

**Coventry City Council
Equality and Consultation Analysis (ECA) Form**

In line with the principles of decision making outlined in the City Council Constitution, the Council will ensure that its decision making is open and transparent, and that due regard is given to the Council's obligations and desire to promote equality of opportunity and equal treatment.

Form 1

This part must be completed and before formal consultation is undertaken and must be available during the consultation stage.

Author of this document: Faye Griffiths

Name of ECA and Service: Phased closure of Coventry Sports and Leisure Centre – Sports, Arts and Tourism

Head of Service: David Nuttall

Date of completion: January 2019

Background to the planned changes

1. What is the background to the planned changes? Why is this change being considered?

A phased closure of Coventry Sports and Leisure Centre (CSLC), Fairfax Street is proposed as new public leisure facility developments such as the Wave, the 50 Metre Swimming Pool and the enhancement of the associated public leisure facilities at the Alan Higgs Centre and the Indoor Bowls Rink at the Avenue Bowls Club become open and available.

These proposals further contribute to the delivery of a more coherent, consistent and sustainable public leisure offer for the people of Coventry and provide high quality, sustainable sports and leisure facilities in the city further contributing to increasing participation in sport and active recreation, thereby also contributing to health and wellbeing outcomes for local people, particularly younger people and families

2. Who do you need to consider as part of this ECA?

Existing users – casual and members
Coventry residents
City of Coventry Swimming Club
City of Coventry Indoor Bowls Club
Sports Hall users
Community Sports Clubs
Coventry, Solihull and Warwickshire Sport
Coventry Sports Network
CV Life
Coventry Sports Trust

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Sport National Governing Bodies (NGBs)
Schools and Academies
Sport England
Sport coaches, facilitators and volunteers
Public Health

Pre-Consultation Engagement

This section refers to any activities that took place (such as briefings, meetings, workshops, scoping exercises etc) with stakeholders before the formal consultation period.

3. What engagement activities took place prior to formal consultation and what feedback (if any) was received in relation to equality issues?

Initial discussions took place with Sport England and NGBs to ensure that the proposals were supported by these organisations. It was felt that the provision of new, modern, fit for purpose and accessible facilities would have a positive impact on equality issues.

Analysis of Impact

4. Outline below how this proposal/review could impact on protected groups positively or negatively, and what steps/mitigations (if any) could be taken to reduce any negative impact that has been identified.

Age – the city has a young age profile - mostly due to the two universities in the city. Alongside this, the majority of the bowls rink users are older people. The new facilities at the Wave, Alan Higgs and the Avenue Bowls Club will be more appealing to children and young people and more accessible for older people. Facilities at Coventry Sports and Leisure Centre are tired and not very modern and therefore unappealing to children and young people, and in the case of the bowls rink, not easily accessible, meaning a lengthy walk across the centre and up flights of stairs which is difficult for some older people. All of the new facilities are accessible by public transport. A positive equality impact is therefore anticipated for this group.

Disability – Replacement facilities are DDA compliant. The Wave was designed with the help of young people from the Westwood Academy, and the design altered following feedback from one of the pupils who is mobility impaired. The design was also taken to the Disability, Equalities and Access Panel who gave positive feedback. The facilities at The Avenue will be much more easily accessible and the club wants to develop uptake in the sport from disabled people. A positive equality impact is therefore anticipated for this group.

Gender reassignment – Both the Wave and the 50m pool have generic changing facilities. A positive equality impact is therefore anticipated for this group.

Marriage/Civil Partnership – No statistical information is available for this protected characteristic

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Pregnancy/Maternity – No statistical information is available for this protected characteristic

Race - Membership from people of BAME groups at Fairfax Street has decreased in the last four years. However, there is high attendance at Centre AT7 from these groups. Women only sessions which are more suited to some cultural and religious groups are held here and are well attended. Of those that use the Fairfax Street Centre, usage is high in the Health Suite, the fitness gym and the splash pool. These facilities will be provided at The Wave and are also provided at the improved Centre AT7. Therefore A positive equality impact is therefore anticipated for this group.

Religion/Belief – Where there have been women’s only sessions for religious and/or cultural reasons, these have been replaced at the new facilities at Centre AT7. The design of the changing room at this site was changed following consultation to ensure that it was suitable for everyone regardless of culture or religion.

