

Equalities and Communities Impact Assessment

Name of Officer/s completing assessment: Paul Harris

Date of Assessment: 17 November 2023

1. What is the proposed Policy? (please provide sufficient detail)

For the purposes of the assessment the term 'Policy' relates to any new or revised policies, practices or procedures under consideration.

Five Year Infrastructure Investment Plan 2024 to 2029 and 2024/25 Annual Growth Programme

2. Which protected characteristics under the Equalities Act 2010 does this Policy impact? (indicate whether the impact could be positive, neutral, or negative)

Protected Characteristic	Potential Impact		
	Positive	Neutral	Negative
Age		<input checked="" type="checkbox"/>	
Disability	<input checked="" type="checkbox"/>		
Race		<input checked="" type="checkbox"/>	
Sex		<input checked="" type="checkbox"/>	
Religion or Belief		<input checked="" type="checkbox"/>	
Sexual Orientation		<input checked="" type="checkbox"/>	
Marriage/Civil Partnership		<input checked="" type="checkbox"/>	
Pregnancy/Maternity		<input checked="" type="checkbox"/>	
Gender Reassignment		<input checked="" type="checkbox"/>	

3. Which additional Communities characteristics does this policy impact?

Characteristic	Positive	Neutral	Negative
Health	<input checked="" type="checkbox"/>		
Place including Rurality	<input checked="" type="checkbox"/>		
Low Income and Poverty	<input checked="" type="checkbox"/>		

4. What do you believe are the potential equalities impacts of this policy?

Please include:

- Partnership organisations worked with in the development of this policy
- Evidence gathered to inform your decision
- Where you have consulted, Who and How this has informed the decision/policy
- Any other groups impacted not detailed above

Note: Impacts could be positive, neutral, or negative and impact groups differently

The Greater Norwich Growth Board Joint 5 Year Investment Plan 2024-2029 and Annual Growth Programme 2024/25 includes 1 project that is directly relevant to Broadland. Projects directly related to Norwich and South Norfolk, or which are within Broadland but promoted by Norfolk County Council, will be separately considered, in terms of EQIA, by those Councils as appropriate.

The specific project within Broadland that is considered by this EQIA is the Aylsham Gym and Fitness Hub. An EQIA for this scheme was completed alongside the IIF funding application for the Aylsham Gym, this is appended at Appendix A of this report.

The other scheme within Broadland is the Match Funding allocation for the NEST. Whilst within Broadland, this is promoted by Norfolk County Council. As such, it is considered that any further EQIA necessary should be undertaken by NCC and promoting authority. It is noted however that the proposals for the NEST include accessible changing rooms and provides “specialist equipment which will allow people with disabilities to participate (which are not currently available elsewhere in Norfolk).

As such, it is considered that impacts related to the NEST proposal are also likely to be broadly positive.

5. What do you believe are the potential communities impacts of this policy?

Please include:

- **How the policy can meet agreed priorities**
- **Evidence gathered to inform your decision**
- **Partnership organisations worked with in the development of this policy**
- **Where you have consulted, Who and How this has informed the decision/policy**
- **Any other groups impacted not detailed above**

Note: Impacts could be positive, neutral, or negative and impact groups differently

In relation to the protected characteristics under the Equalities Act, the EQIA for Aylsham Gym and Fitness Hub concludes that there are positive impacts term of disability and neutral impact in regards to the other characteristics. There are considered to be positive impact in relation to the additional community characteristics considered.

Details in relation to the above conclusions are provided in the project specific EQIA, included as appendix A.

6. How is it proposed that any identified negative impacts are mitigated?

Please include:

- **Steps taken to mitigate, for example, other services that may be available**
- **If a neutral impact has been identified can a positive impact be achieved?**
- **If you are unable to resolve the issues highlighted during this assessment, please explain why**
- **How impacts will be monitored and addressed?**
- **Could the decision/policy be implemented in a different way?**
- **What is the impact if the decision/policy is not implemented?**

No negative impacts identified.

