

Shropshire Equality and Social Inclusion Impact Assessment (ESIIA) New or improved swimming provision for Shrewsbury – May 2015, updated April 2016

This ESIIA is an update of the initial ESIIA that was completed prior to the Consultation in May 2015 with intelligence gathered during the consultation period.

Contextual Notes 2014

The What and the Why:

The Equality and Social Inclusion Impact Assessment (ESIIA) tool replaces the Equality Impact Needs Assessment (EINA) tool previously in use by Shropshire Council. It is a tool to help us to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

What we are now doing is broadening out such assessments to consider social inclusion. This is so that we are thinking as carefully and completely as possible about all groups and communities in Shropshire, including people in rural areas and people we may describe as vulnerable, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, e.g. Age, e.g. Gender Reassignment. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services, such as through a new policy or a change in procedure. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010 to have what is called *due regard* to the three equality aims in our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

The How:

The assessment comprises two parts: a screening part, and a full report part.

Screening (Part One) enables energies to be focussed on the service changes for which there are potentially important equalities and human rights implications. If screening indicates that the impact is likely to be positive overall, or is likely to have a medium or low negative or positive impact on certain groups of people, a full report is not required. Energies should instead focus

on review and monitoring and ongoing evidence collection, enabling incremental improvements and adjustments that will lead to overall positive impacts for all groups in Shropshire.

A **full report (Part Two)** needs to be carried out where screening indicates that there are considered to be or likely to be significant negative impacts for certain groups of people, and/or where there are human rights implications. If you are not sure, a full report is recommended, as it enables more evidence to be collected that will help you to reach an informed opinion.

Shropshire Council Part 1 ESIIA: initial screening and assessment

Please note: prompt questions and guidance within boxes are in italics. You are welcome to type over them when completing this form. Please extend the boxes if you need more space for your commentary.

Name of service change

New or improved swimming provision for Shrewsbury and surrounding communities

Aims of the service change and description

The existing swimming pool in Shrewsbury, The Quarry Swimming and Fitness Centre, is a well-used pool that has been in operation for over 100 years. As a result of its longevity and heavy use, the facility is ageing, costly to keep repairing, is not energy efficient or cost effective to run, the site layout/location is restrictive, and the quality of customer provision is not as good as it would be for a more modern facility.

As a result Shropshire Council agreed at a meeting of its Cabinet on 30th July 2014 to progress work to investigate a "replacement" of existing swimming provision to the feasibility stage.

This investigative work has included a detailed appraisal of potential options by independent leisure industry experts, a condition survey of the existing swimming facility by an appropriate independent expert and a run of the Sport England Facilities Planning Model.

The information from this investigative work formed the basis of a four month public consultation (28 May 2015 – 30 September 2015) that was subsequently extended by one month (five months total) due to the receipt of updated financial figures. The consultation finished on 30 October 2015.

Throughout this document options are referred to in relation to any specific impact that they may have on the protected characteristic groups. The options are:

- 1- Refurbishment of the Quarry Swimming & Fitness Centre
- 2- Upgrade of the Quarry Swimming & Fitness Centre
- 3- New build on the Quarry Swimming & Fitness Centre Site
- 4- Relocation and development of a new swimming and fitness facility at 5 possible sites:
 - 4a- New build on land at Clayton Way (Shelton)
 - 4b- New build on land at Ellesmere Road
 - 4c- New build on land at Shrewsbury Sports Village, Sundorne
 - 4d- New build on land adjacent to Shrewsbury College, London Road

Intended audiences and target groups for the service change

The provision of a new or improved pool will affect the population of Shrewsbury, surrounding communities and potential users of the "County Pool" for competition and other events. In particular it will affect the wide range of users of the current facility at the Quarry including the general public, people learning to swim, school groups and a range of clubs including:

- Shrewsbury Swimming Club
- Shrewsbury Masters Swimming Club
- Shrewsbury Sub Aqua club
- Shrewsbury Amateur SC
- Shrewsbury Canoe Club
- Shrewsbury Canoe Polo Club
- Mermaids
- National Childbirth Trust
- Shropshire Sharks

A new or refurbished pool will also have a positive impact on the Protected Characteristic groupings by incorporating features that facilitate their usage of the facility- e.g. shallow entry to pools, changing designed for people with disabilities etc.

In addition a new or refurbished pool has the potential to impact on people who do not use the current facility or other leisure facilities and as such it may impact positively on the general health and well-being of the population.

