

# Equality Impact Assessment Form



# Ulverston Leisure Site Phase 1 design and delivery, plus further project development work on phases 2 and 3

Brief details of the subject: The design and delivery of Phase 1 of the scheme, as described in the report to Cabinet **09 February 2022**. Phase 1 will see the relocation of sports facilities from GSK Sports and Social Club to the Priory Road site. Further Project development work will proceed on the design for Phases 2 and 3. An outline of the scope of works in each Phase is provided in the Cabinet report.

List main stakeholders: The Cabinet report has a summary of stakeholders consulted.

Consultation/ engagement undertaken: The Cabinet report has a summary of stakeholders consulted

Evidence, research and other sources of information used: The scheme has had three phases of study, the most recent completed in December 2021 and informative of the Report being considered by the Cabinet.

## Impacts on people – Focus on Phase 1

What impacts/issues have been identified about how the proposal impacts on people?

Each category is rated either: Positive, Neutral or Negative

Age: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Disability: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Gender reassignment: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Marriage and civil partnership: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Pregnancy and maternity: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Race/ethnicity: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Religion or belief: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Sex/gender: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Sexual orientation: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Armed forces families: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Rurality: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

Socio-economic disadvantage: Neutral

As this is a relocation of facilities, it is not expected to impact negatively or positively on this category

## Equality action plan

What actions will be taken to eliminate or minimise the negative impacts identified above?

Phase 1 is focused on delivery of replacement facilities. Whilst some facilities may not be provided in exactly the same form as currently, they are intended to provide the same access to sport and physical activity. When considering the Equality and Diversity impacts, Phase 1 facilities provision is considered to have a neutral impact. Looking forward, there will be opportunities through the subsequent programming of use of the facilities to increase participation in active lifestyles amongst underrepresented groups. Future programming

would realise opportunities for positive impacts on Equalities and Diversity.

The main action for phase 1 and phases 2 and 3 is to ensure that opportunities to maximize opportunities for equalities categories are addressed in design works for the facilities and how they are constructed.

Actions	Who's responsible	Completed (Date)
Ensure that facilities design maximizes opportunities for equalities categories	Project Manager	01/12/2022
Ensure that transition planning takes account of maintaining continuous access to facilities as they are provided for at Priory Road and closed at GSK Site	Project Manager and GLL	01/12/2022
Continued consultation with user groups and wider community as designs and implementation progress. Ensure specific advice is sought and applied in consulting with equalities categories	Project Manager	01/12/2022

What actions will be taken to advance equality?

Actions	Who's responsible	Completed (Date)
As above		

What actions will be taken to foster positive relations between people who share a protected characteristic and those who do not?

Actions	Who's responsible	Completed (Date)
As above		

## Report details

Date of report: 30/01/2022

EIA Author(s): David Sykes

Director: David Sykes, Director Strategy Innovation and Resources

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EIA forwarded to Strategy Specialist: yes

## Glossary

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being

within an age group (for example, 18-30 year-olds).

**Armed Forces Families:** Those who have served or who are serving in the Armed Forces and their families.

**Civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**Disability:** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Maternity:** The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

**Race:** It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups including. Eastern Europeans, Irish people and Gypsy Travellers.

**Religion or belief:** "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

**Rurality:** South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns. Issues affecting the health and wellbeing of rural communities include: low-paid work, unemployment of young people, high costs of housing and fuel poverty, poor access to health services, lack of public transport and poorer broadband and mobile phone network availability. Social isolation is also an issue especially among older people – in South Lakeland 27.7% of the population are aged over 65. The ageing rural population brings a number of challenges. These include the fact that older people often have poorer health and greater care needs, issues compounded by the greater distances to healthcare services and poor public transport. South Lakeland (2015) features most poorly in deprivation indices in "Barriers to Housing and Services Domain" (which relate to the physical proximity of local services, and issues relating to access to housing, such as affordability) and the "Living Environment Deprivation Domain" (The 'indoors' living environment measures the quality of housing; while the 'outdoors' living environment contains measures of air quality and road traffic accidents).

**Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Socio-economic disadvantage:** This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. SLDC must adopt effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class. Socio-economic disadvantage includes: Income, employment, health, education, housing, discrimination and local concentrations of deprivation.