



Delivering the best services for Manchester residents: Equality Impact Assessment form

The purpose of this EIA is to ensure that Council policies, plans or projects do not adversely affect people with different protected characteristics or at known disadvantage. We use this form to identify potential discrimination or disadvantage, propose actions to mitigate any issues, and record and monitor the success of those actions.

Before starting work on your EIA, please read the guidance which will provide you with information on completing this form and will talk you through the different stages.

If you are unsure about any part of this template, please read the accompanying guidance before you complete it, or contact the Equalities team on EqualitiesTeam@manchester.gov.uk

Name of your project

A citywide review of the Council's current leisure provision offered within Manchester.

Your name, job title and email

Nicky Boothroyd, Facilities Contracts Manager. n.boothroyd@mcractive.com

Your directorate

Neighbourhoods

Your service

Leisure

Expected completion date for the project

11/02/2024

Expected Review Date

Annual

Date of EIA

11/02/2024

What is the reason for completing this EIA?

Change to current service

Please provide a brief description of the change you plan to implement.

As a public body, we have a statutory obligation to pay due regard to the need to:

1. put an end to unlawful behaviour that is banned by the Equality Act 2010 including discrimination, harassment and victimisation.

2. **advance equal opportunities** between people who have a protected characteristic and those who do not.
3. **foster good relations** between people who have a protected characteristic and those who do not.

We aim to ensure leisure services meet the needs of all our diverse residents and by completing this Equality Impact Assessment we will review and design our service accordingly.

The leisure service has undergone some disruption and restriction since 2020 due to a number of refurbishments and capital projects taking place across the estate. All these centres have now reopened, and a full leisure offer is available across the city. Following the pandemic and the above disruption that has restricted access for residents, it is now appropriate to review provision and current usage to understand if it continues to provide for local community needs and requirements.

Stage 1. Establishing the need

Complete these questions before deciding whether a full EIA is required for your work. Please see guidance on the criteria for requiring a full EIA to be completed, or contact the Equalities team for further information.

Is the project part of a wider strategy or programme of work?

Yes

If so, please give details.

Manchester developed its 10-year Sport and Physical Activity Strategy in 2019 from one of the most extensive public consultations exercises the city had undertaken in this area. It names 7 interrelated themes which the city delivers against which are:

- 1) Encouraging residents to move more.
- 2) Positive experiences for children and young people.
- 3) Active adults increasing and sustaining activity levels.
- 4) World class sport that inspires positive change.
- 5) Active places and neighbourhoods.
- 6) Communicating with and connecting communities
- 7) Realising the potential of the workforce.

This strategy has already evolved - due to the target that Manchester City Council has set to become a zero-carbon city by 2038 the 8th theme was added in 2022 which is:

- 8) Contributing to a zero-carbon future.

What are the main aims of your project?

The main aim of the strategy detailed above is to give Manchester residents the opportunity to be active. We can do this through affordable access to fit for purpose leisure centres and activities in the heart of neighbourhoods.

The strategy sets out that every resident should be within a 20 minute public transport travel time to a Council leisure centre where they can access health & fitness, swimming and sport provision.

To ensure leisure services best meets the needs of communities and does not disadvantage any groups and is fair and equitable for all residents, the Council constantly review programmes, such as swimming pool programmes through an established Programming Board. Amongst other responsibilities, this Board reviews public access, club sessions and targeted provision and will give due regard for change if appropriate through positive action, specific provision or other measures for underrepresented groups.

What is the expected outcome?

The purpose is to ensure that residents accessing Manchester's leisure facilities are representative of Manchester's diverse communities and that residents have the opportunity of access through programmes and sessions, including targeted provision for underrepresented groups where appropriate.

Where gaps are identified in provision through either programme review or awareness, we will consult with users and non-users in Manchester to understand how current provision can be adapted to reflect the needs of all users. We will capture data that gives us clear insight into demographic information of the current

users of leisure centres. This data will then be overlaid with census ward data to give us the intelligence that identifies possible gaps in provision that gives us the evidence for a change of action that will benefit those underrepresented groups that may not be accessing leisure services. For example, if women are underrepresented in accessing swimming pools, we will provide targeted provision for women that meets their diverse needs.

Who is the project aimed at, and how will they benefit?

The Council's leisure facilities are available for all Manchester residents. Programmes and timetables give due regard to our diverse communities requirements giving users the opportunity to access provision at an appropriate time, for example swimming lessons are delivered after school or at weekends to ensure parent/carers have the opportunity to access lessons at a convenient time.

We recognise that we may not always meet the needs of all communities and consult with communities to address any negative impact and to ensure programmes are fair and equitable. To reach all residents we also need to consult with non-users as well as current leisure service users to understand if there are barriers to accessing leisure provision and work collaboratively to bring about change that is fair and equitable for all users.

Identify which communities with protected characteristics may be impacted by the project.

All

Identify which Manchester priority groups may be impacted by the project.

All

I confirm that this project will not have any adverse equality impacts on any communities.

No

If yes, go to Stage 6 – Approval, without completing the rest of the form.

