

## Equality Impact Assessment Form



Name of policy/strategy/procedure/function

Closure of the creche at Farnham Leisure Centre

Name and telephone number of officer completing assessment

Tamsin McLeod x3423

Date completed

11/02/2020

### Section 1 - What is the policy or activity trying to achieve?

What **outcomes** are wanted from this policy/activity, what are you trying to achieve?

Proposal to implement the planned closure of the underused crèche facility in order to maximise the contract and meet the wider corporate health & wellbeing objectives, as part of the leisure investment programme at Farnham Leisure Centre.

The creche is open Monday to Friday for 2.5 hrs per day with an average attendance of only 4.5 per day over the past quarter, which equates to 15% capacity. The service is currently running at a loss for Places Leisure as costs remain (staffing and room hire) regardless of usage.

The room currently utilised by the creche will be available to offer other classes and activities for the community, including parents/carers with young children. In addition, the new adventure play, provided as part of the leisure development, is designed specifically for parents/carers and their children (babies to 8 years).

The new facilities will address the demand shortfall and meet the increased need identified in the Options Appraisal, which will also provide high quality public services accessible for all. The new adventure play will encourage affordable access to leisure facilities and improve facilities for young people.

Who is affected by this policy/activity?

Parents and carers of young children (aged 7 weeks to 5 years) using the creche facilities at Farnham Leisure Centre.

There will be a negative impact on the limited number of customers who use the creche facilities for their child/ren, as they will need to find alternative provision. However, the impact will only be on those parents or carers who have no other means of childcare and who will no longer be able to attend classes or activities at the centre.

It is important to note that the Government now offer 30 hours free childcare funding for

children aged 3 and 4 years old. This has significantly decreased the demand for creche services due to a wide range of free childcare providers in the area.

Conversely, there will be a positive impact on those customers who will be able to utilise the new adventure play area and sessions available.

Who are the main people involved in this activity?

Places Leisure and parents/carers of young children using the creche facilities at Farnham Leisure Centre.

Is the responsibility for the proposed policy/activity shared with another department, authority or organisation? If so, what responsibility and with whom is it shared?

Yes. The service is managed by Places Leisure on behalf of Waverley Borough Council.

## Section 2 - Information Gathering and Consulting Stakeholders

Do you have any monitoring data available on the number of people (from protected characteristic groups) who are using or are potentially impacted upon by your policy/activity?

We do not have specific information on visitors with protected characteristics. However, Places Leisure hold attendance data regarding the number of customers using the service.

Attendance data shows that there has been a decline in average daily creche use;

2015	2016	2017	2018	2019	2020
7.5	7	6.5	6.5	6	4.5

Bookings for the last quarter (October to December 2019) identified that there were 43 separate parents/carers of the creche. Of these 49% only used it once and only 13 individuals used the service 5 times or more (in the 13 week period).

If monitoring has NOT been undertaken specify the arrangement you intend to make; if not please give a reason for your decision.

The service is open to all customers, including casual users, therefore Places Leisure do not collect protected characteristic information about these visitors.

What research or consultation has been undertaken to understand the impacts of the strategy/policy/procedure/project/function?

Reviewed and analysed data usage over the past six years. The figures for the last quarter show a significant decline and therefore minimal impact on service users.

## Section 3 – Assess the Impact on Protected Characteristic Groups

	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Reason
<b>Sex</b>				
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	High <input type="checkbox"/> Low <input checked="" type="checkbox"/>	There may be a negative impact on female customers who currently use the creche for childcare provision to enable them to attend classes and activities, but this will be minimal due to low usage. There may be a positive impact on female customers with young children whom can utilise the new adventure play area, which will be designed for babies, children and young people.
Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>	High <input type="checkbox"/> Low <input checked="" type="checkbox"/>	There may be a negative impact on male customers who currently use the creche for childcare provision to enable them to attend classes and activities, but this will be minimal due to low usage. There may be a positive impact on male customers with young children whom can utilise the new adventure play area, which will be designed for babies, children and young people.
<b>Gender Reassignment</b>				
Transgendered Men/Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	High <input type="checkbox"/> Low <input checked="" type="checkbox"/>	There may be a negative impact on transgendered customers who currently use the creche for childcare provision to enable them to attend classes and activities, but this will be minimal due to low usage. There may be a positive impact on transgendered customers with young children whom can utilise the new adventure play area, which will be designed for babies, children and young people.
<b>Race</b>				
The categories used in the Race section are those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories.				
Asian	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	
Black	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	
Mixed race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	
White	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	
Chinese	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	
Gypsy, Roma, Traveller	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	
Other racial or ethnic groups - specify	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	
<b>Disability</b>				
Long term health impairment could include, mental health problems, asthma, heart conditions, chronic fatigue etc.				

