

TEST OF RELEVANCE: EQUALITY ANALYSIS (EA)



The screening process of using the Test of Relevance template aims to assist in determining whether a full Equality Analysis (EA) is required. The EA template and guidance plus information on the Equality Act and the Public Sector Equality Duty (PSED) can be found on Colnet at: <http://colnet/Departments/Pages/News/Equality-and-Diversity.aspx>

Introduction

The Public Sector Equality Duty (PSED) is set out in the Equality Act 2010 (s.149). This requires public authorities, in the exercise of their functions, to have ‘due regard’ to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not, and
- Foster good relations between people who share a protected characteristic and those who do not

The characteristics protected by the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership.
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (gender)
- Sexual orientation

What is due regard?	How to demonstrate compliance
<ul style="list-style-type: none"> • It involves considering the aims of the duty in a way that is proportionate to the issue at hand • Ensuring that real consideration is given to the aims and the impact of policies with rigour and with an open mind in such a way that it influences the final decision • Due regard should be given before and during policy formation and when a decision is taken including cross cutting ones as the impact can be cumulative. <p>The general equality duty does not specify how public authorities should analyse the effect of their business activities on different groups of people. However, case law has established that equality analysis is an important way public authorities can demonstrate that they are meeting the requirements.</p> <p>Even in cases where it is considered that there are no implications of proposed policy and decision making on the PSED it is good practice to record the reasons why and to include these in reports to committees where decisions are being taken.</p> <p>It is also good practice to consider the duty in relation to current policies, services and procedures, even if there is no plan to change them.</p>	<p>Case law has established the following principles apply to the PSED:</p> <ul style="list-style-type: none"> • Knowledge – the need to be aware of the requirements of the Equality Duty with a conscious approach and state of mind. • Sufficient Information – must be made available to the decision maker • Timeliness – the Duty must be complied with before and at the time that a particular policy is under consideration or decision is taken not after it has been taken. • Real consideration – consideration must form an integral part of the decision-making process. It is not a matter of box-ticking; it must be exercised in substance, with rigour and with an open mind in such a way that it influences the final decision. • Sufficient information – the decision maker must consider what information he or she has and what further information may be needed in order to give proper consideration to the Equality Duty • No delegation - public bodies are responsible for ensuring that any third parties which exercise functions on their behalf are capable of complying with the Equality Duty, are required to comply with it, and that they do so in practice. It is a duty that cannot be delegated. • Review – the duty is continuing applying when a policy is developed and decided upon, but also when it is implemented and reviewed.

However there is no requirement to:

- Produce equality analysis or an equality impact assessment
- Indiscriminately collect diversity data where equality issues are not significant
- Publish lengthy documents to show compliance
- Treat everyone the same. Rather, it requires public bodies to think about people's different needs and how these can be met
- Make services homogeneous or to try to remove or ignore differences between people.

The key points about demonstrating compliance with the duty are to:

- Collate sufficient evidence to determine whether changes being considered will have a potential impact on different groups
- Ensure decision makers are aware of the analysis that has been undertaken and what conclusions have been reached on the possible implications
- Keep adequate records of the full decision making process

Test of Relevance screening

The Test of Relevance screening is a short exercise that involves looking at the overall proposal and deciding if it is relevant to the PSED.

Note: If the proposal is of a significant nature and it is apparent from the outset that a full equality analysis will be required, then it is not necessary to complete the Test of Relevance screening template and the full equality analysis and be completed.

The questions in the Test of Relevance Screening Template to help decide if the proposal is equality relevant and whether a detailed equality analysis is required. The key question is whether the proposal is likely to be relevant to any of the protected characteristics.

Quite often, the answer may not be so obvious and service-user or provider information will need to be considered to make a preliminary judgment. For example, in considering licensing arrangements, the location of the premises in question and the demographics of the area could affect whether section 149 considerations come into play.

There is no one size fits all approach but the screening process is designed to help fully consider the circumstances.

What to do

In general, the following questions all feed into whether an equality analysis is required:

- How many people is the proposal likely to affect?
- How significant is its impact?
- Does it relate to an area where there are known inequalities?

At this initial screening stage, the point is to try to assess obvious negative or positive impact.

If a negative/adverse impact has been identified (actual or potential) during completion of the screening tool, a full equality analysis must be undertaken.

If no negative / adverse impacts arising from the proposal it is not necessary to undertake a full equality analysis.

On completion of the Test of Relevance screening, officers should:

- Ensure they have fully completed and the Director has signed off the Test of Relevance Screening Template.
- Store the screening template safely so that it can be retrieved if for example, Members request to see it, or there is a freedom of information request or there is a legal challenge.
- If the outcome of the Test of Relevance Screening identifies no or minimal impact refer to it in the Implications section of the report and include reference to it in Background Papers when reporting to Committee or other decision making process.