Stage 2. Gathering your evidence

This section is about the evidence you've found about the groups that might be impacted by your project.

Please list the sources of quantitative information that you have already used to help you identify the likely impacts of your project on different groups of people.

- 2023 Active Participant Information for the Manchester Leisure Facilities ([Moving Communities](#)). This gives a breakdown of the current gender, age, ethnicity, ward location and levels of deprivation mix for all unique individuals accessing the full leisure provision within Manchester. The 2023 Throughput Breakdown Information has also been used which shows the total number of visits to the centres with information on gender, age, ethnicity, ward location and levels of deprivation associated to each visit.
- 2021 Census information for the 32 Manchester Wards to compare against the active participant data for the centres to see if there were similarities. ([Census Results 2021](#))
- The Active Lives Survey ([Sport England Active Lives](#)) carried out by Sport England from November 2021-November 2022 has also been used to compare the centre data against national trends in physical activity.
- We have also considered intelligence from ([Women in Sport Insight](#)) and Activity Alliance ([Activity Alliance Survey 2022](#))

If your project requires that you undertake engagement with stakeholders, please give details of your engagement below. The extent of your community engagement will depend on the nature of your project.

Please list the engagement that you have already undertaken: who with, when and how?

- Current consultation 'Meet the Manager' sessions – these take place on a quarterly basis within all leisure facilities within Manchester.
A recent example of a series of Meet the Manager sessions which took place at the newly reopened Abraham Moss Leisure Centre on the 16th, 17th and 18th October 2023. The centre had reopened its doors in July 2023 following redevelopment of the new centre. The sessions were advertised throughout the centre and on the website and social media platforms. Users met with the General and Assistant Manager of the centre to share their views, feedback and opinions and they also had the opportunity to make suggestions to improve the service.
- User surveys
- On going consultations with women on women only provision across the city – these include engagement with women attending Arcadia, Hough End Leisure and Whalley Range Sports Centre.
- 'You Asked We've done' system displayed in all centres to show that feedback is actioned or considered to improve the service.
- Contact Us sections on Better and Everyone Active apps and websites for users to leave feedback.
- Stakeholder Engagement - Local clubs housed within the leisure centres are invited to a quarterly Club Engagement week hosted by both operators GLL and EA. A club representative can attend a breakfast meeting with the managers of the centres, where they can discuss the service, make suggestions for improvements to their access and experience whilst using the facilities.

Key feedback you've received

At the Abraham Moss Meet the Manager sessions in October 2023, the overwhelming request which came from a number of people was to introduce more Swim for Women sessions as the current provision is oversubscribed and clearly there is demand for further provision. The Programming Board recognised the need to review the timetable using proportionate means based on the needs of the community. Crumpsall has a high population of Muslim and Orthodox Jewish residents. The centre also introduced a Prayer Area off the back of feedback received and this is now located underneath the main stairs area.

Feedback received from GLL's user survey included that the Swim for Women sessions at a number of the centres would only admit women aged over 16 and a number of users wanted to attend the session with their daughters who are younger than 16 but were unable to due to the restrictions of the sessions. Off the back of the feedback received a new session has now been introduced called Swim for Women and Teenage Girls and allows girls aged 11 or older to attend this specific session.

During September 2022, a number of consultation events took place at Hough End Leisure Centre, with the women who attend the Swim for Women sessions that take place there each week. Feedback received included that the last booking slots before the 3 weekly Swim for Women session finish 10 minutes before the session to ensure that there is no confusion on the finish time from other users and enables the centre colleagues to clear the pool, health suite and changing rooms ready for the Swim for Women session starting. This was introduced straight away and has been received positively by all parties.

Northern Cocks are an LGBTQ+ social badminton club based in Manchester who access Moss Side Leisure Centre on a Monday night and a Saturday afternoon. The club approached both GLL and MCR Active with a view to looking to secure a third session at a different centre, due to the sheer volume of members they had wanting to access the current provision. It was felt that the National Cycling Centre would be the ideal location for this, as there are a number of courts there so it would be a suitable location if the club needed to expand further, so once the centre reopened the club started another session there on a Thursday night from April 2023.

Please provide details of how you will engage and involve communities on the proposed project. (up to 250 words for each community: please include engagement date and type of contact)

We will consider engagement with residents least likely to use leisure centres:

- Residents who experience racism, to understand if accessing leisure provision has had an adverse effect or could be used as a positive experience
- Residents with communication barriers through the relevant equality networks we will aim to reach those communities via different forms of communication i.e. using British Sign Language (BSL)
- Disabled residents who are not aware that leisure centres are accessible-we will aim to consult with them on providing targeted provision or/and supporting them to access provision independently.
- People living in poverty – working with public and voluntary organisations to better understand residents needs and to engage with residents directly to codesign interventions.

If you do not plan to talk to stakeholders, please provide the rationale behind that decision.

Our aim is to engage appropriate stakeholders to improve leisure services.

