

HDC Due Regard (Equality Analysis) Leisure Contract Procurement

Due Regard (Equality Analysis) is an on-going proactive process which requires us to consider the effect our decisions are likely to have on local communities, service users and employees, particularly those most vulnerable and at risk of disadvantage.

This template has been designed to assist in the collation of information and evidence required to support the 'Due Regard' process when introducing new policies/procedures/functions and services or reviewing existing ones.

For help with this template please view the guidance document, which contains advice to assist you when you are considering the impact (both positive and negative) of the proposed actions on each of the protected equality characteristics.

Name of policy/procedure/function/service being analysed: Leisure Procurement Project

Department and section: Customer Services & Community Partnerships

Name of lead officer: Steve Taylor

Other people involved (assisting or reviewing – including any service users or stakeholder groups etc.): Rachael Felts

Date assessment completed: Reviewed November 2023

Step 1: Defining the policy/procedure/function/service

Is this a new, amended or reviewed policy? What are the aims, objectives and purpose and how will they be achieved? What are the main activities and which communities are likely to be affected by these activities? What are the expected outcomes?

Leisure Procurement Project

The Leisure Procurement Project sets out and defines the proposal for a new leisure services contract with capital funding included for a major redevelopment of Harborough Leisure Centre and investment in Lutterworth to ensure leisure facilities are fit for purpose and provide the facilities needed by our communities. With the objective of:

- An enhanced facility mix at Harborough Leisure Centre through redevelopment
- Enhanced leisure facilities at Lutterworth Sports Centre through investment
- Achieve financially sustainable leisure provision inline with the councils MTFS
- Increased participation and mental and physical health outcomes for specific groups where inequalities are the greatest e.g., those with a disability, older people, women, and girls.
- Greater use of digital services to support lifestyles and facilitate greater partnership working e.g. with health/ GP
- Maximise contribution of leisure centres towards supporting the climate emergency

Links to the Health & Wellbeing Strategy

The New Health and Wellbeing Strategy for Harborough District has been designed to help improve health and wellbeing in the local population and reduce health inequalities.

The strategy outlines the vision, objectives and priorities based on the following methods of assessment used:

- Strategic assessment of opportunities and challenges for the district
- Engagement with residents and partners via surveys and roadshows
- Review of national and local datasets, including Population Projections, the Local Authority Health Profile and Index of Multiple Deprivation.

The objectives of the strategy are reflected within the leisure procurement plans of Harborough District Council generally, health in Harborough District is good but it varies across the district, and we are facing significant challenges with an aging population and rising demand for services.

Expected outcomes of our leisure procurement project some of which may take several years to improve to statistically significant levels are:

- Physical activity levels in Harborough district will increase.
- Obesity levels will decrease.
- Improved mental health.
- Older adults living independently for longer.
- Increased sport participations.
- Improvements in community social cohesion and the Asset Based Community Development model approach.

Step 2: Data collection & evidence

What relevant evidence, research, data and other information do you have and is there any further research, data or evidence you need to fill any gaps in your understanding of the potential or known effects of the policy on different communities? Include quantitative data as well as qualitative intelligence such as community input and advice.

Extensive data has been collected as part of the process including the latest Local Authority Health Profile <https://fingertips.phe.org.uk/profile/health-profiles/data#page/1/gid/1938132701/pat/6/par/E12000004/ati/501/are/E07000131/iid/93347/age/187/sex/4/cat/-1/ctp/-1/yrr/1/cid/4/tbm/1/page-options/car-do-0>

In summary the health of people in Harborough is generally better than the England average. Harborough is one of the 20% least deprived districts/unitary authorities in England, however about 10% live in low-income families. Life expectancy for both men and women is higher than the England average.

Further detail can be found here <https://fingertips.phe.org.uk/static-reports/health-profiles/2019/E07000131.html?area-name=Harborough>

Leisure contributes to Physical activity, which is crucial to maintaining physical health, preventing ill health, supporting mental wellbeing, and generally helping people to be healthier for longer. Physical inactivity is responsible for one in six deaths in the UK and for (approximately) two thirds of many long-term conditions. Taking this view, Harborough District has high levels of preventable disease which can be reduced through more people leading active lifestyles. And the signposting of our communities to our leisure offer

Public Health England estimates that over 1 in 4 women and 1 in 5 men do less than 30 minutes of physical activity a week and classifies them as being inactive. Physical inactivity is the fourth largest cause of disease and disability in the UK – 1 in 2 women and 1 in 3 men in England are damaging their health through a lack of activity.