It is anticipated that each site option (detailed earlier), may have slightly different impacts on these users and potential users - for example a current non user living in Harlescott may be more likely to use the swimming pool if it was located in Harlescott. It is not the intention of this ESIA to give detailed consideration to each of the options, but rather to raise general points that will need to be considered further in the context of the development of a preferred option / options.

Key general equality considerations in the development of new detailed pool options will include:

- Accessibility for pedestrians, cyclists, cars and coaches; public transport; car parking
- Impact on users including existing users, potential future users and "protected groups". Key considerations are likely to include the impact of improves swimming provision on parents with children, schools, the elderly, ethnic groups and people with disabilities amongst others.

A useful source of "best practice" reference is the Sport England Accessible Sports Facilities Design Guidance Note Updated 2010 and Audit Check List, Updated October 2012
http://archive.sportengland.org/facilities__planning/design_and_cost_guidance/accessible_sports_facilities.asp

Evidence used for screening of the service change

A wide range of evidence has been used in developing the options for swimming provision in Shrewsbury. This included consideration of a wide range of background data and intelligence including:

Profile of current users	Shrewsbury Profile
Quarry Swimming Centre Patronage and visitor numbers	Shrewsbury Profile (ONS and Bres 2011)
School users of the Quarry	Shrewsbury MSOA local health profile
Club users of Quarry Centre	Amateur Swimming Association- national planning team and club development team
2011, 2014 Quarry users survey 2014 Lib Dem Survey	Sport England Facility Planning Model (2008,2009, 2014)
Mosaic profile of Quarry users	Energize Shropshire Telford & Wrekin County Sports Partnership
Mosaic profile of swimming lessons at Quarry	Planning Context- Shropshire Core Strategy, Shrewsbury Place Plan, Local Plan, Sustainable Urban Extension Masterplans
Mosaic profile of swimming users	Active People's Survey 2014
Quarry visitor numbers	301,641 including fitness suite usage
Quarry Swimming and Fitness Forum	Campaign group aimed at keeping swimming provision at QSFC
Shropshire Pan Disability Forum	Collective voice for disabled people across Shropshire
FRESH- Fairness, Respect, Equality Shropshire	Shropshire wide voluntary sector organisation campaigning on equality issues in both the statutory and voluntary sector
Shrewsbury Business Improvement District (BID).	Represent 500 Town Centre businesses
Shrewsbury Town Council	Town Council that represents 71,715 Shrewsbury residents
Shrewsbury Inter Faith Forum	A partnership of various faith organisations from across Shrewsbury and Shropshire working together to increase community cohesion.

Detailed investigative work has also been undertaken into the offer of other swimming facilities both within Shrewsbury, surrounding towns in Shropshire and nearby towns in other Counties. These facilities include Shrewsbury School, Prestfelde School, The Shrewsbury Club, and Bannatynes. All of these facilities have confirmed they don't have any capacity to increase the amount of external swimming.

The site options were selected through a thorough appraisal of available and appropriate land to produce a shortlist of potential sites. Each of these sites was then subject to a detailed site option appraisal by an independent leisure expert.

Specific consultation and engagement with intended audiences and target groups for the service change

An initial ESIIA was developed pre- consultation to inform specific consultation requirements in order to ensure that all members of the community and service users are given an equal opportunity to feed into the consultation.

In developing the initial ESIIA we engaged with key representative groups including the Pan Disability Forum (represents people with all types of disabilities including learning, physical, mental and sensory across Shropshire), FRESH (Fairness, Respect, Equality Shropshire), Shropshire Disability Network and the West Shrewsbury Talking Newspaper to ensure consultation with their target groups is fit for purpose.

The completion of the initial ESIIA was aided by recent consultation activity including:

- Petition for the retention of the Quarry Complex- March 2014, Quarry Swimming & Leisure Forum (2,300 in number)
- Quarry Swimming Pool & Fitness Users Survey- July 2014, Liberal Democrats
- Shrewsbury Swimming Facility Needs Assessments- 2007 & 2009, Shrewsbury & Atcham Borough Council
- Quarry User Surveys- 2011 & 2014

A five month public consultation ending on the 30th October 2015 was carried out on the different options described earlier.

