

# **GW1 Procurement strategy approval – Insourcing the leisure service - Equality and health analysis**

## Section 1: Equality analysis details

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<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	The insourcing of the council's leisure service from June 2023
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<b>Equality analysis author</b>	Catherine Snell				
<b>Strategic Director:</b>	Caroline Bruce				
<b>Department</b>	Environment & Leisure	<b>Division</b>	Leisure		
<b>Period analysis undertaken</b>	August 2021 - ongoing				
<b>Date of review (if applicable)</b>	Quarterly				
<b>Sign-off</b>		<b>Position</b>		<b>Date</b>	

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## Section 2: Brief description of policy/decision/business plan

### 1.1 Brief description of policy/decision/business plan

#### **Background**

On the 21 June 2016, the council entered into a 7 year contract (with an option to extend for a period or periods of up to a further 7 years at the council's discretion) with Sport & Leisure Management Limited (SLM) for the management of the council's 8 leisure facilities and for the operation of the sports booking service. SLM operate under the name of Everyone Active (SLM). Please see below leisure facilities operated by SLM:

- Camberwell Leisure Centre
- The Castle Centre
- Dulwich Leisure Centre
- Geraldine Mary Harmsworth Sports Facility
- Peckham Pulse Leisure Centre
- Seven Islands Leisure Centre
- Surrey Docks Fitness & Watersports Centre
- Southwark Athletics Centre

Southwark borough residents are able to use the swim and gym facilities free in six of the borough's leisure centres, operated by Everyone Active in partnership with Southwark Council. Free swim and gym is available at the following centres:

- The Castle Centre
- Camberwell Leisure Centre
- Dulwich Leisure Centre
- Peckham Pulse
- Seven Islands Leisure Centre
- Surrey Docks Watersports Centre (Gym only)

The offer is available:

- Anytime on Friday (subject to programmes and timetables)
- Saturday and Sunday afternoons from 2.00pm to close (subject to programmes and timetables)
- Over 60s can take part in any Silver sessions free
- Disabled residents will be able to use all leisure centres for free seven days a week

The council's existing contract with Everyone Active expires in June 2023. In early 2021, officers, with the support of a specialist external sport and leisure consultancy, carried out a comprehensive management options appraisal to aid the council in its decision on the future delivery of the leisure service from June 2023 onwards.

Following this options appraisal a paper was brought to cabinet on 9 March 2021 which noted that insourcing the leisure service was the preferred option to meet the council's objectives and a recommendation was agreed to bring a Gateway 1 report to cabinet in autumn 2021 to seek approval of a proposed insourcing strategy.

The Gateway 1 report (September 2021), seeks approval to bring the leisure service back in house in June 2023 following the recommendation of the GW0 report in March 2021. The report describes the key phases and tasks involved, identifies the anticipated benefits and risks and the resources likely to be required.

**Future leisure service offer**

The council is currently planning to offer a like-for-like service when the leisure service is insourced in June 2023.

This EQIA will be updated periodically during the mobilisation period. Post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

### Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<b>Key users of the department or service</b>	Users of the service are residents and council staff members.
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	<ul style="list-style-type: none"> <li>• <b>Internal business units</b> <ul style="list-style-type: none"> <li>○ Leisure</li> <li>○ HR</li> <li>○ Procurement</li> <li>○ Legal</li> <li>○ IT</li> <li>○ Finance</li> <li>○ Comms</li> <li>○ Facilities Management</li> <li>○ Public Health</li> <li>○ Health and Safety</li> <li>○ Children and Adults Services</li> </ul> </li> <li>• <b>Councillors</b></li> <li>• <b>Residents</b></li> <li>• <b>Sport &amp; Leisure Management Limited</b></li> <li>• <b>Leisure Centres</b> <ul style="list-style-type: none"> <li>○ Camberwell Leisure Centre</li> <li>○ The Castle Centre</li> <li>○ Dulwich Leisure Centre</li> <li>○ Geraldine Mary Harmsworth Sports Facility</li> <li>○ Peckham Pulse Leisure Centre</li> <li>○ Seven Islands Leisure Centre</li> <li>○ Surrey Docks Fitness &amp; Watersports Centre</li> <li>○ Southwark Athletics Centre</li> </ul> </li> </ul>

## Section 4: Pre-implementation equality analysis

**Age** - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

### Potential impacts (positive and negative) of proposed policy/decision/business plan

As the council is currently planning to continue with the current service offer when it insources the leisure service in June 2023 there is unlikely to be any specific issues relating to age. The council is planning to continue its silver sessions (for those aged over 60).

