

**IMPACT ASSESSMENT**

This should be carried out during the development stage of a new project, strategy, policy or service or when you are reviewing an existing project, strategy, policy or service.

By understanding and meeting people’s differing needs we can provide more effective services.

**Name and brief description of project, strategy, policy or service being assessed**

Recommendation and award of the Leisure Contract through a competitive procurement tender process

**Information used to analyse the impact on people affected by the project, strategy, policy or service**

State who will be affected, the relevant information you are using to assess how it will affect them, note any relevant consultation, surveys, etc.,

Current staff at the Leisure Centres  
Clubs, bookings and general customers of the Leisure Centres  
BDC contract monitoring staff

Information Used to evaluate the impact:

Leisure Contract Conditions of Contract - Part B Section 31  
Submitted tenders – these were evaluated by a range of officers with specialist skills and knowledge across the following areas:, Hard to Reach Groups, People over 60 years, Children and Young people, human resources, disabilities,

Use the information above to assess the impact of your project, policy, strategy or service on people from the following protected groups: (these are defined by the Equality Act 2010)

Protected Group		Positive Impact/ Benefit	Negative Impact/ Disadvantage	Explanation – State how
<b>Age</b>	Children 0-16	Y		Improved facilities, programme to target specific demographic group
	Young People 17-25	Y		Improved facilities, programme to target specific demographic group
	Ages 26-59	Y		Improved facilities, programme to target specific demographic group
	Older People 60+	Y		Improved facilities, programme to target specific demographic group
<b>Disability Include disabled people and/or carers</b>	Blind/Partially Sighted	Y		Improved facilities, potential to programme specific activities for target group
	Deaf/Hearing Impaired	Y		Improved facilities, potential to programme specific activities for target group
	Wheelchair user/mobility difficulties	Y		Improved facilities, potential to programme specific activities for target group
	Learning Difficulties	Y		Improved facilities, potential to programme specific activities for target group
	Mental Health Difficulties	Y		Improved facilities, potential to programme specific activities for target group
<b>Gender</b>	Men	Y		Improved facilities, programme to target specific demographic group
	Women	Y		Improved facilities, programme to target specific demographic group
	Transgender	Neutral Impact		Improved facilities
	Pregnancy & Maternity impact	Y		Improved facilities, potential to programme specific activities for target group
	Marriage & Civil Partnership	Neutral Impact		Improved facilities

<b>Race</b>	White	<b>Neutral Impact</b>		<b>Improved facilities</b>
	Asian	<b>Neutral Impact</b>		<b>Improved facilities</b>
	Black	<b>Neutral Impact</b>		<b>Improved facilities</b>
	Mixed Dual Heritage	<b>Neutral Impact</b>		<b>Improved facilities</b>
<b>Religion/Belief</b>	Buddhist	<b>Neutral Impact</b>		<b>Improved facilities</b>
	Christian	<b>Neutral Impact</b>		<b>Improved facilities</b>
	Hindu	<b>Neutral Impact</b>		<b>Improved facilities</b>
	Jewish	<b>Neutral Impact</b>		<b>Improved facilities</b>
	Muslim	<b>Neutral Impact</b>		<b>Improved facilities</b>
	Sikh	<b>Neutral Impact</b>		<b>Improved facilities</b>
	Other – please specify	<b>Neutral Impact</b>		<b>Improved facilities</b>
<b>Sexual Orientation</b>	Lesbian Gay men Heterosexual Bi-sexual	<b>Neutral Impact</b>		<b>Improved facilities</b>
<b>Other (optional)</b>	Use to define Impact on any groups specific to this Strategy, Policy or Function not listed above.	<b>Y</b>		<b>Concession groups as defined in the leisure card and the potential to expand to wider concession groups</b>

**If you identified any negative impacts above then either:**

**(a) Your proposal, policy or service is treating people from a protected group above less favourably because of their age, disability, gender, race, religion, or sexual orientation**

**or**

**(b) Your proposal, policy or service is intended to treat everyone equally but, unintentionally, people from a protected group above can be particularly disadvantaged or treated less favourably than other others**

**PLEASE TICK WHICHEVER APPLIES**

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**If you ticked (a) this is direct discrimination, which is illegal and you cannot proceed**

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**If you ticked (b):**

- 1. Can any negative impacts be minimized or removed? If so state what changes you will make.**  
**2. If you cannot minimize or remove negative impacts they must be justified and you must state your justification**

**Not Applicable**

**If you identified any positive impacts is there anything further you can do to increase or extend the positive benefits? If so state what changes you will make**

**We will work with our chosen provider to ensure:**

**All current and future equalities legislation is adhered to**  
**Key Performance Indicators show clear benefits to protected groups**

**Completed By: Joby Humm**

**Approved By (Senior Manager) H Goodwin**

**Service: Leisure Contracts**

**Date : 10/05/12**

**Each service should retain the signed copy of the Assessment.**

**An electronic copy should be sent to [angve@braintree.gov.uk](mailto:angve@braintree.gov.uk) for publication on the Council's website – this is a requirement to ensure that we meet our statutory duties under the Equality Act 2010.**