For significant or large strategies and programmes, please provide a link to any written record of the consultation here:

Hough End Leisure Centre Extension Consultation Information and FAQ's (July 2021) - [Link](#)

Do you have any gaps in evidence for any communities?

If so, what information do you need to find?

We are missing data for certain underrepresented groups as its not currently collected & quite often people choose not to declare all of their information, therefore having robust qualitative information (case studies) and community intelligence is important. For example, we know that numbers of transgender people are statistically low and declaration rates are also low, making it difficult to better understand local community need. In the absence of local community information, we will always draw on wider and national evidence of barriers to accessing services and disparities in take in of similar services. For example, we can provide sessions specifically for people with learning disabilities, employ a BSL interpreter for training sessions for Deaf residents, ensure our staff are representative of the communities we serve to improve service take up from underserved communities. We also need to understand the latent need for activities and understand if there are barriers to activities within centres that we can address.

What sources will you use? (include both qualitative and quantitative.)

Over the next 12 months we will develop case studies and engagement with underrepresented groups to review whether and how residents are using leisure centres and their satisfaction of the services. This will enable us to work with community groups to codesign improvements where proportionate to needs.

We will continue to collect and analyse data and review programmes to ensure they are still fit for purpose and meet the needs of our communities.

See above for quantitative data.

An example of recent national evidence we will consider is [here](#).

Which individual or team is responsible and what is the timeframe?

Manchester Active will take responsibility with our two main contractors, GLL & Everyone Active for providing data and intelligence. This activity is expected to be carried out over the next 12 months to inform the review of this impact assessment in 12 months' time.

Stage 3. Identifying the barriers

Explain all the barriers you have identified for each group. You should complete each category; if you believe there is no adverse impact, please give brief details why.

Age

Including consideration of young people (those aged under 25), middle age and older age (over 50).

Below is a table which compares the number of active participants and the number of visits grouped into 3 age categories who have accessed Manchester’s leisure facilities in 2023, and compared this data against the Census data from 2021.

	Active Participant Information for the Leisure Facilities in 2023	Throughput Analysis (total number of Visits) for the Leisure Facilities in 2023	Census Information (2021)
Total Number of people/Visits	138,521	2,708,356	551,939
Number of people aged 0-24	58,319 (42.1%)	1,518,927 (56%)	211,614 (38.3%)
Number of people aged 25-64	75,627 (54.6%)	1,080,432 (39.9%)	288,150 (52.2%)
Number of people aged 65+	4575 (3.3%)	108,997 (4.1%)	52,175 (9.5%)

The above information shows that a higher proportion of people under the age of 65 are accessing the centre’s activities and programmes against the residential age breakdown for Manchester in the Census Information. This figure is not surprising, as many of the users accessing the lessons and courses and taking out health and fitness memberships will be in these age groups, however there’s a lower percentage of people aged over 65 accessing the centres compared to the Census information.

In total 12 leisure facilities within Manchester offer specific sessions for older residents (50+) which include Walking Football and Tennis, Circuits and Chair based exercise classes, Specific Senior swim sessions as well as Aqua Aerobics. All nine leisure centres with swimming pools offer free swimming for Manchester residents aged 60 and over which means they can access pools at any time during a public swim session. Although there is significant provision across the city, there may still be barriers preventing older local residents from accessing the sessions. We need to understand if these may relate to issues such as health, access, transport and social isolation, and we will need to consult with older people to reduce the barriers, or indeed redesign programmes that engage more people aged 65 and over.

The Active Lives Adult Survey (November 2021-November 2022) illustrates that over the last 6 years activity levels in the 55-74 and 75+ age ranges have increased. This represents 1.3m (5%) more active 55-74 year olds and just over 0.5 million (7.8%) more active people aged 75+, which is a higher percentage than the Manchester figures above. Talking to Manchester residents who are users and non-users aged 65+ about the provision will assist in seeing if it is something that appeals to them, or does the service need to look at different activities and options to attract more older people into the leisure centres.

Disability

Types of impairment may be physical, sensory, psychosocial, and intellectual. Disabled people may face exclusion via different types of barriers e.g. physical, social/attitudinal, institutional, communication. Include the *barriers* you have considered. (150 words max)

The Manchester Census Information tells us that 96,737 residents have a day to day disability limitation which ranges from a little to a lot – this equates to around 18% - 20%.

The data for the number of people using Council leisure facilities who declare themselves as disabled is currently difficult to ascertain as very few people complete this field when registering, therefore the figures are low. In fact, there are 2245 people who have declared that they have a disability which is only around 0.4%, so not reflective of the number of residents listed on the census.

Although we are aware of a number of groups and clubs running sessions for disabled residents within the Manchester Leisure Centres their information is not captured therefore, we cannot include it. To note, disabled users can access general admission to any of the leisure facilities in Manchester, and where carers are required, the carers can access free of charge. There are also 35 targeted weekly sessions and clubs available for disabled residents.

Although our data is poor for the number of disabled users, drawing on local, regional and national evidence from disabled people, we have always taken into consideration the physical and attitudinal barriers to access for disabled people and where possible removed them.