The consultation was thorough in its approach to ensuring that all members of the community had an equal opportunity to have their say on the options being presented. The consultation was very widely promoted through a wide network of groups and organisations in addition to regular radio and press coverage. The groups that promoted the consultation included:

- Primary and Secondary Schools, Further Education Colleges
- Pan Disability Forum
- Shropshire Disability Network
- FRESH
- Talking Newspaper
- Shrewsbury Business Improvement District (BID)
- Quarry Swimming & Fitness Forum
- Shrewsbury Town Council
- Wide range of locality based community groups- e.g. residents associations

In addition specific consultation in the form of meetings/ presentations/ discussions with intended audiences and target groups was undertaken throughout the 5 month consultation period. Full notes from all these sessions are included within the consultation report but in summary these were:

- Pan Disability Forum- 23rd June 2015
- Shropshire Wheelchair Users Group- 2nd July 2015
- Shrewsbury Access Group- 10th July 2015
- Shropshire Disability Network- 10th September 2015, 14th April 2016
- Northgate Swimming Club (Bridgnorth)- 13th July 2015
- Shrewsbury Rotary Club- 19th August 2015
- Severn Loop Forum- 20th May 2015
- Shrewsbury Wide LJC- 18th May 2015

- Shrewsbury Inter Faith Forum- 12th April 2016
- Shrewsbury Town Council- 29th June 2015- 22nd March 2016
- Quarry Swimming and Fitness Forum- 10th September- 22nd March 2016
- Shrewsbury Business Improvement District- 14th July 2015 - 22nd March 2016

Alongside the above the council received input into the design of the survey, etc. from Sport England, the Amateur Swimming Association and Energize, and the County Sports Partnership for Shropshire and Telford and Wrekin

In summary the consultation survey generated a huge amount of interest and was completed by over 1,900 people, a very high response rate. The full results will be made available to the public and will be used to help inform the development of detailed building designs.

Potential impact on Protected Characteristic groups and on social inclusion

Guidance notes on how to carry out the initial assessment

Using the results of evidence gathering and specific consultation and engagement, please consider how the service change as proposed may affect people within the nine Protected Characteristic groups and people at risk of social exclusion.

1. Have the intended audiences and target groups been consulted about:
 - their current needs and aspirations and what is important to them;
 - the potential impact of this service change on them, whether positive or negative, intended or unintended;
 - the potential barriers they may face.
2. If the intended audience and target groups have not been consulted directly, have representatives been consulted, or people with specialist knowledge, or research explored?
3. Have other stakeholder groups and secondary groups, for example carers of service users, been explored in terms of potential unintended impacts?
4. Are there systems set up to:
 - monitor the impact, positive or negative, intended or intended, for all the different groups;
 - enable open feedback and suggestions from a variety of audiences through a variety of methods.
5. Are there any Human Rights implications? For example, is there a breach of one or more of the human rights of an individual or group?
6. Will the service change as proposed have a positive or negative impact on fostering good relations?
7. Will the service change as proposed have a positive or negative impact on social inclusion?

Guidance on what a negative impact might look like

High Negative	Significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available: urgent need for consultation with customers, general public, workforce
Medium Negative	Some potential impact, some mitigating measures in place but no evidence available how effective they are: would be beneficial to consult with customers, general public, workforce
Low Negative	Almost bordering on non-relevance to the ESIIA process (heavily legislation led, very little discretion can be exercised, limited public facing aspect, national policy affecting degree of local impact possible)

Initial assessment for each group

Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column.

Protected Characteristic groups and other groups in Shropshire	High negative impact <i>Part Two ESIIA required</i>	High positive impact <i>Part One ESIIA required</i>	Medium positive or negative impact <i>Part One ESIIA required</i>	Low positive or negative impact <i>Part One ESIIA required</i>
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg young person with disability)		Evidence from elsewhere and from partners indicates that a new or improved facility leads to increased usage and an improved user experience across all ages. This increase may be limited in options 1 and 2 as they provide minimal functional improvements to the pool. Options 4a,b,c and d may also encourage greater usage by providing easier access to the facility through better road access and parking but may in turn provide greater challenge for access by public transport or on foot/ cycle than options 1,2 and 3. Consultation with young people has largely been through schools and colleges who have all received several communications to promote this. 8% of respondents to the consultation survey were under the age of 19. The age breakdown of respondents was, 0-15 2.52%, 16-19 5.66%, 20-29 9.68%, 30-44 30.67%, 45-59 32.45%, 60-69 12.82%, 70+ 4.50%, 1.70% preferred not to say. There was strong support for learn to swim provision.		

