

Swindon Borough Council and NHS Swindon Diversity Impact Assessment for the proposed closure of the Crèche facility at Oasis Leisure Centre

1 What's it about?

Refer to equality duties

The Crèche at Oasis Leisure Centre is open four mornings per week (09:45-13:15 Mondays, Tuesdays and Wednesdays, 09:45-11:45 Fridays) to enable parents/carers with pre-school children to attend fitness classes or other activities while their children are cared for on-site in this Ofsted registered facility.

The current charges range from £2.10 to £5.10 depending on the SwindonCard status of the child and the duration of the stay (options available: 60 minutes, 75 minutes, 90 minutes 120 minutes). The average price paid is £2.60.

The Crèche service at Oasis costs approx. £12k per year to provide and based on current usage (609 places booked April – September 2011) the charge per visit will need to be on average £12.56, an additional £10 per visit, and hence it is considered unrealistic to provide a break-even service.

It is therefore proposed to stop providing this facility in order to realise savings that will help close a budget shortfall in Leisure.

The service enables new parents to attend classes at a time when they may not otherwise be able to without alternative, or with less convenient, childcare arrangements.

Although the Crèche is available for all parents, grandparents or other carers, it is mostly mothers who take advantage of the service. However, as the bookings are made in the name of the child, data about the adult is not specific. Of the 74 children who attended between April and September 2011, 34 were White British, 1 was Asian British, 5 were of Mixed Heritage and the remainder were unclassified in their customer records (SwindonCard).

The Crèche facility gives young parents the opportunity to attend fitness classes or take part in other activities which can contribute to maintaining or improving their physical wellbeing and to providing social contact with other adults.

2 Who's it for?

Refer to equality groups

The Crèche is provided for external customers of the Oasis Leisure Centre.

Analysis of use between April and September shows that 59 parents took advantage of the facilities and 74 children attended. Most only attended very infrequently or only once. 18 parents used the crèche more than 12 times in the 6-month sample period. Only seven parents used the crèche more than once a week and none have averaged more than twice a week.

3 Impact

Refer to dimensions of equality and equality groups

The physical and social benefits of the crèche provision for the parents can be provided through reasonable alternatives.

There is a comparable crèche service at Link Centre. Individual parents may also have access to alternative childcare arrangements. Fitness classes are also available at other times of the week when childcare may not be required. These alternatives may be less suitable for single-parent families or those without support networks.

Whilst children who attend the Crèche may benefit from interaction with other children, this is not the purpose of the crèche service, which is provided as a convenient low-cost short stay service to allow parents to attend classes.

We believe there is no adverse impact to this proposal on the basis of disability, gender, race, religion, sexual orientation, maternity/pregnancy, marital/civil partnership status.

There is potential for adverse impact on the small group of current users. However, we believe this adverse impact can be mitigated as a similar crèche provision is being maintained at the Link Centre where a similar range of classes and fitness opportunities is available. Those with no transport may not be able to use the alternative crèche provision at Link Centre.

Should this proposal be implemented, we will ensure full communication with regular users of the crèche so that they are aware of the alternative facility.

Senior Leisure Managers and the manager of the crèche service have discussed options but have not been able to find a cost-effective solution that will allow the service at Oasis Leisure Centre to break even.

4 So what?

Link to business planning process

When a date is set for closure, we will inform parents of the alternatives, and will continue to monitor use of the Crèche at Link Centre to assess and respond to changing capacity requirements.

We will ensure that the alternative crèche facility at Link Centre is clearly publicised.

We will review the decision after 6 months to assess the impact on usage and income for fitness classes at Oasis Leisure Centre and on the wider retention figures for memberships (SwindonCard and Leisure Passports). Success will be measured by the levels of income retained despite the removal of the service.

For the record	
Name of person leading this DIA: Phil Denham	Date completed: 21st October 2011
Names of people involved in consideration of impact: Helena Robinson, Owen Williams	
Name of director signing DIA: Bernie Brannan	Date signed

Strategic Planning Framework - Diversity Impact Assessments

1 What's it about?

refer to equality duties

- What is it there for? What is it set up to deliver? What is the proposed change? What do you want to achieve?
- What potential is there to meet the equality duties?
- What equality benefits does it create?
- What are the barriers to meeting this potential?

2 Who's it for?

refer to equality groups

- Who is expected to benefit or use the service (internal/external)?
- What do you know about them (evidence)?
- Who is missing or may find it difficult to use the service?
- Do you know why?

3 Impact

refer to dimensions and equality groups

- Is there any potential or real issue which will stop some groups or people getting involved? (adverse impact)
- Is that reasonable? Can it be justified or mitigated?
- How will this service be successfully delivered to a diverse group of people? (positive impact)
- Is there any innovative thinking, working or technology that could improve delivery?
- What consultation has taken place? How has the consultation influenced the service?

4 So what?

- What changes have you identified?
- What will you do now and what will be included in future planning?
- When will this be reviewed?
- How will success be measured?
- Who is signing this off/taking responsibility?

Considerations

Our equality duties

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity
3. Foster good relations

In the areas of age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sexual orientation.

Extended by SBC policy to include: financial or economic status, homelessness, political view.

Dimensions of equality

How will the service affect the life chances of different groups?

Consider how the service will impact

1. **Life expectancy**
2. **Physical security:** e.g. freedom from violence and physical and sexual abuse.
3. **Health and well-being:** e.g. access to high quality healthcare.
4. **Education:** e.g. being able to be creative, to acquire skills and qualifications, and having access to training and life-long learning.
5. **Standard of living:** e.g. being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
6. **Productive and valued activities:** e.g. access to employment, a positive experience in the workplace, work/life balance, being able to care for others.
7. **Individual, family and social life:** e.g. self-development, having independence and equality in relationships and marriage.
8. **Participation, influence and voice:** e.g. participation in decision-making and democratic life.
9. **Identity, expression and self-respect:** e.g. freedom of belief and religion.
10. **Legal security:** e.g. equality and non-discrimination before the law and equal treatment within the criminal justice system.