For example, all the community leisure centres are designed to enable access for disabled people; 8 of the 9 centres with swimming pools have a [changing places](#) toilet. In addition to accessible changing and WC's, all our pools are accessible by either graduated steps, pool hoists or pool pods.

Both operators within the city will need to improve their methods for data collection in order for us to harmonise datasets with national ONS data collections, as this will enable us to evidence measured stepped improvements moving forward. Consultation and engagement with disabled residents will help us gauge if the appropriate services and facilities are currently being provided or does anything need to change. We expect to do so through the city's Community Health Engagement Manchester and through targeted engagement where proportionate.

Sex

Identify any potential adverse impact to men, women or intersex people.

The table below shows the comparison of the gender breakdown details of information for Manchester residents in the Census information, against the active participant and also the total number of visits information for 2023 from Manchester's leisure facilities.

	Active Participant Information for the Leisure Facilities in 2023	Throughput Analysis (total number of Visits) for the Leisure Facilities in 2023	Census Information (2021)
Total Number of People/Visits	132,534	1,942,212	551,939
Female	63,964 (48.1%)	851,054 (43.8%)	277,907 (50.4%)
Male	68,840 (51.9%)	1,091,158 (56.2%)	274,032 (49.6%)

This information tells us that there are slightly fewer active participants who are female compared to the census data for Manchester residents, and the number of women visiting the

centres is smaller still at 43.8%. This may suggest that the women accessing the centre come a smaller number of times compared to the users who are male.

There may be barriers to participation for women which may include less disposable time, an intimidating environment, or they may not feel as comfortable accessing all sessions available at the centre due to cultural or religious beliefs.

Across the leisure provision in Manchester since 2021 and the facilities reopening after 3 different COVID lockdowns, the number and variety of women only sessions being offered across the partnership has increased significantly. See below table for more information:

Types of Women only sessions	Number of Centres Which Run this session	Number of sessions a week in total
Women Only Swim Sessions	7	25
Women Only Health Suite Sessions	7	18
Women Only Swimming Lessons	3	10
Women Only Group Exercise Classes (including Aqua Tone)	6	37
Women Only Gym Sessions	4	39 (Belle Vue have women only gym which is open all week- counted as 1 session)
Women Only Dry Sports Sessions	3	3 (Basketball, Squash and BMX)

Many of the sessions listed in this table are heavily attended and are popular additions to the timetables, hence seeing an increase in the sessions on the timetables. An example of this is Abraham Moss Leisure Centre which opened in July 2023. The 36 weekly women only pool, health suite and group exercise sessions run at a minimum of a 70% occupancy rates, with many at 95% and the 12 weekly female only gym sessions have a 52% occupancy which shows the demand for this provision within this community.

In the Active Lives Adult Survey commissioned by Sport England (November 2021-November 2022) it shows that both men and women's activity levels have increased since November 2015/2016, but there are still more men who are active (65.6%) compared to women (60.8%).

As you can see the difference in the Active Lives data here is 4.8% in favour of men's activity, however in the Manchester Active Participant data it shows a smaller 3.8% difference which shows the positive progress this type of targeted programming has made on usage figures for Manchester women within its leisure provision. We expect to keep a watching brief on the impact of this targeted provision to ensure we are continuously improving opportunity for women to access leisure facilities.

Actions could include surveys on current satisfaction with women only sessions, ways to improve them, and engagement with non-users to find out whether childcare or other barriers are preventing greater use. We will consider key life stages, circumstances, and relationships of all women, improving interventions to aid health and social connection, working in partnership with women to design and deliver individualised behaviour change interventions.

Making physical activity or movement the 'norm' for women relies on local women of all ages, sizes and faiths not only becoming active, but celebrating it and encouraging others to join in. This can be achieved through positivity, support, and encouragement to drive action.

Interventions need to be easy for women access, the physical activity must be at the right time, right place, involve the right welcome, have the right company and them to be aware of the right equipment or clothing. For younger girls, role models and developing young female leaders can have a significant impact on community group involvement.

We know that community champion volunteers have been cited as influential in engaging woman and girls and will also consider how we could further support this type of intervention.

A further action could be to work with clubs and organisations to introduce targeted sessions and connect to Manchester City Council's inclusive services policy. Partner clubs sign up to an agreement which is inclusive of the Manchester Sport and Physical Activity Strategy which aims to encourage all residents to move more.

Race

Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you may need to specifically consider.

As you can see from the information provided below, the different ethnic groups accessing the leisure facilities within Manchester strongly mirror the breakdown shown in the 2021 census information for Manchester, which is encouraging. There remains around 4% of the leisure centre data which is difficult to classify into set ethnic groupings. This helps us gain and maintain experience and knowledge of our ethnic minority populations within our community in order to gain a contextual approach.

For example, we have learnt that:

- interventions delivered need crucial consideration for culturally appropriate facilities with peer mentors who could assist those with language barriers.
- identifying and engaging with existing role models within the community will act as an enabler for participation.
- social cohesion and social mobility issues have been identified as preventing this targeted group from engaging in physical activity, therefore, individuals need to be actively involved in the design of interventions.

