

## 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 proposals and consider mitigating action.

<p><b>Name or Brief Description of Proposal</b></p>	<p>For St Marys Centre to operate as flexible community hub including a limited leisure offering from January 2020 by allowing a property transfer with a lease to a sole Provider.</p>
<p><b>Brief Service Profile (including number of customers)</b></p>	
<p>The aim is to provide a venue for a multi-use community hub including limited leisure facilities in St Marys, operated by one Provider who will operate and fully maintain the venue and be able to sub-let/rent out space to other organisations in order to provide an additional range of flexible activities for the whole community, which is not limited to leisure.</p> <p>Until May 2019 the St Marys Leisure Centre venue has provided leisure facilities to the local community of approx.150 users per week under an agreement between the council and Solent University. Following the expiry of the contract in June 2019, the user numbers dropped to xx per week.</p> <p>The building is being kept open with a limited service provision (5 a side and a squash court) within limited hours at a cost to the council of around £16k per month.</p> <p>The building use is currently classed as a D2 Assembly and Leisure venue for indoor sports and recreation only.</p> <p>The council wish to change the use to a D1/D2 Assembly and Leisure and Non-Residential mixed use venue which will allow the premises full flexibility to operate as a community hub from early 2020.</p> <p>The council wish to offer a property transfer with a lease to a sole Provider for 20 years who will be fully responsible for the venue in order that they are able to provide a flexible and unlimited wide range of activities to meet the needs of the whole community for the future.</p>	
<p><b>Summary of Impact and Issues</b></p>	
<p>There is a possibility there will be a change in leisure provision delivered from the St Mary’s Leisure Centre venue, with only limited leisure provisions being retained (squash courts and gym).</p>	

However, a modern new sports facility with community access has been built by Solent University in the area less than 0.2 miles away on the university campus site on East Park Terrace which can provide a full leisure service and more (except squash courts).

Most of the current St Mary's Leisure Centre users have been encouraged to, and have transferred to this facility from May 2019.

There is no longer the need for a full leisure service to be delivered from St Mary's Leisure Centre.

A community hub which can offer a range of more flexible services will be much more beneficial to the local residents.

**Potential Positive Impacts**

Residents local to the venue (within 2 miles) will have a venue that can be utilised for a range of flexible services including limited leisure provisions that will benefit the community.

Costs to the Council for the building currently are significant and no future budget exists for any management fee or building maintenance and repair.

The new Provider will be fully responsible for structural, repair, building maintenance and insurance of the grade II listed building, removing the risk and cost from the council.

<b>Responsible Service Manager</b>	Paul Paskins
<b>Date</b>	
<b>Approved by Senior Manager</b>	James Strachan
<b>Date</b>	

**Potential Impact**

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	No specific impact	The new gym at Solent University meets the needs of the older members of the community wanting to engage in leisure services.  Improved venue and facility allowing for flexibility of services delivered dependant on community, local and central government trends.
<b>Disability</b>	No specific impact	The new gym at Solent University meets the needs of the disabled community wanting to engage in leisure services.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		<p>The wheel chair basketball team has already relocated to the new facility.</p> <p>Improved venue and facility which will be able to accommodate people with disabilities.</p>
<b>Gender Reassignment</b>	No specific impact	No specific impact
<b>Marriage and Civil Partnership</b>	No specific impact	No specific impact
<b>Pregnancy and Maternity</b>	No specific impact	Improved venue and facility allowing for flexibility of services delivered dependant on community, local and central government trends.
<b>Race</b>	Negative impact	Solent University's new facility is in close proximity at East Park Terrace. It is open to members of the public and Solent have continued to offer their women only gym classes to the local BME community. 273 former users of St Mary's are already using Solent's facility.
<b>Religion or Belief</b>	Single sex classes held	The women only gym class has already relocated to the new facility at East Park Terrace.
<b>Sex</b>	Single sex classes held	The women only gym class has already relocated to Solent's new facility.
<b>Sexual Orientation</b>	No specific impact	
<b>Community Safety</b>	Positive impact	<p>Most users live within a 2 mile radius.</p> <p>Having the building open and occupied rather than mothballed hopefully will deter from vandalism and anti-social behaviour.</p>
<b>Poverty</b>	No specific impact	Improved venue and facility which can accommodate classes to

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		<p>promote health and well-being allowing for flexibility dependant on community, local and central government trends.</p>
<b>Health &amp; Wellbeing</b>	Positive impact	<p>Improved venue and facility which can accommodate classes to promote health and well-being allowing for flexibility dependant on community, local and central government trends.</p>
<b>Other Significant Impacts</b>		