

**EQUALITY IMPACT ASSESSMENT  
Proposals considered in July 2012**

**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 City Council’s Equality Impact Assessments (EIA) 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.

<p><b>Portfolio Reference No.</b> HLS5</p>	<p><b>Proposal:</b> Oaklands Swimming Pool (OSP) is currently closed mid-repair. The proposal is to close the venue permanently.</p>
<p><b>Volumes (number of customers) and profile</b></p>	<p>Oaklands Swimming Pool is located in the West of the City and is open to people of all abilities and fitness levels who want to improve their health and general wellbeing, whatever their age. The number of individual visits to the swimming pool in 2011/12 was 80,246.</p> <p>As users of the pool are, in many cases, accompanied by others, the total number of visitors to the facility is greater. On average, it is estimated that 2 parents attend for every child and 1 person for every adult user. As an example in 2011/12, the total visitors were 195,701, which is 2.7 times the number of pool users and on average, this was between 49,000 and 51,000 per quarter.</p> <p>In 2011/12 the 80,246 visits to the pool comprised:</p> <ul style="list-style-type: none"> <li>• Schools = 7,719 (9.6%) pupils - based on actual school usage</li> <li>• Clubs = 22,275 (27.8%) member visits - estimated by the council             <ul style="list-style-type: none"> <li>○ Of which disability group member visits were estimated at 4,620 (5.8%)</li> </ul> </li> <li>• Swimming Lessons = 19,813 (24.7%) – based on actual lessons</li> <li>• General members of the public visits = 22,497 (28%) based on system receipts of which the estimated breakdown of usage is:             <ul style="list-style-type: none"> <li>○ Adults = 11,586 (14.4% of the total)</li> <li>○ Seniors = 8,751 (10.9% of the total)</li> <li>○ Children = 1,012 (1.3% of the total)</li> <li>○ Parties = 1,125 (1.4% of the total)</li> <li>○ One to One lessons = 23 (0.03% of the total)</li> </ul> </li> <li>• Aqua aerobics = 7,942 (9.9%)</li> </ul> <p>The customer profile is spread fairly evenly across adults, seniors, children, disabled groups, schools, medical referrals, all age ranges,</p>

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	disabilities and all key target groups for increasing participation in physical exercise or activity.
	OSP is also hired as the base of many clubs and organisations, including Eastleigh & Oakland's Swim Club, Southampton Disability Group, Oaklands Team and Recreational Sports (OTARS), Independent Living Group (ILG), Oakland's Life Saving Club, a local Octopush Club, a Triathlon Club, and a Kayaking Training Club.
<b>Staffing and budget</b>	OSP staff establishment is 14 contracted staff (10.58 FTE) plus 19 casual staff who work regular shifts. The 2012-13 net service subsidy budget is £259k. In 2011/12 the service subsidy budget was £254k.
<b>Current operational position</b>	The pool has in recent years reduced opening hours to minimise the highest loss making activities, focused on swimming lessons to generate income and changed staffing arrangements to reduce costs.
<b>Summary of impact and Issues</b>	Experian Mosaic data shows that within 1 mile of OSP, the population is circa 34,100 based on 2010 data. However, data for where users and visitors live is not collected and therefore it is difficult to assess what percentage of the users and visitors to the pool are from local communities and how many people travel over 1.5 miles currently. The data shows that within a 1.2 mile radius, there are higher than average levels of crime, anti-social behaviour, graffiti, incidents domestic violence and statistically a disproportionately low number of BME citizens compared to the city average. The data also shows life expectancy is lower than neighbouring areas. The profile confirms residents are economically deprived and closing OSP would mean that those from the local area who currently use the pool would have to travel to venues in other areas. However, this needs to be considered against lower charges for most groups at the Red Lodge Pool. This is also the case for any current users who live in the adjoining areas of Millbrook and Redbridge which are within a 1.2 mile radius.
<b>Potential Positive Impact</b>	Potential revenue budget saving of circa £250k per annum in a full financial year with effect from 1st April 2013. Repair and maintenance liability would be avoided. From a community safety point of view, the whole site can more easily be secured as the school will be closed from end of August 2012. A large site without ongoing obligations will enhance opportunities for future development to improve outcomes for local people through the Lordshill Master Plan.
<b>Alternative operational model 1 – Community Pool</b>	Community run facility similar to Red Lodge Pool. This would require consultation to assess whether the local community would support this, whether they have the sufficient capacity and ability to run the pool at no cost to the Council. The organisation would need to be able to receive TUPE'd staff (and associated pay / pension obligations). There would still be the need to resolve how to source significant funding necessary to deliver the repair and maintenance liabilities. An ongoing operation would limit the development opportunities in relation to the Lordshill Masterplan
<b>Alternative operational model 2 In-house Reduced</b>	Continue to operate in-house but with a reduced programme. The provision would be targeted at break-even or income generating activity such as schools, swimming lessons, and clubs. The programme would require a reduced staff structure, the removal of many loss-making public sessions and price increases. However, there would still be the need to

