

Equality Impact Assessment : Screening Pro Forma

Section	Leisure Services – Guildford Spectrum & Ash Manor Sports Centre	Officer responsible for the screening/scoping	Tarzem Shoker – Energy Level Gym & Spa Manager		
Name of Policy to be assessed	Tender for Procurement of Gym Equipment	Date of Assessment	05/10/10	Is this a proposed new or existing policy/procedure/practice?	Existing Procedure
1. Briefly describe the aims, objectives and purpose of the policy/procedure/practice?	To procure gym equipment, retention system and an audio visual system for Guildford Spectrum and Ash Manor Sports centre Energy Level Gym users.				
2. Are there any associated or specific objectives of the policy/procedure/practice? Please explain.	The procurement will take the accelerated restricted procedure due to the equipment being not fit for purpose for our users. There will be a number of accessible equipment procured which will be compliant with the English Federation of Disability Sport Inclusive Fitness Initiative (IFI) stage 2 accreditation.				
3. Who is intended to benefit from this policy and in what way?	The customer will benefit from receiving new and up-to-date equipment which is safe to use and also accessible for disabled customers. The organisation will benefit by using the procurement of equipment to retain existing customers and acquire new ones. The contractor will benefit financially from being awarded the supply and installation of the contract. Within the Options Appraisal the appointed contractor will benefit from acquiring the new equipment without any need for further investment and assist in complying with the IFI criteria.				
4. What outcomes are wanted from this policy/procedures/practice?	A fair and unbiased process will lead to the best contractor being awarded the contract on the grounds of having a compliant bid and having the highest score from the evaluation criteria.				
5. What factors/forces could contribute/detract from the outcomes?	Sections of raised flooring within the gym could contribute to accessibility of users – however this is being worked around to provide accessibility.				
6. Who are the main stakeholders in relation to the policy?	Contractors (various) Customers – 12-15yrs/adults/elderly/ male and female/disabled/special populations/minorities Council Leisure Sites – Guildford and Ash	7. Who implements the policy/procedure, and who is responsible for the policy/procedure?	Tarzem Shoker – Energy Level Manger Plus support form GBC legal department and Spectrum’s Leisure Management Team.		
8. Are there concerns that the procedure <u>could</u> have a differential impact on racial groups?		N			

What existing evidence (either presumed or otherwise) do you have for this?	The Gym equipment is universal and is suitable for a range of different demographics through pictorial illustration and instructor coaching.	
9. Are there concerns that the policy/procedure <u>could</u> have a differential impact due to gender?	N	
What existing evidence (either presumed or otherwise) do you have for this?	The Gym equipment is universal and is suitable for a range of different demographics and genders. The Gym equipment is unisex and is not specific to either gender. The weight and resistance varies from light to heavy.	
10. Are there concerns that the policy/procedure <u>could</u> have a differential impact due to disability?	N	
What existing evidence (either presumed or otherwise) do you have for this?	Some of the Gym equipment will be IFI Stage 2 accredited, thus providing accessible cardiovascular and resistance equipment for a range of disabilities such as the visually impaired to wheelchair users.	
11. Are there concerns that the policy/procedure <u>could</u> have a differential impact due to sexual orientation?	N	
What existing evidence (either presumed or otherwise) do you have for this?	The Gym equipment is universal and is suitable for a range of different demographics and genders. The Gym equipment is unisex and is not specific to either gender. The weight and resistance varies from light to heavy.	
12. Are there concerns that the policy/procedure <u>could</u> have a differential impact due to their age?	N	
What existing evidence (either presumed or otherwise) do you have for this?	The Gym equipment will vary in its ergonomics. Some of the Gym equipment will be suitable for smaller people with appropriate levels of resistance as well as having organised sessions with an instructor on the timetable and courses made available. The centre operates a concessional pricing policy to make the facility more financially accessible to this group.	
13. Are there concerns that the policy/procedure <u>could</u> have a differential impact due to their religious belief?	N	
What existing evidence (either presumed or otherwise) do you have for this?	The Gym equipment is universal and is suitable for a range of different demographics and cultures through pictorial illustration and instructor coaching.	

14. Are there concerns that the policy/procedure <u>could</u> have a differential impact due to them having dependants/caring responsibilities?		N	
What existing evidence (either presumed or otherwise) do you have for this?	The Gym equipment is universal and is suitable for a range of different demographics and cultures. Instructors are qualified to accommodate all user groups. The centre operates a concessional pricing policy to make the facility accessible to this group.		
15. Are there concerns that the policy/procedure <u>could</u> have a differential impact due to them have an offending past?		N	
What existing evidence (either presumed or otherwise) do you have for this?	The Gym equipment is universal and is suitable for a range of different demographics and cultures. Instructors are qualified to accommodate all user groups.		
16. Are there concerns that the policy/procedure <u>could</u> have a differential impact due to them being Transgender or transsexual?		N	
What existing evidence (either presumed or otherwise) do you have for this?	The Gym equipment is universal and is suitable for a range of different demographics and cultures. Instructors are qualified to accommodate all user groups.		
17. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy/procedure/practice?		N	There is no adverse impact on any of the groups identified above.
18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?		N	There is no adverse impact on any of the groups identified above.
Business improvement 19. Is there any concern that there are unmet needs in relation to any of the above groups?		N	All groups have been accommodated via the facility. The procurement of the Gym equipment will not change the current policy, other than make the facility more inclusive.
20. Does differential impact or unmet need cut across the equality strands (e.g. elder BME groups)?		N	All groups have been accommodated via the facility. The procurement of the Gym equipment will not change the current policy, other than make the facility more inclusive.

21. If yes, should the full EIA be conducted jointly with another service area/contractor/partner/agency?		N	N/A							
22. Is there a missed opportunity to improve your business in relation to any of the policies, procedures or practices to promote racial, gender, disability, age, sexual orientation, religion or belief equality?		N	A range of different groups are currently being catered for in the Gym's. The procurement of the new Gym equipment will enhance their use of the facility and would be more easy to use through new technology on the Gym Equipment.							
23. Should the policy/procedure proceed to a full equality impact assessment?		N	0 – no possible relevance or adverse impact 1 – extremely low relevance and adverse impact 0-8 points low adverse impact, no need for full EIA 2 – relatively low relevance and adverse impact 9-17 points medium adverse impact, full EIA required 3 – medium relevance and adverse impact 18-24 points high adverse impact, full EIA required 4 - relatively high relevance and adverse impact							
			Age	Disability	Gender	Race	Sexuality	Religion	Total	Impact
			1	2	0	0	0	0	3	Low
24. If No, are there any changes required to the policy/procedure to improve it around the equality agenda?		N								

Signed:
(completing officer)

Date 05/10/10

Signed:
(Head of Section)

Date

Countersigned: (member of Equality Action Group)

Date 11/10/10