Arcadia Leisure Centre are currently supporting a group of French speaking African women to take part in a funded swimming lesson programme. The centre has also worked with Bangladeshi women as a swimming group.

Moss Side Leisure Centre have partnered with the Caribbean African Health Network to provide funded swimming lessons to a cohort of women.

There is also a group accessing Wythenshawe Forum called Afro Tots who access the pool and sports hall.

Many of these programmes are run with a view to integrating the groups into the mainstream offer of the leisure centres. Due to cultural beliefs, some of the women from the Asian, Black and mixed/other ethnicities accessing the leisure provision may find some of the women only sessions more appropriate and considerate of their beliefs.

Future considerations for actions to improve take up across this protected group taking intersectionality into account (for example, the combined experiences of racism and sexism for black women) include:

- Regular community engagement and satisfaction surveys
- combined interventions with healthy lifestyle in consideration for cross cultural needs and facilities
- social support, psychosocial elements, health and integrating physical activity within everyday activities
- health education in partnership with community leaders – promoting the value of exercise
- consideration for the social context of people's lives and the value of the activities offered
- demographic data breakdowns that better enable us to establish more granular impact and disparities

	Active Participant Information for the Leisure Facilities in 2023	Throughput Analysis (total number of Visits) for the Leisure Facilities in 2023	Census Information (2021)
Total Number of People/Visits	81,694	1,409,703	543,733
Total Number of People/Visits by White people	41,553 (51%)	566,348 (51%)	305,463 (56%)
Total Number of People/Visits by Asian people	18,244 (22%)	273,683 (25%)	115,126 (21%)
Total Number of People/Visits by Black people	9,909 (12%)	108,370 (10%)	65,806 (12%)
Total Number of People/Visits by people of a mixed ethnicity	3,638 (4%)	38,242 (3%)	29,028 (5%)
Total Number of People/Visits by people who have chosen Other as their ethnicity group	5,302 (6%)	91,228 (8%)	28,310 (5%)
Total Number of People/Visits by people who have chosen an ethnicity category which is difficult to classify	3,048 (4%)	37,427 (3%)	N/A

Religion or belief

Identify any adverse potential impact on different religious groups, and detail which you may need to specifically consider.

The 2021 Manchester Census Information shows that our largest religious groups are 37% of residents are Christians, 22.7% are Muslim and 1% are Hindu. 22.3% state having no religious belief.

Leisure Centre users do not disclose their religion or belief when joining or using the centre, therefore no current data is available to be shared.

However, using national, regional and local community evidence and community insight and need, we have established women only sessions which run across our leisure centres to taking into consideration different religious and cultural beliefs of our communities.

A couple of examples include the women only swim sessions at Arcadia and Abraham Moss Leisure Centre. Both centres run these sessions with female lifeguards, covered windows and a separate changing area linked to the pool to make it completely separate from the rest of the centre for complete privacy and offering complete discretion.

Some centres have also allocated an area within the provision for prayer to take place.

If the women only sessions did not incorporate this intersectional consideration for religious & cultural beliefs, we would consider accommodating sessions based on belief or cultural considerations especially in communities where there are large numbers of communities requiring religious observance during leisure activities for settings that are culturally appropriate and considers both men's and women's and family needs, such as Arcadia and Abraham Moss Leisure Centre.

Future considerations for actions to improve take up across this protected group taking intersectionality into account, include:

- Regular community engagement and satisfaction surveys
- combined interventions with healthy lifestyle in consideration for cross cultural needs and facilities
- social support, psychosocial elements, health and integrating physical activity within everyday activities
- health education in partnership with community leaders – promoting the value of exercise
- consideration for the social context of people's lives and the value of the activities offered
- demographic data breakdowns that better enable us to establish more granular impact and disparities

Sexual orientation

Identify any adverse potential impact on different sexual orientations and detail which sexual orientations you may need to specifically consider.

Leisure Centre users do not disclose their sexual orientation when joining or using the centre, therefore no data is available to be shared, therefore we don't hold usage data to demonstrate adverse or an advantageous impact.

In light of national, regional and local community led evidence, there are, however, 18 weekly sessions running across the leisure centre's portfolio which target the LGBTQ+ community with the aim to increase access to different sporting activities.

Northern Wave (swimming), Northern Cocks (badminton), Northern Rebound (squash) and Northern Aces (tennis) are all LGBTQ+ clubs who are based at the Manchester centres, as well as Manchester Sharks who are an LGBTQ+ Water Polo team and Manchester Laces, a football club who are inclusive to all women, non-binary and transgender people.

Moving forward, we will work with the operators and clubs to collect data for this community.

Future considerations for actions to improve take up across this protected group taking intersectionality into account (for example, the combined experiences of sexism and homophobia for lesbians) include:

- Regular community engagement and satisfaction surveys
- combined interventions with healthy lifestyle in consideration for cross cultural needs and facilities
- social support, psychosocial elements, health and integrating physical activity within everyday activities
- health education in partnership with community leaders – promoting the value of exercise
- consideration for the social context of people's lives and the value of the activities offered
- demographic data breakdowns that better enable us to establish more granular impact and disparities

Gender reassignment

Identify any adverse potential impact on transgender or non-binary people.