- There is a clear link between levels of physical inactivity and socio-economic status
- Areas with high levels of inactivity have high levels of premature mortality.
- Over the last 50 years, physical activity levels have declined by 20 percent in the UK – they are projected to drop a further 15 percent by 2030.

Step 3: Consultation and involvement

Have you consulted and if so outline what you did and who you consulted with and why.

Engagement Survey

In January 2022 we completed a district wide engagement survey which was completed by 446 members of our community from the following backgrounds:

Male (including trans man) - 196 (43.9%)

Female (including trans woman) – 225 (50.4%)

Under 18 - 133 (29.8%)

18 – 24 - 2 (0.45%)

25 – 34 - 20 (4.48%)

35 – 44 - 41 (9.19%)

45 – 54 - 80 (17.94%)

55 – 64 - 76 (17.04%)

65 + – 83 (18.61%)

White – British - 401 (90.11%)

Built Facilities Strategy Adopted 2020 and Playing Pitch Strategy 2018

The Sports Facilities Strategy forecasts the future needs for sport and recreation up to 2031 It complements the Harborough District Playing Pitch Strategy 2018 and is invaluable in guiding local priorities, investment and policies. The assessment methodology follows the Sport England Assessing

Needs and Opportunities Guidance (ANOG) (Sport England, 2014), including consultation with the local clubs, parish councils and national governing bodies of sport, as well as Harborough District Council.

The Strategy makes recommendations for facility development and use based on evidence and consultation. We consulted with 32 local clubs were consulted the details can be found here https://www.harborough.gov.uk/downloads/download/1389/built_sports_facility_strategy

In summary

Project name	Main aim	Priority H = High M = Medium L = Low	Phasing St 2019-2022 Mt 2022-2027 Lt 2027-2031	Estimated capital cost (£000's)	Main delivery partners	Comment
Leisure Centres						
Harborough Leisure Centre replacement	Replace leisure centre with sports facility elements including: <ul style="list-style-type: none"> • 4 badminton court sports hall • 25m x 8 lane pool with spectator accommodation • 10m x 8m leisure pool • 5m x 4m learner/teaching/training pool • Large fitness gym (number of stations tbc) • Studios /multi-activity rooms (number and size tbc) • 2 indoor netball courts/3 indoor tennis courts • 2 floodlit outdoor netball/tennis courts adjacent to indoor Consider provision of 4 rink indoor bowls facility either a part of existing facility or as part of a separate facility.	H	St Feasibility assessment including bowls hall options. Construction and opening	£15.1m plus up to £5m for commercial opportunities	HDC Sport England Operator/ construction partner	Facility mix to be confirmed. If netball/tennis provision not made via replacement dome type facility, then will require 8 badminton court sports hall plus investment off site to improve sports halls at Robert Smyth Academy. Detailed further assessment required in relation to provision of indoor bowling. If justified and not provided as part of a replacement leisure centre, identify alternative deliverable sites.

Project name	Main aim	Priority H = High M = Medium L = Low	Phasing St 2019-2022 Mt 2022-2027 Lt 2027-2031	Estimated capital cost (£000's)	Main delivery partners	Comment
Lutterworth Sports Centre	Retain and maintain. Potentially expand health and fitness provision, subject to local justification.	H M	On-going	tbc	Operator	For longer term, need to confirm future of site. If Sports Centre requires relocation, alternative town centre site will be required to be identified.

Step 4: Potential impact

Considering the evidence from the data collection and feedback from consultation, which communities will be affected and what barriers may these individuals or groups face in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, current and ex-armed forces personnel (Veterans), deprived or disadvantaged communities and also the potential impact on Community Cohesion. Remember people have multiple characteristics so the impact of a policy on a particular community may impact people within the community differently. Where possible include numbers likely to be affected.

AGE The Leisure Procurement Project is considered to have a positive impact in relation to age. Promoting Physical Activity, health and wellbeing and encouraging healthy life choices will support our residents and create healthy sustainable environment for future generations

Whilst all age ranges will be impacted there will be a key focus targeting 'early years' (5 – 15) and older adults (65 and over). Preventing increase in the number of children classified as obese and supporting older people and preventing hospital admissions for this target demographic as a result of hip fractures

Evidence suggests that children aged 5 – 15 are becoming less active and are failing to meet recommended physical activity levels. This is problematic as good physical development in children is linked to other areas of positive development including speech and coordination and an active childhood lays the foundation for an active life.

