



Form to be used for the Full Equalities Impact Assessment

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Service Area: Major Projects Leisure, Parks and Communities		Section:	Date of Initial assessment: 5 th November 2014	Key Person responsible for assessment: Tim Sadler	Date assessment commenced: 5 th November 2014
Name of Policy to be assessed:			Disposal of Temple Cowley Pool Site		
1. In what area are there concerns that the policy could have a differential impact			<i>Race</i>	<i>Disability</i>	<i>Age</i>
			<i>Gender</i>	<i>Religion or Belief</i>	<i>Sexual Orientation</i>
Other strategic/ equalities considerations					
2. Background: Give the background information to the policy and the perceived problems with the policy which are the			The City Executive Board is being asked to compare and weigh the options of disposing of the Site for development for housing in accordance with policy and		

reason for the Impact Assessment.	budget with the proposals from the Save The Temple Cowley Pool CIC to keep the Site open as a public leisure facility, with reduced units of housing.
3. Methodology and Sources of Data: The methods used to collect data and what sources of data	Housing strategy Work supporting the Leisure Facilities Strategy and decision to build new pools. Information published at http://www.oxford.gov.uk/PageRender/decC/Statistics_about_Oxford_occw.htm
4. Consultation This section should outline all the consultation that has taken place on the EIA. It should include the following. <ul style="list-style-type: none"> • Why you carried out the consultation. • Details about how you went about it. • A summary of the replies you received from people you consulted. • An assessment of your proposed policy (or policy options) in the light of the responses you received. • A statement of what you plan to do next 	Consultation was carried out in development plans for the replacement site for the swimming pool. These were fed into the design process for the new pool, now being built at Blackbird Leys.
5. Assessment of Impact: Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults	<p>The option to provide housing will have a positive impact in respect of race, religion or belief, sex, and disability as persons with these protected characteristics are over represented in housing need in the city.</p> <p>The retention of the pool and leisure centre will have a small positive impact on those with disabilities who presently are local to, and use the pool. It may also have a slight positive impact on those whose beliefs require them to take part in women only swimming sessions</p>
6. Consideration of Measures:	The retention of the pools at the Site could be said to provide a benefit to those with disabilities as it is the only pool in the City with walk-down steps and its loss would disadvantage those who need that form of access. However, there has

<p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>been detailed consultation with representatives of disabled persons in the design of the new pool at Blackbird Leys. Whilst walk-down steps are not built into the new pools, they will be provided with good quality mobile steps that can be put in place as required. The new pools do have a number of advantages included in the design to enhance access for persons with disabilities. These include hoists in the changing rooms and providing pool access as well as the advantages of the floating floor to the new pool. The council recognise that the closure of the Temple Cowley Pool will have a minor impact on these groups with protected characteristics in the Temple Cowley area due to the slight increase in the travelling time.</p> <p>Religion or belief / sex Race – for some time women only sessions were provided at Temple Cowley Pool with privacy being provided by the use of screening. These sessions are about to be moved to Barton Leisure Centre as it is feasible to turn the whole centre over to a women's only session. There are also plans in place to be able to offer women only sessions at the new Blackbird Leys pools. The Council acknowledge that the closure of the Temple Cowley Pool will have a minor impact on these groups in the Temple Cowley area due to the slight increase in the travelling time.</p> <p>The provision of housing and particular affordable housing is seen as a key enabler in tackling inequalities in respect of sex, race, religion and belief and disability as female single parent households, black and minority ethnic minority groups and persons with disabilities are all over-represented in the households in the city in housing need and particular acute housing need due to homelessness and overcrowding.</p>
<p>6a. Monitoring Arrangements:</p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include</p>	

all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.						
7. 12. Date reported and signed off by City Executive Board:						
8. Conclusions: What are your conclusions drawn from the results in terms of the policy impact		Both options have positive impacts. However, the marginal positive impact of retaining the pool at the Site is reduced by the suitable alternative, and in some ways superior facilities provided, at the new pool. The Council acknowledge that those parts of the community in the Temple Cowley area with protected characteristics maybe adversely impacted in a minor way due to the slight increase in the travelling time. Providing new housing has substantial new positive impacts. Although both the commercial bid and the CIC proposal incorporate housing, the former provides for 47 units (50% affordable), whilst the latter's conservative estimate is for just 17 units (50% affordable). This is a significant difference given the extreme demands for both private and affordable housing in the City.				
9. Are there implications for the Service Plans?		NO	10. Date the Service Plans will be updated		11. Date copy sent to Equalities Officer in HR & Facilities	

.13. Date reported to Scrutiny and Executive Board:			14. Date reported to City Executive Board:	10 th December 2014	12. The date the report on EqlA will be published	
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