Signed by evaluator:

Signed by responsible head of department:

Please send your completed forms to equalities@southnorfolkandbroadland.gov.uk to be reviewed and stored in accordance with our legal duty.

Please send a copy of the reviewed document to equalities@southnorfolkandbroadland.gov.uk

This document was updated March 2022

Appendix A - Equalities and Communities Impact Assessment for Aylsham Gym and Fitness Hub

Name of Officer/s completing assessment: Steven Peet

Date of Assessment: 9th August 2023

1. What is the proposed Policy? (please provide sufficient detail)

For the purposes of the assessment the term 'Policy' relates to any new or revised policies, practices or procedures under consideration.

This proposed project on the Aylsham High School site, will deliver a new 5,242 square foot community health and fitness facility, which includes:

- A 40-station gym
- Multi-use fitness studio
- Changing rooms with showers

Following the previous successful delivery of stage one and two, the Aylsham Gym and Fitness Hub proposal is the third stage of a programme of works, managed and delivered by Aylsham High School. These works are providing necessary new community sport and leisure facilities for Aylsham and the surrounding area.

2. Which protected characteristics under the Equalities Act 2010 does this Policy impact? (indicate whether the impact could be positive, neutral, or negative)

Protected Characteristic	Potential Impact		
	Positive	Neutral	Negative
Age		✓	
Disability	✓		
Race		✓	
Sex		✓	
Religion or Belief		✓	
Sexual Orientation		✓	
Marriage/Civil Partnership		✓	
Pregnancy/Maternity		✓	
Gender Reassignment		✓	

3. Which additional Communities characteristics does this policy impact?

Health	✓		
Place including Rurality	✓		
Low Income and Poverty	✓		

4. What do you believe are the potential equalities impacts of this policy?

Please include:

- Partnership organisations worked with in the development of this policy
- Evidence gathered to inform your decision
- Where you have consulted, Who and How this has informed the decision/policy
- Any other groups impacted not detailed above

Note: Impacts could be positive, neutral, or negative and impact groups differently

The space will be flexible and along with utilisation of the current reception area in the pool building, will allow the school to offer other health, prevention and well-being related services for the community, such as physio, rehabilitation and mobility support. Following the development of this proposed new facility, the school feel they will be able to meet a number of health and well-being needs in the community and contribute towards the objectives outlined in the Broadland Health and Well-being Partnership Strategy.

The project will focus on accommodating various accessibility and inclusion needs and a large number of disabled parking spaces will be available, and the building being will be on one level. The school will involve Active Norfolk's equality, diversion and inclusion development officer when planning the space.

5. What do you believe are the potential communities impacts of this policy?

Please include:

- How the policy can meet agreed priorities
- Evidence gathered to inform your decision
- Partnership organisations worked with in the development of this policy
- Where you have consulted, Who and How this has informed the decision/policy
- Any other groups impacted not detailed above

Note: Impacts could be positive, neutral, or negative and impact groups differently

Aylsham is a rural market town in the district of Broadland, which currently has very limited public leisure/ gym provision available to the community. In order to access a leisure centre, people from Aylsham would typically need to drive 20 minutes.

The latest information in the 2021 Census, shows the following for those living in the ward:

- Most common hospital admissions are for hip replacement, stroke and incidents of self-harm.
- The highest standardised mortality rates are for stroke, coronary heart disease and circulatory disease.
- Levels of deprivation are the 5th highest out of the 27 wards in Broadland, with an IMD of 14.5, against an average in Broadland of 12.06.

Consultation and research carried out, as part of the creation of the Greater Norwich Physical Activity & Sport Strategy (PASS), highlighted that in Broadland:

- 17.8% of residents are inactive.
- Physical activity levels decrease with age, particularly amongst over 50s.
- 45% of residents with a disability are inactive.
- Inactive people are more likely to consider using leisure facilities to get active.
- People are less active in the most deprived areas.

6. How is it proposed that any identified negative impacts are mitigated?

Please include:

- Steps taken to mitigate, for example, other services that may be available
- If a neutral impact has been identified can a positive impact be achieved?
- If you are unable to resolve the issues highlighted during this assessment, please explain why
- How impacts will be monitored and addressed?
- Could the decision/policy be implemented in a different way?

