

INITIAL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Haslingden Pool Option 2: Reduce costs, increase revenue and identify capital programme	
Lead Officer Name(s):	Helen Lockwood and Martin Kay	
Job Title & Location:	Chief Executive of the Council and General Manager of Rossendale Leisure Trust	
Department/Service Area:	-	
Telephone & E-mail Contact:	01706 252428 helenlockwood@rossendalebc.gov.uk	
Date Assessment:	Commenced: May 2012	Completed: As at 15.11.12

We carry out Equality Impact Assessments to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. Overview

The main aims/objectives of this policy¹ are:

There are a number of options being considered by the Council and Rossendale Leisure Trust to reduce the costs of Leisure provision in the valley through reducing the costs of the Haslingden Pool facility.

This impact assessment considers the impact on protected equality groups should option 2 be pursued. Option 2 is to reduce costs, increase revenue and identify capital programme.

This impact assessment specifically considers changes to opening times. Possible proposed changes to opening times are set out in Appendix 8. Based on this the changes to opening times will not have a significant impact on service provision / sessions available at the pool for equality groups.

This impact assessment has been carried out in accordance with the evidence available at this current time, and will be reassessed as appropriate throughout the consultation process to inform final decision making.

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

Date of Review²: Ongoing while options are being consulted on to inform a final decision.

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

² This date will be set on an annual basis as default for review unless otherwise specified by you.

Responsible Section/Team	Chief Executive & P&P	Version	1.03
Responsible Author	Chief Executive	Due for review	Ongoing
Date last amended	15.11.12	Page 1 of 3	

2. Equality Impact

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>	At this stage no significant impact has been identified for any protected equality groups. Based on only minor opening time adjustments set out in Appendix 8, specific equality groups could be accommodated at alternative locations to reduce the affect as far as is possible. Any potential impacts would have to be determined and explored in further detail during consultation if this is pursued as a viable option.	<input checked="" type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>		As above
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	White British	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Gender	Women	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Sexual Orientation	Lesbian women, gay men and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Marriage and Civil Partnership		<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Contribution to equality of opportunity		<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Contribution to fostering good relations between different		<input type="checkbox"/>	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>

Responsible Section/Team	Chief Executive & P&P	Version	1.03
Responsible Author	Chief Executive	Due for review	Ongoing
Date last amended	15.11.12	Page 2 of 3	

Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
groups (people getting on well together – valuing one another, respect and understanding)				
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251	<input type="checkbox"/>	<input type="checkbox"/>	Any Council decisions will be undertaken in line with the Human Rights Act 1998.	<input checked="" type="checkbox"/>

Responsible Section/Team	Chief Executive & P&P	Version	1.03
Responsible Author	Chief Executive	Due for review	Ongoing
Date last amended	15.11.12	Page 3 of 3	