<p>Disability (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)</p>		<p>A new or improved pool will provide improved facilities for people with disabilities including access and changing. This may be limited by option 1 as it provides minimal functional improvements to the pool. Options 4a,b,c,and d may also provide easier access to the facility through better road access and parking but may in turn provide greater challenge for access by public transport or on foot/ cycle than options 1,2 and 3. As detailed specific consultation with groups representing people in this protected characteristic took various forms including direct meetings and conversations. In addition these groups assisted people who could not fill in the online survey with their responses. A detailed formal response has been received from the Disability Network. 5% of respondents to the survey declared they had a long term disability. The consultation confirms the impact above but also highlights specific requirements such as hydro therapy, concerns over the practicality of moveable floors and that solutions to town centre parking could be found.</p>		
<p>Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>			<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited by option 1 as it provides minimal functional improvements to the pool. FRESH represent this protected group and supported them to have their say on the consultation. 0.7% of respondents to the survey declared that they were transgender.</p>	

<p>Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)</p>				<p>Unclear what impact a new or improved pool would have</p>
<p>Pregnancy & Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>		<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy and space. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited by option 1 as it provides minimal functional improvements to the pool. Options 4a,b,c and d may also provide easier access to the facility through better road access and parking but may in turn provide greater challenge for access by public transport or on foot/ cycle than options 1,2 and 3.</p> <p>Shropshire Council's Public Health Department assisted with the promotion of the consultation through their department which consists of officers leading on pregnancy and maternity. In addition the Children's Centres were asked to promote the consultation. The consultation was also promoted through the Health and Wellbeing newsletter which is circulated to a wide readership.</p>		
<p>Race (please include: ethnicity, nationality, culture, language, gypsy, traveller)</p>		<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy. Should the need be identified specific changing design to accommodate particular groups can be investigated. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited by option 1 as it provides minimal functional improvements to the pool.</p> <p>FRESH are the main groups that represent this protected characteristic and supported them to have their say on the consultation. 8% of respondents to the survey were from non- White British ethnic backgrounds</p>		
<p>Religion and belief (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)</p>		<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy. Should the need be identified specific changing design to accommodate particular groups can be investigated. Pool programming flexibility may also provide bespoke</p>		

		<p>swimming sessions. This may be limited by option 1 as it provides minimal functional improvements to the pool.</p> <p>FRESH and Shrewsbury Inter Faith forum are the main group that represent this protected characteristic and supported them to have their say on the consultation. In addition a range of faith groups and organisations were directly contacted and informed of the public consultation.</p>		
<p>Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>			<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy and appropriate segmentation. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited by options 1 as it provides minimal functional improvements to the pool. This protected group are represented through the disability groups and by FRESH who were involved in the consultation as detailed above. The balance of female and male responses was 42% male to 56% female</p>	
<p>Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)</p>			<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy and appropriate segmentation. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited by option 1 as it provides</p>	

			minimal functional improvements to the pool. FRESH represent this protected group and supported them to have their say on the consultation.	
<p>Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people you consider to be vulnerable)</p>		<p>Evidence from elsewhere and partners indicates a new or improved facility leads to increased usage from across all social groups and can in particular assist inclusion of specific groups such as deprived communities. This may be limited by options 1 and 2 as they provide minimal functional improvements to the pool. Options 4b and 4c are located within areas of greater deprivation and may help to increase participation and engagement from these groups.</p> <p>The consultation was promoted very widely and particular attention was given to ensuring that people from these protected characteristics were given an equal opportunity to have their say. This included promoting through a wide range of groups and organisations working in these communities such as housing providers, community support groups etc. The consultation was also promoted through roving banners that were put up in key shopping locations in these geographies.</p>		

Decision, review and monitoring

Decision	Yes	No
Part One ESIIA Only?	/	
Proceed to Part Two Full Report?		/

If Part One, please now use the boxes below and sign off at the foot of the page. If Part Two, please move on to the full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change

Service change is yet to be determined but detailed consideration at the pre-consultation stage enabled us to engage with these groups effectively and appropriately during the 5 month consultation period. Detailed analysis of the consultation results will enable us to ensure that any specific needs or considerations are built into the decision making process on the best way forward.

There will be a potential negative impact on all protected characteristic groups and the general population should the service change due to the financial circumstances.

Actions to review and monitor the impact of the service change

Service change is yet to be determined but detailed consideration at the pre-consultation stage enabled us to engage with these groups effectively and appropriately during the 5 month consultation period.

