

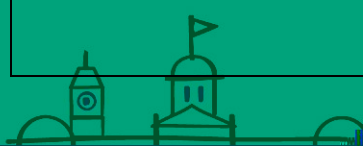




Protected Characteristics

Protected Characteristic	Age
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	User group analysis is underway to support the development of this EIA and people in every age group may be adversely affected by the proposals. However, many regular groups cater specifically for pre school and school age children and teenagers - for example, nurseries, after school clubs, youth service, and children's sports, leisure and learning clubs operate in the community centres. Depending on the outcome for each centre there is a possibility that children and young people will be disproportionately impacted by the loss of community facilities in their localities that offer opportunities to maintain their mental, social, and physical wellbeing. Older adults who also tend to use the Centres more than other adults may also be impacted by the loss of local facilities and may find there are no accessible alternative venues potentially increasing social isolation with associated adverse impact on their health and wellbeing.
How will you mitigate against any negative impact to the age characteristic?	In the first instance the Council will seek to transfer the centres to third parties but if this is not possible then alternative disposal routes may be pursued which may mean the facility is closed. Mitigations will be considered as and when the outcome for individual centres is known.

Protected Characteristic	Disability
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	Some user groups cater specifically for people with disabilities - user group analyses are underway but people with this protected characteristic may well be disproportionately adversely impacted by the loss of community facilities in their localities that offer opportunities to maintain their mental, social, and physical wellbeing. Residents with disabilities may also find that there are no accessible/affordable alternative venues potentially increasing their social isolation with associated adverse impact on their health and wellbeing.



How will you mitigate against any negative impact to the disability characteristic?

In the first instance the Council will seek to transfer the centres to third parties but if this is not possible then alternative disposal routes may be pursued which may mean the facility is closed.
Mitigations will be considered as and when the outcome for individual centres is known.

Protected Characteristic	Sex
Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A

Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	Some user groups cater specifically for parents with young children eg stay and play. An analysis of user groups is underway but there is potential for people with this characteristic to be disproportionately affected by the proposal and impacts will be reviewed once further information is available.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	In the first instance the Council will seek to transfer the centres to third parties but if this is not possible then then alternative disposal routes may be pursued which may mean the facility is closed. Mitigations will be considered as and when the outcome for individual centres is known.

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab"]



