



Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	<u>Community Asset Transfer Programme: Red Lodge Community Pool</u> To transfer Red Lodge Community Pool to a community, voluntary or faith organisation, at less than market value, through a Community Asset Transfer (CAT).
Brief Service Profile (including number of customers)	Red Lodge Community Pool is located in Vermont Close, Bassett which is towards the north of Southampton and within Basset Ward. The pool already has an established range of activities including pre-school sessions, public swim, adult, ladies only, 50+, parent and baby and is also available for party hire.
Summary of Impact and Issues	Red Lodge Community Pool Ltd (RLCPL) have been running the swimming pool, as an independent charity for the past 15 years and activities are already well established. It is therefore felt that the freehold transfer of the building to them will not cause any significant impact to the status quo. When any potential impacts are identified, this assessment will be updated to reflect them.
Potential Positive Impacts	The Council wants to achieve the following outcomes through a proactive community asset transfer programme:

	<ul style="list-style-type: none"> ▪ Community empowerment and benefits to the wider local community ▪ Capacity building through the use of local skills, experience, knowledge and time ▪ Retaining valued local provision, thus improving local services in times of austerity, while contributing to savings ▪ Delivering local services that address local needs through community led and community controlled assets ▪ Extending the use of a building or land ▪ Value for money and the ability to draw in other sources of funding not available to the council ▪ Social enterprise and social well-being, including community cohesion ▪ Financial viability, long term sustainability and external investment ▪ Delivery of council objectives through other partners ▪ A stimulus to partnership working
Responsible Service Manager	Vanessa Shahani
Signature	V. Shaha
Date	26/1/15

Approved by Head of Service	Suki Sitaram
Signature	S Sitaram
Date	04/02/15

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The pool runs a range of sessions for both adults and children. There are separate parent and baby, junior lessons as well as adult and 50+ groups.</p> <p>The 2011 census shows that the majority of people 70.7% in Bassett are working age but the ward also has an above city average of residents over 65 at 16.3%</p>	<p>As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.</p>
Disability	<p>The pool is fully accessible with a specially equipped changing facility as well as a 'hoist' to transfer users into the pool. It offers a 'disability swim' session each week.</p> <p>14.5% of the population in Bassett report that their day to day activities are limited either 'a lot' or 'a little' by a long term health problem or disability</p>	<p>As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.</p>
Gender Reassignment	<p>No known impact</p>	<p>As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.</p>
Marriage and Civil Partnership	<p>No known impact</p>	<p>As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		the running of the pool in the future.
Pregnancy and Maternity	The pool offers a number of parent and baby sessions throughout the week.	As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.
Race	See Religion or Belief, below. The Census 2011 data states that 70.2% of residents in the Bassett ward classify themselves as White British. The next largest ethnic groups are non-white British 29.8% and Asian/Asian British at 14.9%.	As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.
Religion or Belief	The pool makes special arrangements to accommodate an Asian Women's Group who require female lifeguards and complete privacy whilst swimming, so blinds in the viewing room are closed during their sessions. The Census 2011 data suggests that the most popular faith in the ward is Christian (50.7%), there is an above city average population of Muslim residents 6.1% and 29.6% of residents define themselves as having no faith.	As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.
Sex	The pool offers women only swimming sessions.	As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		the running of the pool in the future.
Sexual Orientation	No known impact	As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.
Community Safety	<p>The priorities in Dec 2015 for the Neighbourhood Policing Team in the Bassett area were:-</p> <ul style="list-style-type: none"> • Drug related issues • Anti- social behaviour <p>Although review of local stats indicate that no offences were committed in the vicinity of the pool.</p>	As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.
Poverty	<p>The pool has a range of charges with concessions for the over 60's and students.</p> <p>The Census 2011 data indicates that 36% of adults in the ward are not in employment. This figure includes students, those with children and retired people.</p>	As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.
Other Significant Impacts	None known at this time	As part of the application process for Asset Transfer the Council expects Red Lodge Community Pool Ltd to consult with current users and local residents so they have a voice in the running of the pool in the future.