If the council decides to make changes to its future service offer the following information should be considered:

#### 60 and above

- Evidence demonstrates that older adults are more likely to become inactive which contributes to frailty, social isolation and other associated illnesses. Sport and physical activity can play a significant part in reducing social isolation and loneliness. This is important in Southwark because our older population will grow bigger and at a faster rate than any other age group.

#### All adults

- 58.8% of the adults (18yrs+) in Southwark are overweight or obese.

#### Children and young people

Southwark has one of the highest levels of obesity amongst young children in the country; 39.8% of children are overweight or obese by year 6 and Southwark is ranked fifth for excess weight and fifth for obesity in Reception and Year 6 children in London. It is clear that children and young people need to increase their activity levels.

### Equality information on which above analysis is based

- JSNA 2017 'The health of school-aged children and young people in Southwark (5-19 years)'
- Public Health Outcomes Framework
- Sport and physical activity strategy 2019 to 2023

### Mitigating actions to be taken

No mitigating actions are currently proposed as no changes to the current service offer are proposed.

Post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

**Disability** - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Potential impacts (positive and negative) of proposed policy/decision/business plan**

As the council is currently planning to continue with the current service offer when it insources the leisure service in June 2023 there is unlikely to be any specific issues relating to disability. The council will continue to offer residents with a disability free access to all leisure centres seven days a week.

If the council decides to make changes to its future service offer the following information should be considered:

- JSNA data shows that those with learning disabilities in particular, when compared to the general population, are much more likely to have a poor diet, be physically inactive and be overweight or obese. In addition, as noted in Southwark's 'Sport and physical activity strategy 2019 to 2023,' 13.5 % of our residents have one or more disabilities and we know many of them want to be more active but for various reasons feel unable to do so. Although no local data exists, all measurement of disabled participation shows a worrying trend – disabled people are twice as likely to be physically inactive (43%) than non-disabled people (21%) – Sport England, Active Lives 1 (2015-16). Therefore, it is even more important that those with disabilities have as many opportunities as possible to be physically active.
- As noted in the JSNA 2018, within Southwark there is a substantial variation in the distribution of those with learning disabilities. Data shows that East Dulwich has the highest rate of people living with learning disabilities compared to other wards in the borough.
  - 26 per 10,000 people in East Dulwich ward have learning disabilities.
  - 7 per 10,000 people in Chaucer ward have learning disabilities which is the lowest rate in the borough.

**Equality information on which above analysis is based**

- JSNA 2017
- JSNA 2018
- Sport and physical activity strategy 2019 to 2023

**Mitigating actions to be taken;**

No mitigating actions are currently proposed as no changes to the current service offer are proposed.

Post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

<b>Gender reassignment</b> - The process of transitioning from one gender to another.
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>
We currently do not have data relating to gender reassignment of residents participating in physical activity at leisure centres at present.
<b>Equality information on which above analysis is based.</b>
Currently there are no standard national sources of transgender statistics, nor is there standard data on the use of health services or referrals to gender identity clinics. However, GIRES (the Gender Identity Research and Education Society) estimate that 0.6-1% of the population may experience gender dysphoria.
<b>Mitigating actions to be taken;</b>
No mitigating actions are currently proposed as no changes to the current service offer are proposed.  Post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

<b>Marriage and civil partnership</b> – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. <b>(Only to be considered in respect to the need to eliminate discrimination.)</b>
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>
No specific issues relating to marriage and civil partnerships
<b>Equality information on which above analysis is based</b>
<ul style="list-style-type: none"> <li>• JSNA 2017</li> </ul>
<b>Mitigating actions to be taken</b>



No mitigating actions are currently proposed as no changes to the current service offer are proposed.

Mitigating actions unlikely to be required, however, post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

**Pregnancy and maternity** - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Potential impacts (positive and negative) of proposed policy/decision/business plan**

The importance of keeping fit and healthy during pregnancy is well known; therefore, the continuation of free swim and gym will have a positive impact on pregnant women.

**Equality information on which above analysis is based**

The council does not currently track pregnancy or maternity status of residents through physical activity and leisure opportunities. This will be reviewed as appropriate to see if this requires amendment going forward.

**Mitigating actions to be taken;**

No mitigating actions are currently required as no changes to the current service offer are proposed.

Post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

**Race** - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others

**Potential impacts (positive and negative) of proposed policy/decision/business plan**

As the council is currently planning to continue with the current service offer when it insources the leisure service in June 2023 there is unlikely to be any specific issues relating to race. The continuation of free swim and gym will have a positive effect on residents from all backgrounds.