The consultation process sought to ensure that participation by a range of groups, will further help to ensure that, in making the service change, every effort is taken to facilitate active participation by people at risk of social exclusion, e.g. low income households, e.g. people living in rural areas who may not have access to transport of any kind, and people in one or more Protected Characteristic groupings. There will be ongoing efforts made to engage with people in the Protected Characteristic groupings, particularly where low levels of responses have been received to date

The impact of the service change will be monitored through collection of comprehensive usage data etc, and ongoing efforts will be made to encourage participation by people in the Protected Characteristic groupings, particularly where low levels of responses have been received to date.

Shropshire Council Part 2 ESIIA: full report

Guidance notes on how to carry out the full report

The decision that you are seeking to make, as a result of carrying out this full report, will take one of four routes:

1. To make changes to satisfy any concerns raised through the specific consultation and engagement process and through your further analysis of the evidence to hand;
2. To make changes that will remove or reduce the potential of the service change to adversely affect any of the Protected Characteristic groups and those who may be at risk of social exclusion;
3. To adopt the service change as it stands, with evidence to justify your decision even though it could adversely affect some groups;
4. To find alternative means to achieve the aims of the service change.

The Part Two Full Report therefore starts with a forensic scrutiny of the evidence and consultation results considered during Part One Screening, and identification of gaps in data for people in any of the nine Protected Characteristic groups and people who may be at risk of social exclusion, eg rural communities. There may also be gaps identified to you independently of this process, from sources including the intended audiences and target groups themselves.

The forensic scrutiny stage enables you to assess:

- **Which gaps need to be filled right now, to help you to make a decision about the likely impact of the proposed service change?**

This could involve methods such as: one off service area focus groups; use of customer records; examination of data held elsewhere in the organisation, such as corporate customer complaints; and reference to data held by similar authorities or at national level from which reliable comparisons might be drawn, including via the Rural Services Network. Quantitative evidence could include data from NHS Foundation Trusts, community and voluntary sector bodies, and partnerships including the Local Enterprise Partnership and the Health and Well Being Board. Qualitative evidence could include commentary from stakeholders.

- **Which gaps could be filled within a timeframe that will enable you to monitor potential barriers and any positive or negative impacts on groups and individuals further along into the process?**

This could potentially be as part of wider corporate and partnership efforts to strengthen the evidence base on equalities. Examples would be: joint information sharing protocols about victims of hate crime incidents; the collection of data that will fill gaps across a number of service areas, eg needs of young people with learning disabilities as they progress through into independent living; and publicity awareness campaigns that encourage open feedback and suggestions from a variety of audiences.

Once you have identified your evidence gaps, and decided on the actions you will take right now and further into the process, please record your activity in the following boxes. Please extend the boxes as needed.

Evidence used for assessment of the service change: activity record

Undertaking the initial ESIIA pre consultation in May 2015 enabled us to identify gaps in knowledge and in turn identify requirements to undertake specific targeted consultation with the protected groups and users as part of the 5 month public consultation.

These were undertaken during the consultation period in the following format:

Age:

- Consultation through schools and colleges in and surrounding Shrewsbury via schools newsletter and direct email communication
- Consultation with Children's centre services
- Consultation with youth groups active across the town (SC and voluntary sector)
- Promotion through the VCSA

Disability:

- Consultation with key support groups and organisations e.g. Disability Network, Pan Disability Forum and Wheelchair Access Group in various ways- direct meetings and conversations with members, promotion of the consultation through membership and assistance to members with filling in the survey.
- Promotion through the VCSA

Shropshire Disability Network?

Gender Re-assignment:

- Consultation with key support groups and organisations e.g. FRESH
- Promotion through the VCSA

Pregnancy and maternity

- Promotion of the consultation by Public Health colleagues
- Promotion of the consultation through Children's Centres
- Promotion of the consultation through key community groups and organisations working with young parents
- Promotion through the VCSA

Race

- Promotion of the consultation with identified communities and support groups through FRESH
- Promotion through the VCSA

Religion & Belief

- Promotion of the consultation with key religious groups including inter faith forums
- Promotion through the VCSA

Sexual Orientation

- Promotion of consultation with key support groups including LGB Network and FRESH
- Promotion through the VCSA

Social Inclusion

- Promotion of the consultation within these communities to further understand specific needs, barriers to accessing existing and proposed provision
- Promotion through the VCSA

User Groups

- Offer made to hold direct conversations with all user groups of the Quarry Fitness Centre
- Ongoing dialogue with Quarry Swimming and Fitness Forum
- Promotion through the VCSA

Specific consultation and engagement with intended audiences and target groups for the service change: activity record

How did you carry out further specific consultation and engagement activity with the intended audiences and with other stakeholders who may be affected by the service change?