Leisure Centre users do not disclose when joining or using the centre whether they are transgender or non-binary therefore we do not hold data on these groups to demonstrate adverse or an advantageous impact.

According to the 2021 Manchester Census information, there are 2177 people identifying as gender identity as being different from sex registered at birth - That equates to around 0.5% of the Manchester population. 0.2% identify as transwomen, 0.2% identify as transmen and 0.2 % identify as 'all other gender identities.'

However, using national, regional and local community evidence and community insight and need, we have established the following provision:

Not a Phase (Transgender group) Misfits Programme book one of Abraham Moss's swimming pools as a private booking. This allows transgender people who are part of this programme to take part in physical activity in a safe, private environment.

This organisation also hire the gym space at the National Squash Centre. This allows the users to grow in confidence to access mainstream provision, but also provides a safe place for those who want to be active with their own community.

All 9 leisure centres with swimming pools have a village changing area which creates a gender neutral environment which can accommodate all communities including families. Within the changing village there are private cubicles for people to use.

Within this area there are separate single sex toilet facilities, apart from at the newly opened Abraham Moss Leisure Centre which has gender neutral toilets within its facility, there are however, single sex toilets located in other parts of the facility.

All current specific transgender sessions which take place within Manchester's centres currently are private bookings with organisations hiring the space.

Once the Manchester Aquatics Centre reopens the training pool we will review programmes across all swimming pools and consideration maybe given to introducing a transgender swimming session if a need is established.

Future considerations for actions to improve take up across this protected group taking intersectionality into account (for example, the combined experiences of racism and transphobia) include:

- Regular community engagement and satisfaction surveys
- combined interventions with healthy lifestyle in consideration for cross cultural needs and facilities
- social support, psychosocial elements, health and integrating physical activity within everyday activities
- health education in partnership with communities– promoting the value of exercise
- consideration for the social context of people's lives and the value of the activities offered
- demographic data breakdowns that better enable us to establish more granular impact and disparities

Pregnancy or maternity

Identify any adverse potential impact because of pregnancy or maternity.

Leisure centre users do not disclose whether they are pregnant or have children when joining or using the centre therefore we do not hold data on this group to demonstrate adverse or an advantageous impact.

However, using national, regional and local community evidence and community insight and need, we have established the following provision:

A number of the centres run Aqua Natal classes, which is a class specifically designed for pregnant women who would like to do some form of effective and safe exercise to maintain their fitness and wellbeing in the comfort of the water.

North city also has a soft play area which parents with young children can use.

Many centres have buggy parks and baby changing areas, as well as all centres being breastfeeding friendly spaces.

We will continue to consult and engage and consider the following successful interventions from elsewhere to encourage greater take up:

- community lifestyle programmes and social games which are flexible and peer-led
- clubs for pregnant and post-natal women (aquatic, walking, dance, free treadmill hire)
- use community champion volunteers and girls leadership programmes – local women of all ages, sizes and backgrounds.

Marriage or civil partnership

This category is only required for employment discrimination matters.

We will not discriminate in any of our employment opportunities based on marriage or civil partnership or lack of either. We will expect the same of our contractors .to

People experiencing homelessness

Identify any adverse potential impact to anyone who is homeless or at risk of homelessness. Leisure Centre users do not disclose whether they are homeless when using the centres, therefore we do not hold the data to share.

Hough End Leisure Centre provides free swimming and showers on a Sunday to local homeless people and this is done through a link with a local church. Working with homelessness teams and charities, we could explore this offer across the city.

Care leavers

Identify any adverse potential impact to anyone who is living or has lived in local authority care.

We currently do not hold information on Care Leavers however, the Our Manchester Looked After Children scheme supports young people living in care accessing the sport and leisure provision within Manchester for free.

One centre also supports free access for young adults exiting care. We will explore the opportunity to support care leavers further as they will have had free access through the Our Manchester Looked After Children scheme.

Carer responsibilities

Identify any adverse potential impact due to someone's status as a paid or unpaid carer. (150 words max)

We currently do not hold any information on Carers. They do however, receive free access to the leisure facilities when supporting the person they are caring for, and solo access as part of the Our Manchester Looked After Children scheme.

People living in poverty

Identify any adverse potential impact due to deprivation and identify which communities you may need to specifically consider.

Council owned leisure centre's offers free swimming at any time for residents over 60, as well as children aged 16 and under during school holidays and set times during the weekends.

There is also HAF (Holiday Activities and Food) provisions running across the centres during school holiday periods. This offers children on free school meals a provision during the school holidays where they can access activities and food for free.

A number of 50% subsidised swimming lessons memberships are also offered to this cohort of people. The centres also offer reduced concessionary pay and play prices, as well as reduced off peak memberships at the GLL managed centres.

Better Active Aqua also takes place at a number of centres which are low cost swim sessions mainly for women & girls.

