim, kontaktujte nás na tel. č.: **01332 64XXXX** alebo na stránke **[derby.gov.uk/signing-service/](http://derby.gov.uk/signing-service/)**

### **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 640000** یا **[derby.gov.uk/signing-service/](http://derby.gov.uk/signing-service/)** پر ہم سے رابطہ کریں