1. Proposal / Project Title: Hampstead Heath Swimming – Introduction of Covid-19 Temporary timed Swimming Sessions managed via online and telephone booking

2. Brief summary (include main aims, proposed outcomes, recommendations / decisions sought):

This report sets out the short-term arrangements to adapt the Hampstead Heath swimming facilities in response to COVID-19 pandemic, keeping as many people as possible appropriately distanced from those they do not live with. This is in line with the [Governments Guidance for providers of grassroots sport and gym/leisure facilities - Working safely during coronavirus \(COVID-19\) Guidance 9th July 2020](#)

Managing Risk

- A. Risk Assessments and Safe Systems of Work have been updated to reflect the Government Guidance. COVID-19 Secure Operational Arrangements have been prepared for each of the swimming facilities.
- B. Taking account of the [RLSS Guidance](#) swimming for under 16's is suspended at the Bathing Ponds and provided through dedicated family swimming sessions at the Lido.
- C. The option to use cash to pay for swimming on the Heath has been withdrawn and all payments will be made online.

Manage capacity and overcrowding.

- D. To manage the number of swimmers an online and telephone booking and payment system has been implemented. A limit will be placed on the number of swimmers available to book per session.
- E. Free morning swimming for under 16's and over 60's temporarily suspended.
- F. Season Ticket use temporarily suspended for the summer season.

3. Considering the equality aims (eliminate unlawful discrimination; advance equality of opportunity; foster good relations), indicate for each protected group whether there may be a positive impact, negative (adverse) impact or no impact arising from the proposal:

Protected Characteristic (Equality Group) <input checked="" type="checkbox"/>	Positive Impact	Negative Impact	No Impact	Briefly explain your answer. Consider evidence, data and any consultation.
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>To reduce the risk of drowning under 16's will not be permitted to swim at the Bathing Ponds. Specific Family only sessions will operate at the Lido to facilitate swimming for under 16's. This decision is based on historical rescue evidence and takes account of RLSS Guidance. Swimmers aged 8-16 will not be able to swim without an adult under the temporary arrangements at the Lido.</p> <p>The Hampstead Heath Highgate Wood & Queen's Park Committee also agreed to temporarily suspend the free morning swim access for under 16's and over 60's. This temporary suspension will allow all swimmers an equal opportunity to book a swim during the early morning.</p>

These temporary changes have been discussed with the Swimming Associations and the Hampstead Heath Consultative Committee. These arrangements will be kept under review.

To address digital exclusion, a dedicated telephone number has been set up to provide assistance for swimmers who are not digitally enabled, or who require additional assistance to make bookings. In addition, staff at the Parliament Hill Office are able to assist swimmers with making bookings in person.

Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A number of test sessions have been undertaken to ensure the COVID-19 Operational Arrangements are appropriate. A dedicated telephone number and email address have been set up to provide support and information to maintain access for all. Swimmers are able to be accompanied by a Carer when using the facilities (carer ticket is not charged and can be added when booking).
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The City of London Corporation adopted a Gender Identity Policy in June 2019, following public consultation.
Marriage and Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy and Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The existing provisions of separate sex (including gender) Bathing Ponds are maintained.
Sex (i.e gender)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The existing provisions of separate sex (including gender) Bathing Ponds are maintained.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The existing provisions of separate sex (including gender) Bathing Ponds are maintained.

4. There are no negative/adverse impact(s)

Please briefly explain and provide evidence to support this decision:

Following a series of test events and taking account of the Government's guidance published on the 9 July 2020, it is now possible to resume swimming on Hampstead Heath. A series of measures have been introduced to mitigate, where possible, the impacts on protected characteristics during the temporary COVID-19 Operational Arrangements. This includes maintaining provisions for separate sex (including gender), providing both online and telephone booking arrangements to ensure swimmers of all ages and abilities are able to swim. The arrangements provide free access for carers, maintain disabled access and provide family swimming sessions at the Lido. However, there is a negative impact for swimmers aged 8-16, as in order to mitigate safety risks, these swimmers will not be able to swim without an adult under the temporary arrangements. These arrangements are being kept under review.

<p>5. Are there positive impacts of the proposal on any equality groups? Please briefly explain how these are in line with the equality aims:</p>	<p>There are a number of benefits associated with pre-booked sessions in relation to guaranteed access to the swimming facilities to aid travel and care planning arrangements. In addition, the arrangements provide dedicated swimming sessions for families.</p>		
<p>6. As a result of this screening, is a full EA necessary? (Please check appropriate box using <input type="checkbox"/>)</p>	<p>Yes</p> <p><input type="checkbox"/></p>	<p>No</p> <p><input checked="" type="checkbox"/></p>	<p>Briefly explain your answer: The negative impact on age (relating to swimmers aged 8-16) is in-line with RLSS Guidance aimed at reducing the risk of drowning and Lifeguard rescues. All other impacts are neutral; therefore, a full EA is not proposed.</p>
<p>7. Name of Lead Officer: Bob Warnock</p>		<p>Job title: Superintendent</p>	<p>Date of completion: 23 July 2020</p>

<p>Signed off by Department Director:</p>		<p>Name: Colin BATTERY</p>	<p>Date: 30.7.2020</p>
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