- **What is the impact if the decision/policy is not implemented?**

There are no negative impacts identified in reference to this project.

Signed by evaluator: 

Signed by responsible head of department:

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Guidance – Completing an Equalities and Communities Impact Assessment

<p style="text-align: center;">PROTECTED GROUPS</p> <p>The Equality Act 2010 identifies 9 protected characteristics:</p> <ul style="list-style-type: none"> • Age • Disability • Sex • Sexual Orientation • Race • Religion • Pregnancy & Maternity • Gender Reassignment • Marriage & Civil Partnerships 	<p style="text-align: center;">PUBLIC SECTOR EQUALITY DUTY ('PSED')</p> <p>The PSED requires us, as a Local Authority, to undertake the following:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation Consider whether a policy, procedure or practice is likely to treat anyone less favourably or disadvantage them because of a protected characteristic. • Advance equality of opportunity Consider measures to advance equality of opportunities for protected individuals / groups • Promote good relations Take steps to tackle prejudice and promote understanding between groups. e.g. hold talks for staff/the public; get involved in local events; promote local events run by protected groups.
<p style="text-align: center;">CONSIDERATION TO BE GIVEN TO:</p> <ul style="list-style-type: none"> • Health • Place including Rurality • Low Income and Poverty 	<p style="text-align: center;">COMMUNITY IMPACTS</p> <p>In addition to the 9 characteristics protected under legislation you are also asked to consider how the proposed policy could impact upon:</p> <ul style="list-style-type: none"> • Achieving our priorities of Health and Wellbeing and Inclusive Growth • Informing and contributing to the development of sustainable communities through our Locality Offer <p>This holistic approach constitutes good practice and demonstrates that a robust assessment has been undertaken, evidenced and reviewed.</p>

Questions	Answers
When should an Equalities and Communities Impact Assessment (EqCIA) be undertaken?	<p>Equalities and Communities Impact Assessments (EqCIAs) should be undertaken when a policy practice or procedure is revised/created which may impact on a protected group. We must ensure these impacts are considered at an early stage. It is important to remember that impacts may have a positive or negative effect.</p> <p>Additionally, it is good practice to consider the additional characteristics of <i>Health, Place including Rurality and Low Income and Poverty</i>. While this demonstrates that a thorough assessment has taken place it also evidences how proposed policies, practices or procedures contribute to achieving our agreed priorities.</p>
Why complete an EqCIA?	If we fail to do so this may be open to legal challenge, causing reputational & financial harm.
How do we undertake an EqCIA?	Complete the attached EqCIA. Consider consultation with representatives of potentially affected groups. Send the completed EqCIA to your Head of Department and then to the Equalities Lead – Sue White at equalities@southnorfolkandbroadland.gov.uk
What questions should I ask myself when completing the EqCIA:	<ol style="list-style-type: none"> 1. Could the new/revised Policy, Procedure or service, or the way it is carried out, have an impact on one of the protected groups? 2. Is a negative impact unavoidable? What could be done to avoid/mitigate? Can it be justified? Can we achieve the aims without having the same negative impact?
Do I need to consider consultation ?	<p>Yes, quite possibly. To understand the impact of a change, consultation can be vital. Consultation may involve:</p> <ul style="list-style-type: none"> • Discussion with colleagues across the Council to identify impacts. • Engaging with representatives of relevant protected groups or with the public directly. • Contacting other local authorities. • Undertaking desk top research. <p>Consultation can include: face-to-face meetings; focus groups, questionnaires (including on the Council website) and discussion papers.</p>
Do I need to review an EqCIA?	Yes, these should be reviewed periodically by you to ensure the impacts were correctly identified and that steps have been taken to mitigate against any negative effects.
Any questions?	Please email equalities@southnorfolkandbroadland.gov.uk should you have any questions.
Who do I send the completed EqCIA to?	Please send the completed EqCIA to equalities@southnorfolkandbroadland.gov.uk and your Head of Department.