The Physical Activity Referral Service is a supported programme for people living with long term health conditions. A dedicated team support residents through a free 12 week activity programme, once completed they move onto a low cost programme to help them continue to stay active.

For residents who meet the above criteria there is support to access leisure centre's however, we recognise that there are a large number of residents who do not meet the PARS criteria and through the Making Manchester Fairer Kickstarter projects we can review discounted offers that make leisure centre access more affordable.

Armed Forces community

Identify any adverse potential impact on people who have or are serving in the Armed Forces and their immediate families.

GLL offer a reduced membership package to people serving in the British Army and to Armed Forces Veterans.

Other

Are there other areas of discrimination or disadvantages that you think you need to address?
none identified

Do you think that any adverse impacts you have identified can be justified, and your original proposals implemented, without making any adjustments to them?

Please give your reasons for implementing the proposals without adjustments. (150 words max)
In undertaking an Equality Impact Assessment in February 2024, we have given the matter due consideration, taking into account the full use of all of our facilities by all our communities. This issue was considered fully along with other relevant considerations in our Equality Impact Assessment and subsequently refreshed policy.

On the basis of the evidence, we have available and after due regard to equality, we are content that our current inclusive policy based on our position that trans women should be able to access our women only leisure provisions remains in place. We will now go out to further community consultation to find out more about any potential detriment keeping this policy in place may have.

Do you have any evidence that your proposed changes will have a positive impact on any groups of people, and/or promote equality of opportunity?

Please give details of which groups will benefit and the evidence and analysis used to identify them.

We expect our policy to encourage inclusion and an increased take up of the wide ranging demographics in our communities. We will build on the consultation we carried out ahead of the 2019 Sport and Physical Activity Strategy to further build knowledge of the local communities to ensure that the service reflects and represents their varied needs.

Do you have evidence that your proposed changes will have no impact?

Please provide details of the evidence and analysis used to reach this conclusion.

No

Stage 4. Inclusion by design - mitigation

In this stage, you need to detail how the adverse impacts you have identified can be mitigated. Base this on the evidence you've found previously.

Please describe how you will mitigate the adverse impacts that you've identified. Please list the community, proposed mitigation action, who will be responsible and the timeframe. (150 words max per entry; you can send the Equalities team a separate file outlining your actions if easier.)

1. Improving age related disparities

Due to the number of Over 65's using leisure centres being much lower than the population data we will:

- a) carry out user and non-user consultation with Over 60's to review current provision.
- b) continue to regularly review programmes and consult with existing users to codesign the programme to ensure programmes continue to meet the needs of older people.
- c) engage with networks such as Age Friendly UK to further understand the needs of older people and review activities they would like to take part in.

Action: Leisure Centre Operators to schedule consultation with Over 60 groups /users this could be included in Quarterly Meet the Manager meetings or could be with specific user groups.

Timeline: Consultation will start in April with feedback being fed into the Programme Board for review and implementation if there is a required change which will be on going.

2. Improving sex related disparities

Due to the number of women using leisure centre's being lower than the population count we will:

- a) carry out user and non-user consultation and surveys with women to review current women only provision and ways to improve them.
- b) engagement with non-users to find out whether childcare or other barriers are preventing greater use. We will consider key life stages, circumstances, and relationships of all women, improving interventions to aid health and social connection, working in partnership with women to design and deliver individualised behaviour change interventions.
- c) continue to regularly review programmes and consult with existing users to codesign the programmes to ensure programmes continue to meet the needs of all women.
- d) Provision of women only services varies across facilities, for example, as demand is higher in some communities due to differing religious and cultural density in an area. For this reason we will consult with external stakeholders, such as Community Health Equity Manchester who have sounding boards across all our diverse communities. By engaging with these groups who have we will further understand barriers diverse women experience and understand if the current service can be improved.
- e) Making physical activity or movement the 'norm' for women relies on local women of all ages, sizes and faiths not only becoming active, but celebrating it and encouraging others to join in. This can be achieved through positivity,

support, and encouragement to drive action. We will work with partners in health and elsewhere to support campaigns to encourage greater take up of leisure facilities by women and girls.

- f) Interventions need to be easy for women access, the physical activity must be at the right time, right place, involve the right welcome, have the right company and them to be aware of the right equipment or clothing. For younger girls, role models and developing young female leaders can have a significant impact on community group involvement. We know that community champion volunteers have been cited as influential in engaging woman and girls and will also consider how we could further support this type of intervention.

Action: Leisure Centre operators to meet with existing users at specific centres, Abraham Moss, Arcadia & Hough End to ensure programmes continue to meet the needs of women. Work with partner organisations to identify above mentioned communities to consult with.

Timeline: Meetings with existing users will be set up in March and any changes required will be reviewed by the Programming Board and implemented where required. Non user consultation will take place over a 3 month period in 2024.