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<b>Programme</b>	resolve how to source significant funding necessary to deliver the repair and maintenance liabilities. An ongoing operation would limit the development opportunities in relation to the Lordshill Masterplan
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<b>Responsible Service Manager : Nigel Greene, Manager, Leisure Client</b>	
<b>Date: 2<sup>nd</sup> July 2012</b>	
<b>Approval by Senior Manager</b>	
<b>Name:</b>	Mike Harris, Senior Manager, Leisure and Culture
<b>Signature:</b>	
<b>Date:</b>	2 <sup>nd</sup> July 2012

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<b>POTENTIAL IMPACT</b>		
<b>Group</b>	<b>Details of impact</b>	<b>Possible Solutions/ Mitigating Actions</b>
Age	<p><u>Children and Young People</u> A significant percentage of the visitors are children and young people comprising</p> <ul style="list-style-type: none"> <li>• Schools = 7,719 (9.6%). There are 15 schools currently using the pool, of which the majority are relatively close by, and two are within the priority area in Redbridge and Millbrook. Three of these are from neighbouring districts on the west side of the city.</li> <li>• Members of the public who are children = 1,012 (1.3% of the total)</li> <li>• In addition, a proportion of the following visits will be children and young people:               <ul style="list-style-type: none"> <li>○ Those who attend parties = 1,125 (1.4% of the total)</li> <li>○ Those who attend One to One lessons = 23 (0.03% of the total)</li> <li>○ Those who belong to Clubs = 22,275 (27.8%)</li> <li>○ Of which disability group members are 4,620 (5.8%)</li> <li>○ Those who take swimming Lessons = 19,813 (24.7%)</li> </ul> </li> </ul> <p>While many of these can be catered for through the use of other facilities, the loss of this form of leisure based diversionary activity for local users could have an impact in an area already suffering high anti-social behaviour. Access to swimming does also have a positive impact on confidence building, skills development and self esteem.</p> <p><u>Adults and Older People</u> In 2011/12 of the general public visits to the pool, it is estimated that 11,586 were adults (14.4%) and 8,751 (10.9%) were senior citizens. In addition it is anticipated that a proportion of the estimated visits for clubs (22,275), swimming lessons (19,813) and aqua aerobics (7,942) will be adults The pool offers 50+ sessions which are very popular (2x 1hour sessions/ week), a regular group of elderly local residents take part in this session each week. Early morning swimming has for many years been attended by regular customers, the majority of which are older customers who socialise with each other at the swimming pool.</p>	<p>Alternative facilities that need to be considered include</p> <ul style="list-style-type: none"> <li>• Red Lodge Pool (3.5 miles)</li> <li>• Shirley Pool (&lt;3 miles)</li> <li>• The Quays (5 miles)</li> <li>• Jubilee Sports Centre, University of Southampton (3.5 miles)</li> <li>• Totton Leisure Centre (3.8 miles)</li> <li>• The Rapids (4.6 miles)</li> <li>• Bitterne Leisure Centre (5.8 miles)</li> </ul> <p>Many of them offer similar programmes to OSP including early swims, older person sessions, young people's activities and lessons for babies, children and adults. Further work will need to be undertaken on whether these pools have the capacity to take up the OSP provision.</p> <p>Other mitigating action could include</p> <ul style="list-style-type: none"> <li>• discussions with other providers to expand opening times and offer</li> <li>• promotion of alternative facilities</li> <li>• promotion of other youth activities in the area</li> </ul>