Similarly, older adults who participate in any amount of physical activity gain health benefits, including maintenance of good physical and cognitive function – current national trends suggest high levels of inactivity among this age group. Some physical activity is better than none and more activity provides greater health benefits, this includes improved balance and coordination for those more at risk of falls. The number of people aged over 65 is increasing significantly across the district. People are living longer but live with poor health for longer. Public services are struggling to meet the increase in demand. Services for older people is an overarching theme being increasingly identified.

DISABILITY Living with a disability may increase the chances of experiencing poor physical and mental health increase social isolation and inhibit people's opportunity, however the leisure project is considered to have a positive impact upon individuals living with a disability.

Improving physical health and mental wellbeing through leisure can improve functional status and quality of life among people with selected disabilities. Promisingly, the number of disabled individuals taking part in physical activity has risen within the district, yet barriers still remain.

Targeting specialist groups and improving accessibility therefore widening the network of users is priority.

Outreach within our communities will also ensure that leisure is far more accessible to our hard-to-reach communities.

Inclusivity is a cross cutting theme throughout our leisure procurement.

GENDER IDENTITY There is no evidence that the Leisure Procurement Project will affect, or at least not disproportionately affect this protected characteristic.

MARRIAGE AND CIVIL PARTNERSHIP There is no evidence that the Leisure Procurement Project will affect, or at least not disproportionately affect this protected characteristic.

SEXUAL ORIENTATION There is no evidence that the Leisure Procurement Project will affect, or at least not disproportionately affect this protected characteristic.

PREGNANCY AND MATERNITY This Leisure Procurement Project is considered to have a positive impact in relation to pregnancy and maternity. Peer groups and the physical activity referral scheme are activities highly regarded within our centres that pre and post-natal mothers like to participate in and brings physical as well as mental wellbeing benefits through peer support.

RELIGION OR BELIEF There is no evidence that the Leisure Procurement Project will affect, or at least not disproportionately affect this protected characteristic.

SEX Women are generally living longer than men. This in itself creates challenges. As a result, women may experience more poor health conditions associated with old age. There is an increased prevalence of men experiencing poor mental health. Women have shown a marginally greater interest in consultation. This has helped to gain a greater understanding of the needs of women.

ASYLUM SEEKER AND REFUGEE COMMUNITIES Asylum seeker and refugee communities may have a greater chance of experiencing poverty and or social isolation. the Leisure Procurement Project supports our work in seeking to engage these communities to help to identify mechanisms to overcome these barriers.

Step 5: Mitigating and assessing the impact

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people. Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs have identified can be addressed.

There is not believed to be any actual or potential adverse impact or discrimination related to this policy. However, all employees receive equality and diversity training alongside safeguarding training, so they should be able to identify any negative impacts of the policy if any arise.

Step 6: Making a decision.

Summarise your findings and give an overview of whether the policy will meet Harborough District Council's responsibilities in relation to equality, diversity and human rights. Does it contribute to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations?

The Leisure procurement project will meet HDC's responsibilities in relation to equality, diversity, and human rights.

In terms of contributing to the achievement of the three aims of the Public Sector Equality Duty it does not negatively impact on eliminating unlawful discrimination, harassment, victimisation; advance equality of opportunity and enhances the fostering of good relations.

Step 7: Monitoring, evaluation & review of your policy/procedure/service change

What monitoring systems will you put in place to promote equality of opportunity, monitor impact and effectiveness and make positive improvements? How frequently will monitoring take place and who will be responsible?

The Leisure Procurement Project is being monitored through a robust project management structure that has been thoroughly audited, the performance of the successful operator will be monitored through the Council's performance framework including client officer review and adherence to KPIs. This includes monthly reporting and monitoring that the provider remains on track using a RAG rating system. The performance framework also identifies risks to delivery and are updated and monitored on a regular basis.

Staff working within the leisure centre will be trained.

Complaints data

Monitoring through this process allows for early identification of any issues around delayed commencement of interventions. It also allows for shared learning and celebration of successfully delivered work and sharing good practice.

In order for us to create good quality insight we collect a range of data in order to evaluate its success. These include:

- Attendance
- Participants
- Ethnicity
- Disabilities
- Gender
- Activity specific evaluations

Equality Improvement Plan

As part of the Capital Investment to improve facilities and services at the leisure centres this Equality Analysis will continue to be reviewed in line with any future development/refurbishment.

Equality Objective :

Action:

Officer Responsible:

By when:

Equality Objective :

Action:

Officer Responsible:

By when:

Signed off by: (in line with Council Decision)...

Date:

Once signed off, please forward a copy for publication to Julie Clarke, Equality and Diversity Officer
e-mail: j.clarke@harborough.gov.uk , telephone: 01858 821070.