Sex –No statistical information is available for this protected characteristic

Sexual Orientation – No statistical information is available for this protected characteristic

5. Are there any other vulnerable groups that could be affected?

Socio-economic – just over 30% of the city are classed as not in employment and according to the End Child Poverty Coalition, in Coventry, there is an estimated 16,140 children in poverty before housing costs, or around 21.21% of children in the area. Residents of Coventry will be able to access some of the facilities at a reduced rate. CV Life offer a reduced rate to certain postcodes in the city and the Council will continue to have a discount card for its sport, arts and cultural facilities.

6. What are the gaps in evidence? Can this be addressed during the consultation stage?

Coventry Sports Trust (CST) who operate Coventry Sport and Leisure Centre) does not currently collect data on gender, disability, ethnic origin, sexual orientation, gender reassignment, religion or belief, pregnancy or maternity. For casual users (non-members) no demographic or personal data is collected – the exception to this would be where specific user surveys or research is undertaken. Throughout the consultation the demographic data of respondents was monitored to ensure that all demographics were given opportunity to be consulted. Where gaps were highlighted, groups were targeted and told about the consultation and how to be involved.

We will ensure clear commitment from CVLife for full equalities monitoring of the new facilities where possible.

7. What are the likely impacts of this project/review on staff from protected groups?

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Any changes in the staffing structures due to the closure of the Fairfax Street centre would be subject to change proposals presented by CST and would be managed independently by them as the employer of affected staff.

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This section should be completed AFTER any consultation has been concluded.

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Date of completion: 14 January 2019

Potential Impacts – further information

8. Referring to the information detailed in question 4 of ECA Form 1, state if the potential impacts have been confirmed. Also detail below any additional information about potential impacts that has been highlighted during any consultation.

- 8.1 Work has taken place with Coventry Swimming Club on the design of the 50m pool currently being constructed at the Alan Higgs Centre. The final design was approved by the club and they have been supportive of the process. In addition, a 25m swimming pool and slides has been constructed and is now open at Centre AT7. Local people were consulted on the design for this pool through a number of drop in sessions in the local community and at neighbourhood forums. Following consultation, the design of the changing rooms was altered so that the changing facilities were accessible for people from all ethnic and cultural backgrounds.
- 8.2 The design of the Wave was drawn up with a group of young people from the Westwood Academy School. The group were involved in the design process from the very beginning and were fundamental in ensuring the waterpark will be accessible for people with disabilities. They visited waterparks in other areas of the country and told us what they liked and didn't like and what facilities were important to have at the centre.
- 8.3 There has been consultation with Coventry Indoor Bowls Club and the English Indoor Bowling Association Ltd and a replacement rink will be located at The Avenue Bowls Club in Coundon as agreed at Cabinet on 9 January 2018. This will offer better accessibility and facilities for its users.
- 8.4 No further equalities issues were raised and positive equality impact has been confirmed.

Outcome of equality impact

9. Indicate which of the following best describes the equality impact of this project/review:

There will be **no** equality impact if the proposed option is implemented

There will be **positive** equality impact if the proposed option is implemented

There will be **negative** equality impact if the proposed option is implemented but this can be objectively justified

There will be both **positive and negative** impacts if the proposed option is implemented

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Summary of ECA

Following consultation and analysis of demographic, health, sport and leisure data for and survey responses for the city (and specifically including that of members accessing the current city centre leisure provision), an Equality and Consultation Analysis (ECA) (Appendix one) was produced for the proposed phase closure of Coventry Sports and Leisure Centre in Fairfax Street.

The Equality and Consultation Analysis contained as an appendix to the 'Phased closure of Coventry Sports and Leisure Cabinet Paper (Coventry City Council, 2019) indicated the following potential equalities impacts with regard to the protected groups under equalities legislation:

- There was a need to provide sports provision and support for disabled people and to increase participation in sport and active recreation by disabled people or/and people with long term limiting illnesses
- There was a need for high quality facilities for people of all sporting abilities.
- There was an importance of links to schools and the need for opportunities for young people were highlighted
- Those responding to consultation wanted to see more done to improve the health of local people through sport

Through engagement with stakeholders including Coventry Swimming Club, young people, the Indoor Bowls Association and local people, the move to other sites will see a positive impact on protected characteristic groups.

Approvals from Director and Cabinet Member

Name of ECA Author: Faye Griffiths

Date 14 January 2019

Director: Martin Yardley

Cabinet Member: Councillor Kamran Caan

Please detail below any committees, boards or panels that have considered this analysis.

Name	Date	Chair	Decision taken
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Next steps

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Please send this completed ECA to the Insight Team as follows:

Wendy Ohandjanian (wendy.ohandjanian@coventry.gov.uk tel. 7683 2939)

Jaspal Mann (jaspal.mann@coventry.gov.uk tel. 7683 3112)