	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Reason
Physical	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	No evidence or suggestion that persons with a disability are using the crèche.
Sensory	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	No evidence or suggestion that persons with a disability are using the crèche.
Learning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	No evidence or suggestion that persons with a disability are using the crèche.
Long Term Health Impairment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	No evidence or suggestion that persons with a health impairment are using the crèche.
<b>Sexual orientation</b>				
Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	
<b>Age</b>				
Older people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	Parents/ carers are regarded as the service users (rather than the children who attend). No evidence or suggestion that older persons are using the crèche.
Younger people and children	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	Parents/ carers are regarded as the service users (rather than the children who attend). Children will have the advantage of the new adventure play area.
<b>Religion or belief</b>				
Faith or belief groups cover a wide range of groupings, the most common of which are Buddhists, Christians, Hindus, Jews, Muslims, and Sikhs. Consider faith or belief categories individually and collectively when considering positive and negative impacts.				
Faith or belief groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	
<b>Pregnancy and Maternity</b>				
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	High <input type="checkbox"/> Low <input checked="" type="checkbox"/>	There may be a negative impact on customers who currently use the creche for childcare provision. There may be a positive impact on customers with young children whom can utilise the new adventure play area and specific classes for parents and babies/children.
<b>Marriage and Civil Partnership</b>				
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	High <input type="checkbox"/> Low <input type="checkbox"/>	

If you have indicated there is a potential negative impact on any group, are these intentional and of a high impact?

**Intended** – i.e. can be justified in terms of legislation  
e.g. concessionary fares for over 60s

Yes  No

**High Impact?** – i.e. it is or may be discriminatory  
against some groups

Yes  No

If there are no potential negatives impacts on any groups go to section 6.

## Section 4 - Consider Alternatives or Changes

Change - Explain how policy/activity has changed/needs to change	Reasons for the Change
<p>Closure of creche provision</p>	<p>There will be an impact on those parents and carers using the crèche through the closure of this facility. However, the usage of the crèche is low (average 4.5 people per day, running at 15% capacity) and the consideration is that there is more advantage to a wider group of people by using the space for other users to participate in new activities, which will help to achieve the Council’s wider corporate objectives. There is also the opportunity for new adventure play, provided as part of the leisure development, which is designed specifically for parents/carers and their children (babies to 8 years plus).</p> <p>The development will achieve the wider corporate objectives of improving the health &amp; wellbeing of our community and taking steps towards our aim of becoming a net zero-carbon council by 2030.</p> <p>It is not possible to mitigate the impact on those groups affected unless those people are able to find other childcare provision themselves. To assist with this it is proposed to communicate the closure to users well in advance and to signpost parents/ carers to the Surrey County Council maintained database of childcare</p> <p>For the reasons above it is not possible to change the proposal to close the crèche.</p>

## Section 5 - Action Planning

Please outline your proposed action plan below:

Issue	Action required	Officer	Timescale	Resource implications	Comments
Alternative childcare	Communicate closure plans to creche users	Tamsin McLeod (via Places Leisure)	Two months prior to closure	Officer time Communications support	Signpost parents/ carers to the SCC maintained database of childcare: <a href="https://www.surreycc.gov.uk/people-and-community/families/childcare/choosing-and-arranging/help-and-advice">https://www.surreycc.gov.uk/people-and-community/families/childcare/choosing-and-arranging/help-and-advice</a>

## Section 6

<b>Name of Assessor: Tamsin McLeod</b>	<b>Date: 11/02/20</b>
<b>Signed off by:</b> <b>Name of HOS or Director</b>	<b>Date:</b>