



Appendix 4 – Lutterell Hall Equality Impact Assessment Form

Rushcliffe
Borough Council

<p>Name and brief description of proposal/project / policy / service being assessed:</p> <p>Lutterell Hall</p> <p>An Equality Impact assessment of Lutterell Hall which provides a guide to the council when considering its retention as a Community Venue.</p>
<p>Information used to analyse the effects of equality:</p> <p>When considering Lutterell Hall for retention as well as the financial aspects of the transaction, the Council shall consider any impact on:</p> <ul style="list-style-type: none"> • The wider community benefit/disadvantage for its retention • Partnership/community arrangements for the retention

	Positive (X)	Neutral (X)	Negative (X)	How different groups could be affected: Summary of impacts	Details of actions to reduce negative or increase positive impact (or why action not possible)
Men, women (including maternity/pregnancy impact), transgender people		(X)		<p>The retention of Lutterell Hall would have a neutral impact on this specific group, as it would provide the users of this community venue with the same level of community provision which they currently enjoy</p> <p>Currently there is one maternity/pregnancy related class</p>	<p>The retention of Lutterell hall would enable users to socialise, participate in a range of educational, recreational, faith and general community activities providing the same level of availability as they currently enjoy.</p>

				called Pilates Bring Baby using Lutterell Hall on a regular basis.	
People from different ethnic groups		(X)		<p>The retention of Lutterell Hall would have a neutral impact on these ethnic groups, as it would provide the users of this community venue with the same level of community provision which they currently enjoy.</p> <p>A significant majority of residents within West Bridgford identify themselves as white British (86.6%). This is noticeably higher than the neighbouring City of Nottingham (65.4%) and England and Wales (80%), but lower than the response across Nottinghamshire as a whole (92.6%).</p> <p>The second largest ethnic group are those with an Asian ethnicity. However, this group only totalled 9.11% of West Bridgford's population. White other (which is likely to include residents from the EU) comprises 3.03% of the population.</p> <p>Given the significant proportion of residents with white British</p>	<p>The largest proportion of Rushcliffe residents live within West Bridgford (within the Main Urban Area of Nottingham),</p> <p>Demographic information for West Bridgford suggests that according to the 2011 Census, the population of West Bridgford is 34,042 people.</p> <p>Rushcliffe Borough Council's adopted Equalities Policy demonstrates an inclusive approach to offering appropriate and accessible services to a range of ethnicities, religious beliefs, sexual and gender orientation.</p>

				<p>ethnicity and the limited number of those from minority groups, West Bridgford is not particularly diverse. Especially when compared to the neighbouring City of Nottingham.</p> <p>Source: ONS 2011 Census Data</p>	
Disabled people or carers		(X)		<p>The retention of Lutterell Hall would have a neutral impact on this specific group, as it would provide the users of this community venue with the same level of community provision which they currently enjoy in a central location with good public transport links to an accessible building</p> <p>Currently there are two disability related groups using the hall on a regular basis Alzheimer's Society, Greet, Meet & Eat (young people with learning difficulties).</p>	<p>Lutterell Hall is centrally located in the town centre of West Bridgford with good public transport link by bus and venue parking on site.</p> <p>Those who rely on public transport or carers for transport to alternative venues may be adversely impacted by the closure of the venue.</p> <p>Car parking access could be explored as part of the future retention strategy for the venue</p>
People from different faith groups		(X)		<p>The retention of Lutterell Hall would have a positive impact on all faith groups, as it would provide the users of this community venue with the same level of community provision which they currently enjoy.</p>	<p>The venue is currently used every Sunday between 9:30am to 12noon by St Giles Church Youth Group.</p> <p>The Church use the entire building as they don't have</p>

				<p>Currently there are two religious worship groups using the hall on a regular basis namely St Giles Church Sunday School and Apostolic fellowship.</p> <p>The 2011 Census showed that the dominant religion in West Bridgford is Christian (51.5%), with low proportions of people with a Muslim faith (3.7%), Sikh faith (1.9%) and Hindu faith (2.4%). The percentage of residents of other faiths is however lower than across the County and England.</p> <p>While religion is often linked to ethnic background, it is important to note that this is not automatically true. However, the religious make-up of the population does follow a similar pattern to the ethnic background within West Bridgford.</p> <p>Source: ONS Census Data</p>	<p>capacity within their own buildings and would need to be explored as part of the future retention strategy for the venue.</p>
Lesbian, gay or bisexual				<p>No adverse impacts specific to these groups have been identified in relation to the retention of Lutterell Hall.</p> <p>There is no national data on the</p>	<p>We do not currently capture any data on the sexual orientation of the users of Lutterell Hall.</p>

				<p>number of people who are lesbian, gay or bisexual. The National Survey of Sexual Attitudes and Lifestyle in 2010-12 estimates that approximately 5% of men and 8% of women in Britain have ever had a same-sex partner.</p> <p>National government estimates that around 6% of the UK population is gay, lesbian or bisexual. Stonewall, a national charity involved in gay, lesbian and bisexual issues consider 5-7% to be a reasonable estimate.</p> <p>Source: ONS Census Data</p>	<p>The introduction of a periodic monitoring form which monitors the different groups that use our community venues in the future would provide data regarding the venues use by protected groups</p>
Younger or older people		(X)		<p>The retention of Lutterell Hall would have a neutral impact on both younger and older groups, as it would provide the users of this community venue with the same level of community provision which they currently enjoy.</p> <p>The venue is home to the St Giles Pre-school and the St Giles Church youth Group in addition there are ad-hoc Kids fitness classes, kids drama/theatre schools and young musician's rehearsals.</p> <p>The venue is used by several</p>	<p>The RNLI, history Society and Zumba Gold 50+ Fun Fitness that have cited the closure as having a direct impact on older users and their unwillingness to use alternative venues in West Bridgford if the venue was to close.</p>

				groups that have older members with regular bookings. Zumba Gold 50+, Man with a Pan (elderly men) from Jan 2020. WB & District Local History Society, WB Horticultural Society and WB Allotment Holders, all these groups are elderly.	
Other (marriage/civil partnership. Looked after children, cohesion/good relations, vulnerable children/adults)		(X)		No adverse impacts specific to this groups have been identified in relation to the retention to Lutterell Hall.	

OUTCOME(S) OF EQUALITY IMPACT ASSESSMENT: *(delete as appropriate)*

No major change proposed

Arrangements for future monitoring of equality impact of this policy/proposal/project:
Note when assessment will be reviewed (e.g. review assessment in 6 months or annual review).

As part of the retention strategy consider the future management arrangements for the building with takes into consideration the existing user groups that have been identified as part of this Equality Impact Assessment.

Introduce a monitoring form which monitors the different groups that use our community venues

Names of officers who conducted EIA and date

Derek Hayden 15-01-2020

Approved by:
(manager signature)

Date: