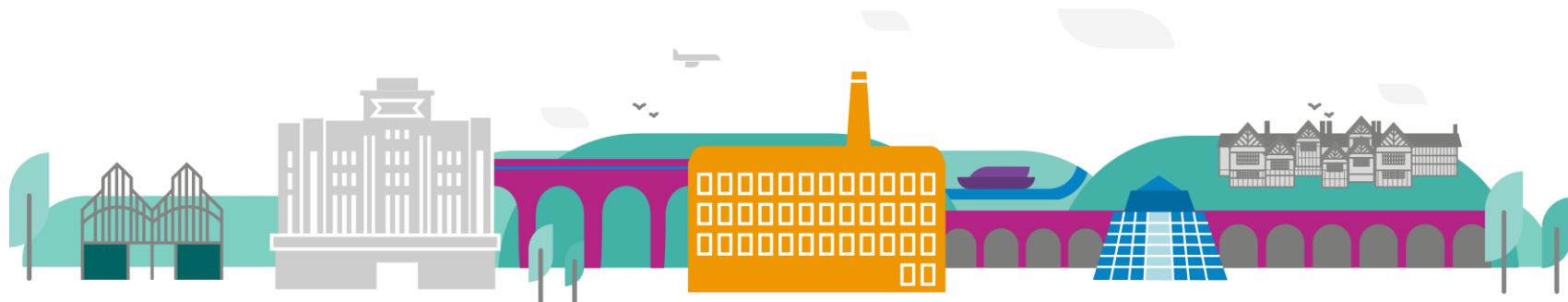




Marple Community Leisure Hub Equality Impact Assessment June 2021



Equality Impact Assessment

Title of report or proposal	Marple Leisure Community Hub		
Lead officer(s)	Project lead name(s)	Date	02.06.2021
Aims and desired outcomes of the proposal			
<p>The Marple Leisure Community Hub is a proposal that aims to develop an all-encompassing facility in Memorial Park, Marple, that will replace the function of the existing library and co-locate a new purpose-built community facility to include Leisure, Community and Health accommodation.</p> <p>The site is located close to the centre of Marple next to Memorial Park, which is well-known to residents. Using this site means the proposed hub would be positioned within Marple Memorial Park and could take advantage of the fantastic views whilst connecting to the park and all the outdoor and play activities available. Through increasing participation, promoting inclusion and combining facilities into one hub, the centre aims to improve the health and wellbeing of Marple residents whilst being financially sustainable for the council.</p> <p>The proposal is to refurbish the Grade II Listed building Hollins House, and remove the later 20th Century addition to the original building. The proposals will require the demolition of the Senior Citizens Hall and Library buildings on the site to be replaced by the new build development, whilst also facilitating more on-site parking. The proposed entrance of the hub is located in the middle of the building, creating a heart and focal point at its centre. Leisure accommodation will be located to the North of the new building, and community accommodation to the South with a link to Hollins House. A new café provision will overlook Memorial park to the East spilling out external spaces, linking to the bowling green, pavilion and the new play spaces. There will be a dedicated Senior Citizen's Lounge and Youth Lounge to ensure that residents of all ages feel a sense of belonging in the hub, and local medical services, including a GP practice and a nurse clinic, will be accommodated for.</p>			
Scope of the proposal			
<p>Include the teams or service areas from the Council and outward-facing services or initiatives</p> <p>To be completed by project lead.</p>			
<p>What are the possible solutions you have been / will be exploring?</p> <p>You should refer to any business cases, issues papers or options appraisals</p>			

Feasibility design work was carried out which explored various development opportunities and a sliding scale of development to include a leisure, community and healthcare offer. We have explored options that include other uses alongside the leisure and library facilities such as the Senior Citizens Centre (including the hall), youth facilities, and the health centre.

The first option was the 'Core Brief' which would provide replacement library and leisure facilities. The Core Brief includes the removal of the existing library building and the provision of library facilities and community rooms in the new building. It also includes a swimming pool and fitness suite to replace the existing swimming pool in Marple.

The second and third options then include additional facilities to enhance the core brief grouped into 'Community' and 'Health'. Both of these options would allow existing buildings on the site to be removed but re-provides the Senior Citizens Association facilities, and also provides space for a new health centre within the Community Hub.

Consultation sessions with key stakeholders and members of the public asked what people wanted to see as part of future development of a leisure and community facility and high-level plans were presented to establish how the public felt about the proposals and the wider scheme. Consultation results and public / stakeholder preferences were taken into account during the solution development.

As a result of this solution exploration, the decision has been taken to develop an accommodation brief which encompasses the aspiration of creating a Hub to include Leisure, Community and Health Accommodation within a new purpose built facility.

Who has been involved in the solution exploration?

Please list any internal and external stakeholders

Stockport Council, construction and infrastructure business Robertson, GT3 Architects, leisure consultants SLC, cost consultants Walker Sime

Please state any additional stakeholders that have been involved in solution exploration.

What evidence have you gathered as a part of this EqlA? Which groups have you consulted or engaged with as part of this EqlA?

Two rounds of public consultation were conducted in 2020 with a wide range of stakeholders, including: partners such as Stockport Council, Life Leisure staff, Library staff, and GP surgeries; Marple Swim Club; key community groups such as Friends of the Park, The Civic Society, and The Neighbourhood Forum; the general public (in the form of an open day as well as an online consultation);

Are there any evidence gaps that make it difficult or impossible to form an opinion on how the proposed activity might affect different groups of people?

There was no data gathered as part of the consultation process on the following protected characteristics: Disability, Gender Reassignment, Pregnancy and Maternity, Marriage or Civil Partnership, Race, Religion or Belief, and Sexual Orientation. However, in some cases people with these protected characteristics mentioned this within their comments (some disabled people, and some people with babies and young children) and so specific concerns and feedback from these groups of people can be partially accounted for.

Step 1: Establishing and developing the baseline

The data below has been collected from desk studies of the Marple area and gathered from feedback from public and stakeholder consultation.

Characteristic	Demographic of residents / service users	What works well	Current problems / issues
Age – older people	<p>Marple has an older population with 51% aged 50+ compared to 40% in Stockport as a whole.</p> <p>In Marple Swimming club approximately 22% of members are classed as 'Seniors'.</p>	<ul style="list-style-type: none"> • Consultation has revealed that people generally think that the Marple area is a good place to live for older people. • The presence of the Marple Senior Citizens Hall provides a welcoming and warm space and many older people depend on it for company and social interaction, as well as having hot cooked meals. • There is a weekly University of the Third Age group that uses the Scout hut facilities to meet. 	<ul style="list-style-type: none"> • An older community will require access to a combined range of services to maintain their health and well-being and to ensure they remain independent for as long as possible. A key factor in this is the ability of residents to be physically active. However, since the Marple swimming pool closed in 2018, older people have found it more difficult to get local and accessible forms of exercise. There is another gym in Marple but is seen as a 'body building' gym which puts off older users. • Simple Movements Improve Life Everyday (SMILE) was a low impact, gentle exercise concept targeted at older adults and those with long term conditions or disabilities, endorsed by the NHS Falls Prevention Team. The SMILE scheme stopped in 2018 after the closure of Marple pool due to lack of appropriate facilities, leaving older adults without this scheme. • Some noted the lack of accessible public transport that is important for older people to be able to travel to the site.
Age – younger people	<p>Approximately 19% of Marple's residents are aged 17 and under, compared to 22% of Stockport as a whole.</p> <p>In Marple Swimming club approximately</p>	<ul style="list-style-type: none"> • The Scout Hut provides a space for young people to feel important. • There is good access to indoor soft play for children in the area. • Current library provision for young children is good, for example comfy places to sit and draw or read as a family. • Young people generally enjoy and value the library facilities. 	<ul style="list-style-type: none"> • Current children's play park is inadequate and inaccessible for disabled children. It is also often overcrowded on peak days. • There is a lack of family-friendly exercise / leisure facilities e.g. baby pool, gyms with crèche, baby changing facilities etc. • Limited opportunities to access activities such as team sports for teenagers. Some young people from the consultation expressed the need for more

Characteristic	Demographic of residents / service users	What works well	Current problems / issues
	<p>8% of members are classed as 'Juniors'.</p> <p>There are 300 members of the scout hut.</p>	<ul style="list-style-type: none"> Teenagers appreciate the skate park and the basketball courts. 	<p>spaces for older children and teenagers that are free to access e.g. youth centres.</p> <ul style="list-style-type: none"> Some younger children feel excluded from the skate park due to there being lots of teenagers there.
Age – other	<p>31% of the population of Marple is aged 18-49, compared to 38% of Stockport as a whole.</p>		<ul style="list-style-type: none"> Not many opportunities to access leisure facilities for those working in the day (school-age children and working adults) – there is a need for leisure facilities to be open early in the morning and later in the evening.
Disability	<p>33% of households in Marple have at least one member with a disability, accounting for over 3,300 households, compared to 34% of Stockport as a whole.</p>		<ul style="list-style-type: none"> Disabled people who struggle to use public transport and cannot travel to other pools in the borough are missing their preferred form of exercise since the closure of Marple swimming pool. Simple Movements Improve Life Everyday (SMILE) is a low impact, gentle exercise concept targeted at older adults and those with long term conditions or disabilities, endorsed by the NHS Falls Prevention Team. The SMILE scheme stopped in 2018 after the closure of Marple pool due to lack of appropriate facilities, leaving disabled people without this scheme. Pathways and pavements in the park are narrow which may present access issues for those using mobility equipment such as wheelchairs. Consultation revealed that the playground and the toilets were both inaccessible for children with disabilities. The library building has been described as difficult to access, and not accessible for those with dementia.

Characteristic	Demographic of residents / service users	What works well	Current problems / issues
			<ul style="list-style-type: none"> • Some think the area is currently unsafe and inaccessible because of traffic – for example if you are crossing Station Road. • The area around the current buildings at night and the unstaffed library may feel unsafe to disabled people.
Gender reassignment	It is not known how many transgender people live in Marple or Stockport, but UK-wide estimates believe this to be around 1% of the population.		<ul style="list-style-type: none"> • The area around the current buildings at night and the unstaffed library may feel unsafe to transgender people.
Maternity and pregnancy	Exact data not known, however 28% of households in East Stockport contain dependent children.	<ul style="list-style-type: none"> • There is currently a weekly mother and toddler group using facilities at the Scout Hut. 	<ul style="list-style-type: none"> • Pathways in the park are narrow which may present access issues for those with children using prams. • Limited opening hours (or lack of) local gyms means there are few opportunities for people with young families to exercise.
Marriage and Civil Partnership	Exact data not known, however 58% of households in East Stockport contain a cohabiting couple.		
Race	From 2011 data, Marple has a population that is 98% white and 2% that are from a Black, Asian or Ethnic Minority background, compared to 92%		

Characteristic	Demographic of residents / service users	What works well	Current problems / issues
	<p>and 8% (respectively) of Stockport as a whole.</p> <p>The most common non-white groups in Marple are Mixed White and Caribbean, Mixed White and Asian, Pakistani, and Other Asian.</p>		
Religion or Belief	Data not known.		
Sex	<p>Marple's population is 52% female and 48% male.</p> <p>Consultation feedback is based on the responses of 202 women and 171 men. 12 people declined to specify their gender.</p>		<ul style="list-style-type: none"> • The Physical Activity Referral in Stockport (PARiS) scheme is where GPs and healthcare professionals refer people with one or more medical conditions to participate in exercise by referral to leisure centres, including Marple Pool when it was open. The closure of Marple Pool in 2018 saw a decrease of around a third of referrals to PARiS schemes between 2017 and 2018. More women than men were referred by this scheme – 41 women in 2018 vs 23 men – so women were more impacted by the pool closure than men. • Some women in the consultation said they felt unsafe walking through the park at night-time.
Sexual orientation People who are lesbian, gay or bisexual	It is not known how many lesbian, gay or bisexual people live in Marple or Stockport, but UK-wide estimates believe this to be		

Characteristic	Demographic of residents / service users	What works well	Current problems / issues
	around 5-7% of the population.		
Socioeconomic status	Although exact data is not known, Marple is generally a more affluent area compared to Stockport as a whole. 4% of Marple residents aged 16-64 claim Job Seekers Allowance / Universal Credit, compared to 6% of Stockport as a whole.		<ul style="list-style-type: none"> • Losing the centrally-located swimming pool has been detrimental to those who cannot afford transport to travel to other swimming pools.
Other Please add in here any additional relevant comments or feedback where the protected characteristic is not known	Estimated potential to have 3000 members of a pool in Marple.	<ul style="list-style-type: none"> • The potential to have a shared space would increase community cohesion and would allow people to meet others of different backgrounds etc. 	<ul style="list-style-type: none"> • Early consultation results suggested that public transport routes to get to the site are inadequate and there were recurring comments that pathways and pavements in the area are too narrow. • Parking is inadequate. • Gaps in provision of facilities. • The central location of the proposed facility would enable a large proportion of users to walk / cycle / use public transport, whereas currently people are driving elsewhere. • There was some feeling that the existing offices and health centres were not fit for purpose and that there is a lack of access to drop-in health appointments in the area. • Marple Medical Practice currently needs more space for additional GPs and does not have parking provision so is inaccessible to those who rely on parking.

Characteristic	Demographic of residents / service users	What works well	Current problems / issues
<p>You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.</p>			
Carers	Data not known.		<ul style="list-style-type: none"> • Consultation revealed concerns about the current parking situation with one member of the public saying they could not safely drop off a disabled relative from their car in the area.
Those experiencing homelessness	Data not known.		
Veterans	Data not known.		
Asylum seekers and refugees	Data not known.		

Step 2: Identifying impacts the proposal will have compared with the baseline

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
		<i>Is the impact positive or negative?</i>	<i>How have you become aware of an impact or inequality? Is it from research, have you been advised by another party, has a member of the public or a stakeholder made you aware, did someone from this or another characteristic make the claim?</i>	<i>What is the impact or inequality that has been identified? What is the frequency of claim for it? What is the rationale behind the issue, inequality or impact claimed?</i>	<i>Is there any evidence to support or deny the claim? Provide full details. Has the inequality or impact claimed been tested with people from the relevant characteristic? Have you researched the claimed issue? If yes, what has been learned and from what source(s)?</i>
1	Age – older people	Positive	Feedback from consultation, data from Life Leisure about the Marple Pool, demographic data about the local area	<p>It was clear in the results of the consultation that the closure of Marple Pool in 2018 was a loss to the community, and there were very strong feelings that introducing a swimming pool back into this area would be greatly beneficial to Marple’s residents and their ability to stay healthy and active.</p> <p>This especially applies to older adults. Swimming provides a full-body workout without additional stress on joints and very little risk of injury. The now-closed Marple pool was seen as a non-intimidating way to work out by the older people consulted on this project.</p> <p>Additionally, the Simple Movements Improve Life Everyday (SMILE) scheme for older adults and those with disabilities stopped due to lack of facilities, meaning Marple’s older population were not receiving the same access to the scheme that promotes healthy lifestyles into older age.</p>	<p>There is lots of studies and advice from healthcare advisors found online that suggests that swimming is a good and safe way for older people to get exercise.</p> <p>Older people who were consulted about this project were very positive about the idea of having a swimming pool in Marple.</p>

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
2	Age – older people	Negative	Feedback from consultation	The current Senior Citizen’s Hall will be demolished which will likely cause a degree of upset and will negatively impact older people who depend on the Hall for their wellbeing. In the consultation there were lots of comments recognising the importance of the Senior Citizen’s Hall to Marple’s older population, both as a source of social interaction and also of general wellbeing such as hot cooked meals. The Hall is seen as vital to many older people’s wellbeing and it gives the feeling that older people are valued as they have their own space. There were some negative comments about the idea of removing this space. Older people can be prone to social isolation and so the removal of this facility may cause increased incidences of social isolation.	There were strong positive feelings about the senior Citizen’s Hall in the proposal and it is likely that older people will be negatively affected by its removal.
3	Age – older people	Positive	Feedback from consultation	The Over 65 age group in the consultation was the most likely to have a preference for the new Hub to combine lots of services, which suggests that for this age group there is a need for a centrally-located hub in which people can access different facilities without having to travel to multiple locations. The new design for the hub will allow older people to access multiple, venues and services related to health, fitness, entertainment, and social interaction. As such, this section of the community will have increased and easier access to services to maintain their health and well-being.	The consultation showed a strong preference for a place for combined facilities and it was generally seen as a good idea.
4	Age – older people	Positive	Feedback from consultation, discussion with GP surgeries	The relocation of Marple Medical Practice to the community hub is expected to have a positive impact on patients of the practice and the wider community, especially older people, as it widens access to healthcare services as well as other facilities in one convenient location. Previously, this practice identified the need for more GPs, and therefore more space, due to the increasing	There are many successful examples of community hubs across the country that combine leisure, health and community services.

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
				older population of Marple. The practice is also currently not very accessible as there is no dedicated parking available. Moving the GP surgery to the Hub, along with access to nurses and potentially a pharmacy, will be an improvement on the current provision of this medical practice.	
5	Age – older people	Negative	Feedback from consultation	The number of parking spaces when the new Hub is built will increase due to the enlarged space provided after the demolition of the Senior Citizen’s Hall. However, the Hub will still be under-provided for in terms of parking provision. The Over 65 group in the consultation was the most likely age group to have concerns about parking and vehicular access. Older people may often be disabled or need carers in order to get around and so a perceived or actual lack of parking will negatively impact this group in particular as it may discourage participation.	
6	Age – younger people	Positive	Feedback from consultation	The proposal includes the replacement of the existing children’s outdoor play area. The current play spaces are age-related, whereas the new play area will be ability-related which will be more inclusive to children of different ages, and also could address the reported lack of accessibility for disabled children. This will widen access to more children and will encourage physical activity in this group.	Consultation results indicated that children and parents were not satisfied with the current play area provision and so this will be an improvement from the current offer.
7	Age – younger people	Positive	Feedback from consultation	The proposal includes a splash pad in the swimming pool area, and a library. In the results from public consultations, current library provisioning for families with young children was highlighted as being good, with particular attention drawn to the comfy spaces for children to be able to read and draw. The new library will feature similar spaces that will be enhanced and modernised and so this will positively impact this age group.	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
				Additionally, more facilities for young children such as a children's pool was also listed as a desirable outcome to families with young children. The plans for a splash pad will benefit children and will make families with young children more likely to feel welcome in the Hub.	
8	Age – younger people	Positive	Feedback from consultation	There were several comments from older children and teenagers in the consultation that there was a lack of space available for this age group to go (without having to pay e.g. in a café). The provision of a youth lounge on the second floor of the new building will provide a space for young people to go without having to spend money to be there. A space dedicated solely to young people will also promote a sense of belonging, which addresses another theme that was picked up from the consultation that young people often felt 'missed out' and that they didn't fit in children's spaces or adult spaces.	
See 1	Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues	Positive	See impact 1	See impact 1. Disabled people or people with long-term health conditions were similarly affected by the SMILE scheme being stopped. A pool in the area could reinstate the scheme and would provide opportunities for exercise which will positively impact the health and mental wellbeing of disabled people. Access to facilities such as the library, a swimming pool and green outdoor spaces will also benefit those with mental health issues.	See impact 1
9	Disability	Positive	Adherence to equality law, and consultation	The new Hub will ensure services, rooms and facilities are accessible to as many people as possible. This will include lift access to all floors, wider doorways, and ramps. Signage within and around the building will be clear and passageways will be well-lit.	The building will be fully compliant with the Disability Discrimination Act. Comments from the consultations suggested that

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
				Additionally, there will be a redesign of the pathways and pavements around the hub itself. This will address concerns in the consultation that the pavements around the current library are too narrow and inaccessible to those using mobility equipment.	the pathways around the area did not feel safe or accessible.
See 4	Disability	Positive	See Impact 4	See impact 4	See impact 4
See 5	Disability	Negative	See Impact 5	See impact 5	See impact 5
10	Gender reassignment A person whose individual experience of gender may not correspond to the sex assigned to them at birth.	Positive		Some people do not identify as a man or a woman and so may be uncomfortable using changing facilities or toilets segregated by gender. The provision of unisex wet change facilities, and accessible dry changing facilities that are designated as unisex, would mean that transgender people are able to choose facilities that they are most comfortable using.	
	Maternity and pregnancy			No impacts specific to this protected characteristic identified.	
	Marriage and Civil Partnership			No impacts specific to this protected characteristic identified.	
	Race Not all ethnic groups will have the same experiences so if possible specify whether the impact is likely to be different for			No impacts specific to this protected characteristic identified.	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	different ethnic groups e.g. Indian people, people of Black Caribbean heritage. This also includes Gypsy and Traveller populations				
11	Religion or Belief	Positive	Consultation	<p>Segregated dry changing facilities in the leisure centre would positively impact those who would prefer to use segregated changing facilities for religious reasons, and would encourage participation of people from these communities.</p> <p>The use of private accessible wet changing facilities would allow people of faith to use these in the event that they are not comfortable sharing the unisex wet change area.</p>	
12	Sex	Positive	Data from Life Leisure about referrals to PARiS scheme	<p>The Physical Activity Referral in Stockport (PARiS) scheme is where GPs and healthcare professionals refer people with one or more medical conditions to participate in exercise by referral to leisure centres, including Marple Pool when it was open. The closure of Marple Pool in 2018 saw a decrease of around a third of referrals to PARiS schemes between 2017 and 2018. More women than men were referred by this scheme – 41 women in 2018 vs 23 men – so women were more impacted by the pool closure affecting the scheme than men. Opening a new swimming pool at the hub will allow these people to benefit from the scheme.</p>	Data from Life Leisure and comments in consultation revealed that women are missing this vital access scheme and so the introduction of a new pool will widen access to this group.
	Sexual orientation			No impacts specific to this protected characteristic identified.	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Consider how the proposed policy may differently impact people who are lesbian, gay or bisexual				
13	Socioeconomic status	Positive	Consultation	Similarly to Impact 3, co-located facilities means that trips to access multiple services are combined which saves time and makes participating in activity more convenient. It also reduces the need to make multiple trips or take multiple journeys.	
14	Other	Positive	Results from consultation	The potential to have a shared community space would increase community cohesion and would allow people to meet and socialise with others of different backgrounds. This has the potential to facilitate good relationships between groups with different protected characteristics.	
You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.					
See 5	Carers	Negative	See impact 5	See impact 5	There were a small number of comments in the consultation that stated that carers or family members with disabled relatives found the current area difficult to access by car.
	Those experiencing homelessness			No impacts specific to this group identified.	
	Veterans			No impacts specific to this group identified.	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Asylum seekers and refugees			No impacts specific to this group identified.	

Step 3: Identifying mitigating factors to minimise negative impacts

Impact no.	Impact summary	Suggested mitigation and rationale	Source of suggestion	Evidence for solution	Feasibility
	<i>Give a brief summary of the issue/inequality /impact</i>	<i>What is being suggested to mitigate for this? What is the rationale behind the suggestion?</i>	<i>Where does this suggestion come from? Have you consulted the characteristic(s) affected for solutions?</i>	<i>What evidence is there that the suggestion would solve the problem? How have you learned this? Has this been done elsewhere?</i>	<i>Within the financial envelope, how feasible is this solution? What are the cost implications? Could it indirectly affect anyone else? Can any other body help with the solution? If yes, how?</i>
2	Older people feel that the Senior Citizen's Hall is a space vital to their wellbeing and the removal of this could create a negative impact on their wellbeing.	The proposal will remove the existing Senior Citizen's Hall, however by reinstating the Senior Citizens Association facilities within the new building will still allow for the same planned activities for older residents. The location of the new Seniors' room is on the ground floor which will also mean easy access for those using mobility equipment. Keeping the Senior Citizen's Association space in the same general location as the previous Hall should not impact on members' ability to travel to the location. Dedicated spaces for certain age groups may promote feelings of belonging.	GT3 plans reflecting concerns in consultation	The existing Senior Citizen's Hall shows there is a need for this type of space and so moving the Senior Citizen's Association to the new Lounge will meet this need.	This has been integrated into the costings of the project plan so is feasible.
5	The Hub will be under-provided for in terms of parking, which may negatively impact older people, disabled people and families	There are plans to increase the amount of parking spaces for the Hub as the removal of the Senior Citizen's Hub will provide more space for this. However this will still not be sufficient for the scope of the building, so there are further plans to explore actions to mitigate against the negative impacts of the parking, including	GT3 plans		Please discuss feasibility of measures mentioned: <ul style="list-style-type: none"> • Offsite parking • Prioritising accessible parking • Active travel measures • Public transport measures

