

## APPENDIX A

<b>Initial equality impact assessment screening form</b>			
<b>This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.</b>			
<b>Directorate</b>	Community Development		
<b>Service area</b>	Culture, Leisure, Archives and Libraries		
<b>Proposal being screened</b>	Richmondshire swimming pool options appraisal		
<b>Officer(s) carrying out screening</b>	Jo Ireland		
<b>What are you proposing to do?</b>	Undertake essential works and reopen the swimming pool.		
<b>Why are you proposing this? What are the desired outcomes?</b>	Currently the pool is closed following a ceiling collapse. An options appraisal on the future of the pool has been undertaken and the recommended option is to undertake essential repairs and reopen the pool.		
<b>Does the proposal involve a significant commitment or removal of resources?</b> Please give details.	Estimated value of works is £1.18million		
<b>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC's additional agreed characteristics</b>			
As part of this assessment, please consider the following questions:			
<ul style="list-style-type: none"> <li>To what extent is this service used by particular groups of people with protected characteristics?</li> <li>Does the proposal relate to functions that previous consultation has identified as important?</li> <li>Do different groups have different needs or experiences in the area the proposal relates to?</li> </ul>			
<b>If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your directorate representative for advice if you are in any doubt.</b>			
Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		✓	
Disability		✓	
Sex		✓	
Race		✓	
Sexual orientation		✓	
Gender reassignment		✓	
Religion or belief		✓	
Pregnancy or maternity		✓	
Marriage or civil partnership		✓	
People in rural areas		✓	
People on a low income		✓	
Carer (unpaid family or friend)		✓	
Are from the Armed Forces Community		✓	
<b>Does the proposal relate to an area where there are known inequalities/probable impacts</b> (for example, disabled people's access to public transport)? Please give details.	Within the consultation exercise it has been identified that 64% of users who had not used a different facility cited accessibility (alternatives are too far (38%) and too difficult to get to (26%)) as the primary reasons for not utilising these facilities. Whilst not explicitly captured this will		

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	<p>certainly be driven by an element of equalities issues such as disability, age and even rurality.</p> <p>Therefore, the proposed decision to reopen the facility will have a positive impact on the accessibility of leisure facilities for minority groups in the area.</p>			
<p><b>Will the proposal have a significant effect on how other organisations operate? (for example, partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics?</b> Please explain why you have reached this conclusion.</p>	<p>The pool is currently used by a range of groups, including Richmond swimming club which includes a para swimming squad.</p>			
<p><b>Decision (Please tick one option)</b></p>	<p>EIA not relevant or proportionate:</p>	<p>✓</p>	<p>Continue to full EIA:</p>	
<p><b>Reason for decision</b></p>	<p>Impact of the recommended decision will enable existing uses to continue, so impact on protected groups will be minimal and existing access will be maintained</p>			
<p><b>Signed (Assistant Director or equivalent)</b></p>	<p>Jo Ireland</p>			
<p><b>Date</b></p>	<p>10 September 2025</p>			