


Appendix B

Initial Equalities Screening Record Form

Date of Screening: 1 st April 2016	Directorate: Environment, Culture and Communities	Section: Leisure and Culture
1. Activity to be assessed	Capital works at Coral Reef – to include new winged roof, repaired ancillary roofs, five new flumes, new flume launch tower, refurbished ancillary areas covering toilets, changing, reception, food and beverage offer, outside queuing area and the Lazy River.	
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input checked="" type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change	
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing	
4. Officer responsible for the screening	Damian James	
5. Who are the members of the screening team?	Damian James, Kamay Toor, Gary Swann	
6. What is the purpose of the activity?	To replace structures which have reached the end of their practical lifespan. To introduce new flumes and refurbish ancillary areas to as to provide a better and more coherent leisure offering.	
7. Who is the activity designed to benefit/target?	Members of the public from Bracknell and the surrounding area who currently use the facility.	
Protected Characteristics	Please tick yes or no Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality	Y N Neutral The new flume launch tower and flumes will only be accessible to members of the public that can access the launch platform as currently. Whilst a lift will not be installed in the new flume tower Coral Reef has a number of initiatives which support and help disabled visitors and their carers such as – - Portable disabled hoist to allow access to the main pool and in cool pool in Saunaworld.	The existing facility has no disabled access to the launch platform Information collected from other leisure sites demonstrate that locations that have installed lifts have stopped using them and in one location have bricked the lift shaft up. This is due to continuous maintenance issues with the lift machinery working in a humid atmosphere.

			<ul style="list-style-type: none"> - Ceiling mounted hoist in Saunaworld for accessible access into the Spa tub. - Wet side wheelchair. - Separate Accessible showers with seat/handrails. - Accessible changing area with ceiling mounted powered hoist and bed. - Separate Accessible toilet. - Lifts to first floor restaurant + lift from poolside to pool viewing balcony. - Large changing rooms + large lockers. - Disable car parking bays near the front entrance. - Disabled carer is free admission to the centre. - Reception desks have hearing assistance system, the type of system is a fixed loop and staff are trained to use system. - Reception desk has a lowered section for wheelchair users. - Staff receive disability awareness / equality training. - Documents can be requested in Braille and in large print. 	
9. Racial equality	¥	N	Neutral.	
10. Gender equality	¥	N	Neutral.	
11. Sexual orientation equality	¥	N	Neutral.	
12. Gender re-assignment	¥	N	Neutral.	
13. Age equality	¥	N	The new flume launch tower and flumes will only be accessible to members of the public that can access the launch platform as currently.	
14. Religion and belief equality	¥	N	Neutral.	Family changing areas, and changing rooms, are provided and will continue to be provided. Closed sessions are made available to meet the specific needs of some faith groups

15. Pregnancy and maternity equality	✗	N	Neutral.	Family changing areas, and changing rooms, are provided and will continue to be provided.
16. Marriage and civil partnership equality	✗	N	Neutral.	
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	Neutral.			<p>With Bracknell Forest, a range of leisure facilities are offered with a range of admission prices. At Coral Reef, discounted prices are available at certain times.</p> <p>The procurement opportunity has been advertised in the Official Journal of the European Union, which ensures fair competition amongst any suppliers within the European Union. It has also been advertised on the South East Business Portal, which is free of charge for suppliers; making sure any 'Council Opportunity' is accessible to all.</p> <p>At the first stage of the procurement process, the Pre-Qualification Questionnaire (PQQ) confirms that contractors have an Equal Opportunities Policy, and assesses how they remain compliant with the 2010 Equality Act, including specific questions on training of staff, staff procedures and any history of equality issues.</p>
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	N/A			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	✗	N		
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	N/A			
22. On the basis of sections 7 – 17 above is a full impact assessment required?	✗	N		
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.				

Action	Timescale	Person Responsible	Milestone/Success Criteria
Design	Design phase	Kamay Toor, Gary Swann	Confirm that design incorporates facilities outlined above.
Equalities monitoring of those using Coral Reef	Ongoing	Gary Swann	Continue current equalities monitoring once the improvement project is complete.
24. Which service, business or work plan will these actions be included in?			
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?			
26. Chief Officers signature.	Signature: 	Date: 27/4/16	