Specific consultation in the form of meetings/ presentations/ discussions with intended audiences and target groups was undertaken throughout the 5 month consultation period. Full notes from all these sessions are included within the consultation report but in summary these were:

- Pan Disability Forum- 23rd June 2015
- Shropshire Wheelchair Users Group- 2nd July 2015
- Shrewsbury Access Group- 10th July 2015
- Shropshire Disability Network- 10th September 2015, 14th April 2016
- Northgate Swimming Club (Bridgnorth)- 13th July 2015
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- Severn Loop Forum- 20th May 2015
- Shrewsbury Wide LJC- 18th May 2015
- Shrewsbury Town Council- 29th June 2015-22nd March 2016
- Quarry Swimming and Fitness Forum- 10th September-22nd March 2016
- Shrewsbury Business Improvement District- 14th July 2015- 22nd March 2016

And what did it tell you?

The full results will be made available to the public and will be used to help inform the development of detailed building designs. However, in summary initial conclusions suggest :

- 1,924 people took part in the online survey

- 55.42% of respondents to the survey were female
- 40% of respondents were from the SY3 postcode area (this is mainly to the west and south west of the town including Copthorne, Bayston Hill, Bicton Heath, Longden Coleham, Radbrook.)
- SY1 (north Shrewsbury and Town Centre) and SY2 (Abbey Foregate, Monkmoor and Underdale) combined make up less respondents than SY3
- The majority of respondents were in the 30-44 and 45-59 age groups
- 61.69% of respondents only use the Quarry Swimming and Fitness Centre
- Most people swim on their own or with their children/ grandchildren
- Over 50% of users visit the Quarry pool once or several times a week

In addition specific comments from the protected groups included:

- Critical importance of getting the design of the preferred option right- particularly around changing facilities, showers and toilets being able to accommodate people with disabilities, their carers and families to use the facility
- A plea to find other entry options to the pool to the standard hoist system
- Concerns over the existing facility in terms of parking, access to and within, changing facilities being very limiting, access to pools, pool temperature being too cold
- Need to ensure that public transport provision is a major part of any of the sites including out of hours
- Concern expressed over current lack of late bus services to the Sports Village
- Concern over the high level of traffic on the Whitchurch Road and the risks to users, particularly children and wheelchair users in crossing this to access a pool
- Concern over impact on students both VI Form and University should the pool move to an out of town site
- The underground car park concept for the new build option at the Quarry needs to be accessible for vehicles that are designed to transport people with wheelchairs that often have higher rooves or longer wheelbases
- Great embarrassment is caused by hoists into pools and a such a plea is made for a design that allows direct entry into the pool from a wheelchair
- Existing parking at the Quarry is "awful" and is also on a slope which makes wheelchair access to the site very difficult

- Need to consult in detail at design stage with the group to ensure that toilets and changing rooms are fit for purpose- many are too small and don't have sufficient room to turn around or to accommodate carers, nor do they accommodate families where a member(s) is in a wheelchair. Need to have left and right hand transfer facilities
- Mustn't assume the architects have this knowledge
- Strong feeling that there needed to be a fun element at the facility to attract families
- The possibility of using the existing paddling pool area for additional parking and the paddling pool being accommodated inside
- The issue of the Quarry park often being closed off for events- happening more and more Concern over a generation of young people missing out on learning to swim if the pool is closed for a period
- Concern over how the Quarry options are split
- Concern that the options on the Sports Village and the College do not provide additional parking- they should- parking is already challenging at these.
- Need to investigate in greater detail what potential there is to work in partnership with the University, particularly on the potential of a 50m pool
- Must take account of everything else the wider Quarry Park offers- e.g. play area, open space, events, the river etc
- Could the Quarry site accommodate a 50m pool?
- The Quarry site was an historic amphitheatre, a feature that could be recreated if the preferred option is to move the pool to another site. This historic use may cause challenges with excavation should the new build on the Quarry site be pursued.
- Oswestry Orthopaedic hospital has a pool that should be looked at
- Potential to create a landmark building at the Quarry
- Concern over school drop offs at the Quarry- could this system be improved?
- Possible use of the broad paths within the Quarry Park to extend the facility footprint?

