

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Financial adjustments required in accordance with contractual obligations under the Council's Hengrove PFI Leisure Centre contract as a result of COVID-19
Please outline the proposal.	To approve the ongoing financial adjustments required on the Hengrove PFI Leisure Centre Contract, which form part of the Council's contractual obligations in order to cover the deficits being forecast once Hengrove Leisure Centre opens.
What savings will this proposal achieve?	This proposal will save contractual payments under the PFI contract if the centre is not allowed to reopen which would be a large financial impact on the council
Name of Lead Officer	Guy Fishbourne

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
<p>The increase in payment will allow for the centre to re-open when allowed, with all citizens including equalities groups being able to access physical activity opportunities as appropriate. This has been restricted during the COVID 19 period due to central government orders to close, with an anticipated reopening date towards the end of July.</p> <p>Evidence shows that regular physical activity can reduce the risk of many chronic conditions, including coronary heart disease, stroke, type 2 diabetes, cancer, obesity, mental health problems and musculoskeletal conditions. These conditions are significantly higher within Bristol's most deprived areas, including areas surrounding Hengrove Leisure Centre.</p> <p>Through its concessionary pricing scheme, the Council's leisure centres provide affordable and accessible opportunities for residents to be physically active, compared to the costs of other private provision which can be prohibitive and discourage people on low incomes from accessing. Due to the location and catchment of a Hengrove Leisure Centre, the opening will have a positive effect on local communities and equalities groups, preventing a widening of social and health inequalities.</p>

Please outline where there may be significant negative impacts, and for whom.

We do not anticipate any negative impact for equalities groups as this proposal will allow for the service to resume and access to physical activity opportunities increased.

Could your proposal impact staff with protected characteristics?

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

Hengrove Leisure Centre opened in 2012 and was built to spearhead the regeneration of South Bristol. Serving some of the most deprived areas of the city there are over 150 local staff employed and over 500,000 visits per annum; as such its provision has a significant impact on both local employment opportunities and the local economy.

The current proposal would allow leisure centre staff to resume their work when it is safe to do so. Many of the staff are currently furloughed so this would allow them to return to their usual working patterns. We anticipate this will have a generally positive impact on staff financially and in terms of mitigating mental health impacts.

Please outline where there may be negative impacts, and for whom.

We have not identified any negative impacts for staff from the proposal. Other considerations such as reducing occupational risks and providing appropriate public health communications are outside the scope of this decision.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No. We have not identified any significant impacts for citizens or staff on the basis of their protected characteristics.

Director of Public Health

Christina Gray

date: 6.7.20

Equalities Officer sign-off and date:

*Reviewed by Equality and Inclusion Team
2/7/2020*