If the council decides to make changes to its future service offer the following information should be considered:

- As noted in the JSNA 2017, excess weight is highest among children from Black or Black British backgrounds and (as noted in Southwark's 'Sports Strategy 2019 – 2023') residents from black and minority ethnic backgrounds can be up to 13% less likely to meet the physical activity guidelines of doing 150 minutes each week of moderate intensity exercise. This should be taken into account when considering any future proposed changes to the service.
- The 2011 Census shows that ethnic minority groups in Southwark are not evenly spread across the borough:
  - The highest concentration of people identifying themselves as white is in the south of the borough
  - The highest concentration of people identifying themselves as from a black minority group is in and around the centre of the borough
  - The highest concentration of people identifying themselves as from an asian minority group is in the north of the borough

**Equality information on which above analysis is based**

- JSNA 2017 – school age children and young people
- JSNA 2018/19
- JSNA 2017
- 2011 census

**Mitigating actions to be taken;**

No mitigating actions are currently required as no changes to the current service offer are proposed.

Post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

**Religion and belief** - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Potential impacts (positive and negative) of proposed policy/decision/business plan**

No specific impacts have been identified or raised in relation to this characteristic

**Equality information on which above analysis is based**

- JSNA 2017

**Mitigating actions to be taken;**

No mitigating actions are currently required as no changes to the current service offer are proposed.

Post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

**Sex** - A man or a woman.

**Potential impacts (positive and negative) of proposed policy/decision/business plan**

As the council is currently planning to continue with the current service offer when it insources the leisure service in June 2023 there is unlikely to be any specific issues relating to sex.

If the council decides to make changes to its future service offer the following information should be considered:

- Women and girls in Southwark are shown to be less likely to take part in physical activity and sport compared to males; just over 40.2% of males compared to only 28.8% of female participate in sport for at least 30 minutes per week.

**Equality information on which above analysis is based**

- JSNA 2017
- Sport and physical activity strategy 2019 to 2023

**Mitigating actions to be taken;**

No mitigating actions are currently required as no changes to the current service offer are proposed.

Post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

**Sexual orientation** - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

**Potential impacts (positive and negative) of proposed policy/decision/business plan**

<p>As the council is currently planning to continue with the current service offer when it insources the leisure service in June 2023 there is unlikely to be any specific issues relating to sexual orientation. We currently have limited and only estimated data relating to sexual orientation.</p>
<p><b>Equality information on which above analysis is based</b></p>
<ul style="list-style-type: none"> <li>• JSNA 2017</li> </ul>
<p><b>Mitigating actions to be taken;</b></p> <p>No mitigating actions are currently required as no changes to the current service offer are proposed.</p> <p>Post-transfer (June 2023), any additional data available to the Council will be utilised to review any gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.</p>
<p><b>Socio-economic disadvantage</b> – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough.</p> <p>Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>As the council is currently planning to continue with the current service offer when it insources the leisure service in June 2023 there is unlikely to be any specific issues relating to socio-economic disadvantage.</p> <p>If the council decides to make changes to its future service offer the following information should be considered:</p> <ul style="list-style-type: none"> <li>• Eight neighbourhoods within Southwark are classified as being in the bottom 10% most deprived in the country and we know that in addition to numerous other challenges, there is a direct relationship between greater levels of inactivity and areas of deprivation.</li> <li>• Southwark is the 40th most deprived LA in the country (out of 326 local authorities), 38% of our residents live in communities ranked in the 20% most deprived areas. In contrast, only 2% of residents live in communities considered the most affluent nationally.</li> </ul>
<p><b>Equality information on which above analysis is based</b></p>
<ul style="list-style-type: none"> <li>• JSNA 2017</li> <li>• Sport and physical activity strategy 2019 to 2023</li> </ul>
<p><b>Mitigating actions to be taken;</b></p>
<p>No mitigating actions are currently required as no changes to the current service offer are proposed.</p> <p>Post-transfer (June 2023), any additional data available to the Council will be utilised to review any</p>

gaps in provision for groups with protected characteristics, so that future provision can be adjusted accordingly.

### **Human Rights**

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

### **Potential impacts (positive and negative) of proposed policy/decision/business plan**

The insourcing of the leisure service will have no impact on the Articles that are set out in the Human Rights Act.

### **Information on which above analysis is based**

### **Mitigating actions to be taken**

## Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	EQIA update during mobilisation period	Regularly review and update the EQIA document on a quarterly basis. (An in-depth update will be required in response to any changes proposed as part of the strategic outcomes planning work)	Quarterly
2	EQIA update following transfer of service	A full EQIA review will be undertaken on transfer of the service, when additional data will (subject to GDPR legislation) be available to aid and inform the full refresh.	Summer 2023
3			
4			
5			
6			
7			

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2

### 5. Health objectives (for business plans)

Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2