The following were common learning points from these consultation and engagement sessions:

- The need for investment in the current facility, particularly changing and access provision
- Concern over poor parking provision at the current facility
- Challenges of disability access to the current facility
- Worries over challenges of accessing an out of town facility without a car
- Desire to have sloping pool access rather than a hoist facility
- Need for involvement of disability and access groups in design stage to ensure facilities meet needs
- Concern over the potential negative impact on the town centre's economy if the facility was moved out of town- i.e. loss of footfall before and after swimming in nearby shops, cafes, restaurants etc

- Interrogation of the financial estimations for some of the options- particularly revenue generated

Further and ongoing research and consultation with intended audiences and target groups for the service change: activity record

What further research, consultation and engagement activity do you think is required to help fill gaps in our understanding about the potential or known affect that this proposed service change may have on any of the ten groupings and on the intended audiences and target groups? This could be by your service area and/or at corporate and partnership level.

One of the most positive outcomes of the five month public consultation with these audiences has been the development of a relationship and commitment to continue to be involved as the project develops- this is most notably in the facets of design of the preferred option, particularly around access and changing facilities.

Independent analysis of the consultation results will include evaluation of where some groups or audiences may be under represented in the responses. Should there be a major under representation further work may be required at an early stage.

Full report assessment for each group

Please rate the impact as you now perceive it, by inserting a tick. Please give brief comments for each group, to give context to your decision, including what barriers these groups or individual may face.

Protected Characteristic groups and other groups in Shropshire	High negative impact	High positive impact	Medium positive or negative impact	Low positive or negative impact
<p>Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg young person with disability)</p>		<p>Evidence from elsewhere and from partners indicates that a new or improved facility leads to increased usage and an improved user experience across all ages. This increase may be limited in options 1 and 2 as they provide minimal functional improvements to the pool. Options 4a,b,c and d may also encourage greater usage by providing easier access to the facility through better road access and parking but may in turn provide greater challenge for access by public transport or on foot/ cycle than options 1,2 and 3. Consultation with young people has largely been through schools and colleges</p>		

		who have all received several communications to promote this. 8% of respondents to the consultation survey were under the age of 19		
Disability (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)		<p>A new or improved pool will provide improved facilities for people with disabilities including access and changing. This may be limited by option 1 as it provides minimal functional improvements to the pool. Options 4a,b,c,and d may also provide easier access to the facility through better road access and parking but may in turn provide greater challenge for access by public transport or on foot/ cycle than options 1,2 and 3. As detailed specific consultation with groups representing people in this protected characteristic took various forms including direct meetings and conversations. In addition these groups assisted people who could not fill in the online survey with their responses. A detailed formal response has been received from the Disability Network and 5% of respondents to the survey declared they had a long term disability. The consultation confirms the impact above but also highlights specific requirements such as hydro therapy, concerns over the practicality of moveable floors and that solutions to town centre parking could be found.</p>		
Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			A new or improved pool will provide improved changing facilities for these groups providing greater privacy. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited	

			by option 1 as it provides minimal functional improvements to the pool	
Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)				Unclear what impact a new or improved pool would have
Pregnancy & Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)		<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy and space. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited by option 1 as it provides minimal functional improvements to the pool. Options 4a,b,c and d may also provide easier access to the facility through better road access and parking but may in turn provide greater challenge for access by public transport or on foot/ cycle than options 1,2 and 3. Shropshire Council's Public Health Department assisted with the promotion of the consultation through their department which consists of officers leading on pregnancy and maternity. In addition the Children's Centres were asked to promote the consultation. The consultation was also promoted through the Health and Wellbeing enewsletter which is circulated to a wide readership.</p>		
Race (please include: ethnicity, nationality, culture, language, gypsy, traveller)		<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy. Should the need be identified specific changing design to accommodate particular groups can be investigated. Pool programming flexibility may also provide bespoke swimming sessions.</p>		

		<p>This may be limited by option 1 as it provides minimal functional improvements to the pool.</p> <p>FRESH are the main group that represent this protected characteristic and supported them to have their say on the consultation. 8% of respondents to the survey were from non- White British ethnic backgrounds</p>		
<p>Religion and belief (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)</p>		<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy. Should the need be identified specific changing design to accommodate particular groups can be investigated. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited by option 1 as it provides minimal functional improvements to the pool.</p> <p>FRESH and Shrewsbury Inter Faith forum are the main group that represent this protected characteristic and supported them to have their say on the consultation. In addition a range of faith groups and organisations were directly contacted and informed of the public consultation.</p>		
<p>Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>			<p>A new or improved pool will provide improved changing facilities for these groups providing greater privacy and appropriate segmentation. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited by option 1 as it provides minimal functional improvements to the pool</p>	
<p>Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)</p>			<p>A new or improved pool will provide improved changing facilities for these groups providing</p>	

