

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Hengrove Leisure Centre: Parkwood Community Leisure conversion to Lex Leisure Community Interest Company (CIC)
Directorate and Service Area	People, Public Health
Name of Lead Officer	Guy Fishbourne

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?
The proposal presented to the Council by Parkwood Leisure involves them terminating their current leisure subcontract at Hengrove Leisure Centre, to Parkwood Community Leisure, and replace it with a new leisure subcontract to Lex Leisure Community Interest Company (CIC). The new CIC will benefit from VAT and NNDR relief and consequently provide an annual payment of £76,000 plus VAT to the Council.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?
Staff transferring from Parkwood Community Leisure could be affected.
2.2 Who is missing? Are there any gaps in the data?
Please see link to Hengrove and Whitchurch communities. https://www.bristol.gov.uk/documents/20182/436737/Hengrove+and+Whitch

[urch+Park.pdf/24bc4b46-509b-4db8-88a2-34efda4de0e4](#)

2.3 How have we involved, or will we involve, communities and groups that could be affected

Parkwood will fully consult with all staff members and unions about the transfer to Lex Leisure. All current terms and conditions of employment will remain.

There will be no impact on this change of operator to the delivery of service and experience for any new or existing customers.

Lex Leisure will continue to work to the existing PFI contract and provide leisure services to residents in South Bristol.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

No, all staff involved would transfer from Parkwood Community Leisure to Lex Leisure under TUPE retaining all of their current terms and conditions. There would be no change to any terms and conditions of employment, hours of work or pension arrangements.

Hengrove and Whitchurch Ward in Bristol, has one main Leisure Centre. The population experience a lower than Bristol average percentage of people who undertake vigorous regular exercise and play sports once a week, and has a higher than Bristol average number of people who are obese. The new providers should promote its leisure activities to the communities it serves, in addition to any other activities they feel can support the communities maintain, and sustain a healthier lifestyle.

3.2 Can these impacts be mitigated or justified? If so, how?

Not applicable.

3.3 Does the proposal create any benefits for people with protected characteristics?

There could be some added value gained from this proposal to those people (users and community) with protected characteristics.

Lex Leisure seeks to operate leisure venues on a commercial basis with a view to generating a surplus that can be used for its principal objective of supporting those who are disabled, or impaired to support or bespoke care plans to stay physically active.

The Community Interest Company has been established to build upon the legacy of two successful Paralympic games in London and Rio, the Invictus Games and other sporting events that have helped to inspire persons with physical, mental or health related inequalities to be physically active.

Lex Leisure CIC is structured as a private company limited by guarantee, and as such is able to attract external funds and grants from industry, commercial organisations and other bodies to support the delivery of community based programmes, targeted towards their key user groups and target audiences.

The proposal includes a commitment of 1.5% of the sales turnover to support the community. This figure is currently valued at £50,000.

3.4 Can they be maximised? If so, how?

There will be annual reporting from Lex Leisure on the support given to people/groups with protected characteristics, and external funds and grants they have been able to access.

The detail of this proposal (that sits outside the main PFI contract) will be identified within the direct agreement between Bristol City Council and Parkwood Leisure.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?

Not applicable.

4.2 What actions have been identified going forward?

This proposal sits outside the PFI contract, but an annual reporting of the

community benefits will be monitored.

4.3 How will the impact of your proposal and actions be measured moving forward?

The impact of this proposal will be monitored accordingly through the client meetings and reporting mechanism of the contract.

Service Director Sign-Off:



Date:

23 September 2019

Equalities Officer Sign Off:

Reviewed by the Equality and
Community Cohesion Team

Date: 17 September 2019