

Equalities Analysis in Lambeth

Proposal Title *

Renewal of boiler to the Brixton Recreation Centre

Author

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Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Preeti Chatwal-Kauffman

Please indicate who will be involved in approving this assessment. This will need to be signed off by the Director

Q1a. What is changing?

The Brixton Recreation Centre (the Rec) is a Grade 2 listed leisure centre located in the heart of Brixton owned by the council and operated by Greenwich Leisure Limited(GLL). The building was designed in 1970 and construction completed circa 1985 and is now in need of significant repair and maintenance to keep the building satisfactorily operational until longer term plans are developed for its future use.

The centre hosts a range of activities including swimming, gym, soft play, kids zones, basket ball, squash, yoga, dance classes and football

There is presently only 1 operational boiler out of 3 which presents a major risk to the operation of the Recreation Centre and the proposal is to renew one of the 2 non-operational boiler at this time to eliminate the risk of the Centre having to be closed.

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

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Q1b. Who will be involved in approving this decision?

Senior Management

Who else will be involved in signing-off this decision?

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Q2a. What do we know about the people who will be impacted by this change?

The Brixton Recreation Centre is a health and recreation facility that lies at the heart of Brixton and attracts thousands of visitors each year.

The centre hosts a range of activities including: swimming, gym, soft play, kid zones, basketball, squash, yoga, dance classes and football training.

The centre serves a diverse community and user group who comes from a wide range of socio-economic and ethnic backgrounds. Approximately 150 languages are spoken in the Borough. After English the main languages spoken are: Portuguese, Yoruba, French, Spanish and Twi.

What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

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Q2b. How will they be impacted by the change?

Once the works are completed, we expect that there will be a positive outcome for all user groups as would have eliminated the risk of the centre having to be closed due to not being able to provide hot water to the facility.

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will be more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

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Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

A positive outcome will be that by installing a new boiler we eliminate the risk of the Brixton Recreation Centre having to close its door to users of the facility as we are unable to provide hot water for its effective operation.

We will work closely with stake holders in delivering an end product that meets agreed outcome within time, cost and quality.

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

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Q3b How do you plan to address and mitigate any negative impacts of the proposal?

The renewal of the boiler will not have any negative impact on the users of the Brixton Recreation Centre.

All works carried out will adhere to stringent health and safety regulations.

There will be ongoing project review through regular updates by the contractor, ensuring that Lambeth senior management and GLL are kept informed at all stages.

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

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Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

There will be regular site visits by the project team to ensure that works are being carried out to the specifications and the drawings. On the completion of works this will be inspected and signed off by the Mechanical Engineer

The works carried out will also be monitored during the defect's liability period and any defects identified with will be raised with the Contractor to be addressed as soon as possible.

Reports will be generated and supplied to Senior Management

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

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Section to be completed by Sponsor/Director/Head of Service

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

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Comments from Sponsor/Director/Head of Service

This Boiler replacement will only have positive impact

Submit for approval

Submit for approval

Executive Approval

Approved

Attachments

Close