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Disability	The number of disabled people visits to the pool is estimated at 4,620 (5.8%) - using the stats for disability group members. The Independent Living Group use the pool twice a week for their disabled residents in care, with a regular slot hired out for them meaning no public interfere. OTARS is a special group attached to the pool through Southampton day services; it gives swimming tuition to groups of disabled users, increasing their water skills, fitness and socialisation. The pool runs a public disabled session each week on a drop in basis that is well attended, mainly by local disabled elderly residents. A disability group also operates from OSP. All the above groups socialise through the swimming pool. There are also implications for older residents who already have mobility difficulties in order to keep them active.	Promote alternatives venues currently offering disability swims. Totton Leisure centre operates a Therapy session 3 x a week Explore opportunities for pools not currently providing a swim session for disabled people to consider including in their programme.
Sex	Ladies only session is available on site, giving specific swimming pool space to local residents unhappy/uncomfortable/not confident about swimming with men, the chance to participate. There are approximately 20-25 ladies only swimmers who regularly attend the weekly session.	Signpost users to alternative facilities offering 'ladies only' swim sessions. Explore opportunities for pools not currently providing a 'ladies only' swim session to consider including in their programme.
Race	Ethnic monitoring information is not collated	
Religion/ Belief	Ladies only sessions are available on site and certain religious minorities use these as a way of swimming inside the tenets of their faith. Other pools may not offer this exclusively female opportunity.	Signpost users to alternative facilities offering 'ladies only' swim sessions. Explore opportunities for pools not currently providing a 'ladies only' swim session to consider including in their programme.
Marriage and Civil Partnership	N/A	
Pregnancy and maternity	Swimming, as a recommended pre/post natal past time, in OSP will be taken away.	Explore with other facilities whether they can offer similar programmes to OSP.
Gender reassignment	N/A	
Community Safety	Problems with graffiti / antisocial behaviour/ unsafe behaviour at the site may be exacerbated if the site stands empty, including local youths regularly getting onto the unsafe roof and throwing things. The catchment area of OSP experiences high ASB, alongside other crimes; the closure of a key facility which offers youth diversion may lead to increased ASB and criminal damage incident.	Boarding the whole site may reduce ASB and graffiti but if the nursery at the end of the school building remains open it will potentially leave a vulnerable site. Work is in progress on a masterplan for the redevelopment of the Lordshill District Centre. However, no decisions have been taken on any

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		<p>potential redevelopment options at this stage. This is a plan for the medium term, which is not directly related to the maintenance issues at the current Oaklands pool site. On 16<sup>th</sup> May 2012 Cabinet agreed to offer a two year lease to the nursery, with the option to review this after one year.</p> <p>Although it is not apparent if the current users are from the local area it would help to identify and signpost locally to youth activities operating nearby.</p>
Sexual Orientation	N/A	
Poverty	<p>For local users who live within walking distance of the pool, the loss of swimming opportunities in Lordshill could mean public transport journey required to other pools as mosaic profiles in the area suggest a low level of car ownership. Local residents are therefore likely to incur a cost of approx £2-3 per specific journey.</p> <p>A quarter of the catchment area fall within groups that are likely to have low income, social isolation and be vulnerable and experiencing poor life chances such as lower than average life expectancy. Younger adults and families are likely to be most affected by welfare benefit changes and the extra costs and travelling may be prohibitive to using other facilities thus isolating this group further. This in turn may lead to poorer health outcomes and life expectancy.</p> <p>For local users who live within walking distance of the pool, they will need to consider making a bus or car journey to alternative facilities:</p> <ul style="list-style-type: none"> <li>• 5 buses run from surrounding area to Shirley Road and lead on to the City Centre. Both Shirley and the City Centre have Pools. Approximate bus ticket costs (max) Adult Return £2.90 Child Return £2.00.</li> <li>• Unilink U6 bus runs every 20 minutes to Winchester Road where Red Lodge Community Pool is situated. Red Lodge offers lower costs to adults, children and families.</li> </ul>	<ul style="list-style-type: none"> <li>• Signpost users/residents to other facilities.</li> <li>• Undertake targeted promotion of healthy lifestyle activity in this area.</li> </ul>

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	Loss of Swimming opportunity in Lordshill District. Economic impact on paying for swimming elsewhere				
	<b>Pool prices – Max</b>	<b>Adult</b>	<b>Child</b>	<b>Senior</b>	<b>Family</b>
	Oaklands; Peak	£4.20	£2.80	£2.80	£14.00
	Off peak	£3.29	£2.50	£2.50	£11.80
	Shirley	£3.80	£2.85	£2.50	n/a
	Red Lodge	£3.40	£2.40	£2.50	£11.00
	The Quays: Peak	£5.10	£3.25	£3.25	£15.00
	Off peak	£4.00	£2.85	£2.85	£12.50
	Totton	£3.75	£2.00	£2.50	£9.50
	Bitterne: Peak	£4.10	£2.70	£2.70	£12.00
	Off peak	£3.30	£2.40	£2.40	£10.00
	Rapids	£4.50	£3.05	£3.05	£17.25
Jubilee	£4.90	£3.00	£3.00	£15.00	
Staff	OSP staff establishment is 14 contracted staff (10.58 FTE) plus 19 casual staff who work regular shifts. This means that 33 staff are affected.		<ul style="list-style-type: none"> <li>Use the new administration's revised council redeployment policy to assist staff to improve their skills through secondments in other services and find alternative employment.</li> </ul>		