			greater privacy and appropriate segmentation. Pool programming flexibility may also provide bespoke swimming sessions. This may be limited by option 1 as it provides minimal functional improvements to the pool	
<p>Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people you consider to be vulnerable)</p>		<p>Evidence from elsewhere and partners indicates a new or improved facility leads to increased usage from across all social groups and can in particular assist inclusion of specific groups such as deprived communities. This may be limited by options 1 and 2 as they provide minimal functional improvements to the pool. Options 4b and 4c are located within areas of greater deprivation and may help to increase participation and engagement from these groups.</p> <p>The consultation was promoted very widely and particular attention was given to ensuring that people from these protected characteristics were given an equal opportunity to have their say. This included promoting through a wide range of groups and organisations working in these communities such as housing providers, community support groups etc. The consultation was also promoted through roving banners that were put up in key shopping locations in these geographies.</p>		

Appendix: ESIIA Part Two Full Report: Guidance Notes on Action Plan

Please base your action plan on the evidence you find to support your decisions, and the challenges and opportunities you have identified. It could include arrangements for:

- continuing engagement and involvement with intended audiences, target groups and stakeholders;
- monitoring and evaluating the service change for its impact on different groups throughout the process and as the service change is carried out;
- ensuring that any pilot projects are evaluated and take account of issues described in the assessment, and that they are assessed to make sure they are having intended impact;
- ensuring that relevant colleagues are made aware of the assessment;
- disseminating information about the assessment to all relevant stakeholders who will be implementing the service change;
- Strengthening the evidence base on equalities.

Please also consider:

- resource implications for in-house and external delivery of the service;
- arrangements for ensuring that external providers of the service are monitored for compliance with the Council's commitments to equality, diversity and social inclusion, and legal requirements including duties under the Equality Act 2010.

And finally, please also ensure that the action plan shows clear links to corporate actions the Council is taking to meet the general equality duty placed on us by the Equality Act 2010, to have due regard to the three equality aims in our decision making processes.

These are:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

Note for 2014 refresh of our corporate equality impact assessment approach: Shropshire Council has referred to good practice elsewhere in refreshing the EINA material and replacing it with this ESIIA material. The Council is grateful in particular to Leicestershire County Council, for graciously allowing use to be made of their Equality and Human Rights Impact Assessments (EHRIAs) material and associated documentation.

For further information on the use of ESIIAs: please contact your head of service or contact Mrs Lois Dale, Principal Rural Policy Officer and internal policy support on equality, via telephone 01743 255667, or email lois.dale@shropshire.gov.uk.

ESIA Full Report decision, review and monitoring

Summary of findings and analysis - ESIA decision

You should now be in a position to record your decision. Please highlight in bold the route that you have decided to take.

1. To make changes to satisfy any concerns raised through the specific consultation and engagement process and through your further analysis of the evidence to hand;
2. To make changes that will remove or reduce the potential of the service change to adversely affect any of the Protected Characteristic groups and those who may be at risk of social exclusion;
3. To adopt the service change as it stands, with evidence to justify your decision even though it could adversely affect some groups;
4. To find alternative means to achieve the aims of the service change.

Please add any brief overall comments to explain your choice.

You will then need to create an action plan and attach it to this report, to set out what further activity is taking place or is programmed that will:

- *mitigate negative impact or enhance positive impact of the service change,*
- AND**
- *review and monitor the impact of the service change*

Please try to ensure that:

- *Your decision is based on the aims of the service change, the evidence collected, consultation and engagement results, relative merits of alternative approaches and compliance with legislation, and that records are kept;*
- *The action plan shows clear links to corporate actions the Council is taking to meet the general equality duty placed on us by the Equality Act 2010, to have due regard to the three equality aims in our decision making processes.*




Scrutiny at Part Two full report stage

People involved	Signatures	Date
<i>Lead officer</i>		
<i>Any internal support</i>		
<i>Any external support</i>		
<i>Head of service</i>		


Sign off at Part Two full report stage

Signature (Lead Officer)	Signature (Head of Service)
Date:	Date:

Scrutiny at Part One screening stage

People involved	Signatures	Date
Lead officer carrying out the screening		21/04/16
Any internal support		21/04/16
Any external support		21/04/16
Head of service	Peter Davis	10.5.16

Sign off at Part One screening stage

Name	Signatures	Date
Sean McCarthy		21/4/16
Head of service's name	PETER DAVIS	10.5.16