3. Improving disability related disparities

4. We currently have insufficient evidence or granularity on disabled residents use of the service. However, we are aware of national data that evidences barriers to leisure services for a range of disabled people and will therefore:
 - a) consult with disabled residents on access and satisfaction of Manchester's leisure services through our Manchester Disability Collaborative forum. This will include both mainstream provision and targeted services.
 - b) raise awareness of the accessible facilities available with disabled residents, their carers, friends and families.
 - c) Harmonise datasets to better understand the different barriers different disabled people might face.
 - d) provide a forum for co-produced solutions to identified barriers.

Action: Leisure Centre operators will engage with organisations that are advocates for disabled people including Breakthrough UK, Manchester Coalition of Disabled People and Manchester Disability Collaborative to consult with the wider disabled community to help codesign a service that is inclusive of disabled people.

Timeline: This consultation will take place over a 3 month period in 2024.

5. Improving other known disparities across protected characteristics and areas of recognised disadvantage.

We will continue to collect and analyse data and review programmes to ensure they are still fit for purpose and meet the needs of our communities.
This includes:

 - a) The collection and harmonisation of data sets where currently not sufficient to better enable us to understand disparities in take up. This will include demographic data monitoring forms to be realigned with ONS datasets.

- b) consideration for culturally appropriate facilities with peer mentors who could assist those with language barriers.
- c) identifying and engaging with existing role models within the community will act as an enabler for participation.
- d) regular community engagement and satisfaction surveys
- e) combined interventions with healthy lifestyle in consideration for cross cultural needs and facilities
- f) health education in partnership with community leaders – promoting the value of exercise.
- g) consideration for the social context of people's lives and the value of the activities offered.

Action: Leisure Centre Operators will engage with organisations that are advocates for groups that experience disparities to help codesign a service that remains inclusive.

Timeline: This consultation will take place over a 3 month period in 2024.

Stage 5. Monitoring the impact

After implementing your proposal, taking in account the mitigations you have identified, you are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Provide details of how you will monitor, evaluate or review your proposals and when the review will take place. Reference your engagement plans in Stage 2: Demonstrating Knowledge, as well as the actions in Stage 4: Inclusion by Design. In these plans, please note the 2022 changes to corporate data monitoring standards and what data we expect to be collected – more information about this can be found on the intranet.

What will you monitor? When, how and who will be responsible for managing the actions?

By analysing the membership data collected through Data Hub we can develop our understanding of how well we are meeting our commitments to all communities including those from underrepresented groups. When we overlay this data with population census data we may highlight where there are gaps in provision or issues in how leisure services are accessed and who they are accessed by. This provides the basis for enabling us to take steps to review programmes and to identify areas for improvement. We will continue to consult with existing users and with relevant external stakeholders and residents including the most relevant equality groups who will help us identify the most appropriate way to mitigate any impact on underrepresented groups. Programming Board will continue to meet monthly and every 6 months we will review full programmes to ensure they still meet the needs of all communities. This EIA will be reviewed annually.

You also need to explain how you will continue to engage throughout the course of the delivery, to ensure the measures you take to address any disparity are working. Where you will be engaging with stakeholders and communities as part of your monitoring, write this below.

How engagement with stakeholders will continue

We will continue to consult through

- Current consultation 'Meet the Manager' sessions – these take place on a quarterly basis within all Council leisure facilities within Manchester.
- User surveys.
- On going consultations with women who use the existing provision across the city to ensure the provision still meets their needs or needs to be improved in any way.
- Targeted consultation with women who for cultural, access and religious reasons require the use of women only provision.
- 'You Asked We've done' system displayed in all centres to show that feedback is actioned or considered to improve the service.
- Contact Us sections on Better and Everyone Active apps and websites for users to leave feedback.
- Stakeholder Engagement for clubs, groups who regularly use facilities and have an interest in the wider impact on service delivery.

In addition we will widen our consultation to engage with non-users we will do this by engaging with equality groups including but not limited to; Greater Manchester Coalition of Disabled People, Manchester Disability Collaborative, Community Health Equality Manchester, relevant GM Equality Panels.

Further actions, to address what's been identified:

Due to the lack of evidence for all protected characteristic groups, we will review leisure centre data collection to see if we can encourage users to provide this data, to better inform the decision making process on programming and targeted provision.

Stage 6. Approval

By approving this EIA, you are confirming that you are satisfied that the policy/strategy/project/activity/service has been designed with the needs of different equality groups and communities in mind, and that the groups it is intended to serve will be able to access the service and experience similar outcomes from it.

For records, this EIA will also need to be copied to EqualitiesTeam@manchester.gov.uk to ensure we can evidence our legal duties to undertake equality assessments. However, the original version must be kept with the project documents and proactively used to inform the progress of the work, alongside budget, risk and health and safety monitoring.

Strategy, policy, plan, project or service owner

Name Nicky Boothroyd

Date 11/02/2024

EDI team

This equality analysis has been reviewed and can be passed to the senior responsible officer for final sign off.

Name Barry Young

Date 21/02/2024

Head of Service or Senior Responsible Owner*

This equality impact assessment has been completed in a rigorous and robust manner and I agree with the actions identified. It will now be progressed and reviewed as part of the project change.

Name Neil Fairlamb

Date 26/02/2024