

# Diversity impact assessment

<b>TITLE</b> Name / description of the issue being assessed	Splashes sports centre development
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<b>DATE</b> Date the DIA is completed	18 June 2020
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<b>LEAD OFFICER</b> Name, title and dept of person responsible for carrying out the DIA.	Bob Dimond, head of sport leisure, tourism and heritage
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**1 Summary description of the proposed change**

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

The proposal is for a £5m development of Splashes sports centre in Rainham. If approved the centre will be closed for approximately 18 months. This will impact both customers and Medway Council staff working at the centre

**2 Summary of evidence used to support this assessment**

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

The decision to develop the centre at this time is based on structural condition surveys and advice from relevant specialist services within the Council

**3 What is the likely impact of the proposed change?**

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

*(insert ✓ in one or more boxes)*

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	x		
Disability	x		
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			

# Diversity impact assessment

<b>Race</b>			
<b>Religion/belief</b>			
<b>Sex</b>			
<b>Sexual orientation</b>			
<b>Other (eg low income groups)</b>	x		

#### 4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

Development of the centre will result in closure for an anticipated 18 months. This will mean the temporary loss of Council-run sports facilities in the east of Medway for the duration of the closure. This is most likely to affect groups who may find it difficult/costly to travel elsewhere. Splashes is also popular with senior residents, with approximately half of all free swims undertaken at Medway sports centre in a year being provided at Splashes. Meeting that level of demand at other Medway sports centres would be difficult to achieve (although it is noted that social distancing and safety measures likely to be introduced at sports centres will already impact on this)

#### 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

Medway Council operates a number of sports centres and customers will have the option to use these. The service management team will seek to offer suitable alternative provision for any groups which may be disadvantaged by the closure, while recognising in the short-term this may be impacted by social distancing and other safety measures introduced when sports centres can reopen

#### 6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

<b>Action</b>	<b>Lead</b>	<b>Deadline or review date</b>
Inform customers of proposed development and impact on centre usage	BD	July 31 <sup>st</sup> , 2020

# Diversity impact assessment

Contact groups using the centre to see if alternative can be provided at another Council sports centre	TS	August 31 <sup>st</sup> , 2020
Advise customers of opportunities to use other Council sports centres	BD	August 31 <sup>st</sup> , 2020

**7 Recommendation**

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

It is recommended to proceed with the development of Splashes to ensure the long-term viability of the sports centre serving the east of Medway, and to actively promote available alternatives to customers during the closure period.

**8 Authorisation**

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

**Assistant Director**

**Date**

Contact your Performance and Intelligence hub for advice on completing this assessment

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