

SUMMARY

Date of EIA: **February 2006**
 Service: Leisure Service
 Function or policy to be assessed: Provision of Leisure Services

Is it a policy or function?	Function – Delivery of a broad range of high quality and popular leisure services meeting the needs of the entire local community.
Is it a new or existing policy or function?	Existing.
Aim/objective/purpose of the policy or function	To facilitate sporting, fitness, health and leisure opportunities , provide a social focus for the local community and encourage active lifestyles. The outcome being improved health, well being, quality of life and improved opportunities to learn life skills.
Who is responsible for the policy or function?	The Leisure Manager. Managers are in place at the 4 centres to oversee the day to day running of the service.
With regard to the equalities themes, which groups might be impacted by the policy or function?	<input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age Potentially all of these groups <input checked="" type="checkbox"/> Religion or Belief <input type="checkbox"/> Sexual Orientation All people who live work in North Dorset could be impacted by the function.
Which groups might be adversely affected ?	<input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Age Potentially all of these groups <input type="checkbox"/> Religion or Belief <input checked="" type="checkbox"/> Sexual Orientation People may be excluded from accessing leisure services for a range of reasons. These include: <ul style="list-style-type: none"> • Lack of awareness that facilities exist – e.g. information is not available to people with visual impairments, people for whom English is not a first language; people with low literacy skills etc. • Lack of appropriate facilities e.g. for disable people; people with particular religious needs, single sex sessions • Inability to afford travel to centres or charges for activities • The ability to provide services that meet specific needs e.g. for disabled people • The safety of the leisure facilities for elderly/vulnerable/female visitors • Feeling uncomfortable in using leisure facilities because of the attitude of staff or other users e.g. disabled people; older people; gay; lesbian, bi-sexual or transgendered people

<p>What evidence has been found to indicate this? (include any consultation undertaken)</p>	<p>Presently, there is regular monitoring of these services provided via various inspection activities of the Leisure Manager, annual completion of customer service audits (mystery visits), responding to complaints, monthly performance review meetings, user questionnaires, customer focus groups, customer feedback forms and comments received at other events.</p> <p>There is no evidence from the above stated sources to indicate that people in any of the qualities groups have been adversely affect in how the Council currently provides its leisure service.</p> <p>However, Leisure Services considers that there is scope to build up more data in order to validate this conclusion. The attached Action Plan includes some proposals to collect more extensive data.</p> <p>DDA audits have been conducted at all the Council's leisure centres and improvements have been made e.g. improvements to signage, entrance access/egress, internal decoration, washroom facilities, information availability in a wide range of formats on request. Hoists and other specific equipment and changing facilities.</p> <p>Leisure Section facilities currently advertise in the local press and other media including radio, other local centres/facilities, libraries and on the Council website to ensure they reach as wide an audience as possible.</p>
<p>On what grounds can adverse or differential impact be justified?</p>	<p>No information is available indicating that particular groups are adversely affected.</p>
<p>What changes are proposed to the policy or function to reduce or remove adverse or differential impact?</p>	<ul style="list-style-type: none"> • To provide employee training in diversity. • To implement the outcomes from the equality working group set up to improve customer focus.
<p>In to which plan or strategy has the necessary action been incorporated?</p>	<p>Leisure Services Business Plan.</p>
<p>What monitoring arrangements have been put in place?</p>	<p>Review of Action Plan by line manager.</p>
<p>What conclusions have been drawn or recommendations have been made?</p>	<p>Changes as outlined in the Action Plan.</p>
<p>Has the information in this EIA been made publicly available?</p>	<p>EIA to be circulated to staff.</p>

PART II

Further Actions			
Problem/barrier identified	Proposed actions to overcome problem/barrier	Responsibility	Target date
Lack of training on equality issues to ensure that they are aware of their responsibilities.	All staff to attend courses arranged as part of the Corporate training programme.	Leisure Services Manager	March 2008