Impact no.	Impact summary	Suggested mitigation and rationale	Source of suggestion	Evidence for solution	Feasibility
	with young children.	<p>looking at providing additional parking offsite.</p> <p>If disabled / accessible and family parking are sufficiently prioritised then concerns about parking may not materialise, especially if active travel routes, such as walking and cycling, are encouraged and provisions are made for these types of access for those who are able.</p> <p>Another possibility that may partially lessen this impact is to look into linking in with local public transport facilities to see if there are any improvements that can be made in terms of how disabled or older people can be encouraged to use these routes.</p>			
10 and 11	Some people of faith will want to use facilities that are segregated by gender.	<p>The wet change facilities are unisex. Providing private cubicles so that people of faith who would prefer to use private changing facilities could encourage participation from people from these communities.</p> <p>If cubicles are not possible, signage that makes people of faith aware they are able and welcome to use the unisex accessible stalls should be installed. This also goes for the segregated changing facilities – signage saying that these facilities are gender-neutral may widen participation for some transgender people.</p>			<p>Please state whether private changing cubicles in the wet change area is possible.</p> <p>Accessible changing facilities are already in the current plans, so it would be very easy to (for example) install signage to make people aware that the separate stalls are unisex.</p>

Please state if there are any additional comments or suggestions that could promote equalities in the future.

- Ensure that key equalities groups, including (but not limited to) older people, younger people, disabled people and parents with young children, are consulted when developing facilities, purchasing equipment and providing services and classes.

Impact no.	Impact summary	Suggested mitigation and rationale	Source of suggestion	Evidence for solution	Feasibility
					<ul style="list-style-type: none"> Consider opportunities to widen access once the hub has opened, for example, hosting and promoting community events (such as Pride for LGBTQ+ residents), women-only exercise classes and swimming sessions, youth groups etc.

Step 4: Conclusions and outcome

If you have <u>not</u> undertaken any community engagement for this EqIA, please indicate this and explain why.
There were two rounds of stakeholder and public consultation on this proposal.
If there are impacts identified that cannot be mitigated against, are there any justifications for not taking any action to improve the negative impacts that have been identified?
The impact regarding parking provision cannot be fully mitigated against due to the spatial constraints of the site. However alternatives are being considered and will feature in any future iterations of this EqIA.
Are there any adverse impacts that can be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? Please state why.
Not applicable.
Are there any other proposals or policies that you are aware of that could create a cumulative impact? This is an impact that appears when you consider services or activities together. A change or activity in one area may create an impact somewhere else.
To be completed by project lead.

Based on your equality impact analysis, please indicate the outcome of this EqIA.

Please indicate the outcome of the EqIA and provide justification and / or changes planned as required.		
A.	No major barriers identified, and there are no major changes required – proceed.	<input type="checkbox"/>
B.	Adjustments to remove barriers, promote equality and / or mitigate impact have been identified and are required – proceed.	<input checked="" type="checkbox"/>
C.	Positive impact for one or more of the groups justified on the grounds of equality – proceed.	<input type="checkbox"/>
D.	Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice – proceed with caution, knowing that this policy or practice may favour some people less than others. Strong justification for this decision is required.	<input type="checkbox"/>
E.	This policy identifies actual or potential unlawful discrimination – stop and rethink.	<input type="checkbox"/>
Please describe briefly how this EqIA will be monitored.		
When will this be reviewed? What mitigating actions need to be implemented and when?		
<p>This EqIA will be reviewed consistently throughout the development process and assistance from the Strategy and Design team at Stockport Council will be sought for any issues arising. Mitigating actions listed in this document are generally implemented upon building and developing the Hub.</p> <p>Once the Hub has opened and is functional, equalities monitoring data and user feedback will be recorded for all the hub’s users which will be used to regularly and repeatedly assess user demographics. If there is any under-represented group or particular areas of concern relating to equalities, programmes and schemes to widen access and participation will be considered. For example, underrepresentation of LGBTQ+ people could result in the implementation of LGBTQ+ community events in the community spaces, or a campaign to make the Hub more accessible to LGBTQ+ people.</p>		