

## Equality Impact Assessment (EqIA)

Please refer to the [Equality Impact Assessments \(EQIAs\)](#) form for details on how to complete.

The aim of an equality impact assessment is to consider the equality implications of any decision (e.g. new or revised policy, process, project, function, or service) on different groups of people including employees and customers. This document helps to evaluate whether the decision may inadvertently disadvantage groups of people and identify ways to avoid discrimination and proactively advance equality.

### 1. Details of the proposal

<b>Name of the proposal:</b>	Wonford Community and Wellbeing Hub
<b>Version number:</b>	
<b>Does this proposal impact on people?</b>	Choose an item: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Explain your answer whether 'yes' or 'no'</b>	Residents access the Community and Leisure Centre, existing members, future members and local residents will be affected by the part redevelopment, part refurbishment programme
<b>Is this a new or existing policy/project/service?</b>	Choose an item: <input checked="" type="checkbox"/> New <input type="checkbox"/> Existing
<b>Person responsible for the proposal:</b>	Place Partnership Manager (Live and Move), James Bogue; Strategic Director Place, Ian Collinson
<b>Person responsible for the EqIA (if different to above)</b>	Eleanor Yeo, (Live and Move)
<b>Proposal start date:</b>	01/01/2027
<b>When will this proposal be implemented?</b>	01/07/2028

**Briefly describe the aims and objectives of the proposal**

To develop the existing Wonford Community and Sports Centres into an integrated hub which will encourage community and sports events while actively contributing to the overall wellbeing of residents. The plan includes refurbishment of the existing Wonford Sports Centre and Community and Learning Centre, including the demolition of the existing gym, Phoenix Centre and outdoor changing rooms, and construction of a new hub and FA changing facilities.

The new community and wellbeing Hub will accommodate a cafe area, changing facilities, studio and gym and will link to other community assets including Wonford Playing Fields, the Ludwell Valley Park and the wider city Green Circle walking route

The Hub aims to:

- Improve access to health and wellbeing services
- Provide inclusive community space
- Reduce social isolation
- Support prevention and early intervention
- Strengthen community resilience

**What are the anticipated outcomes of the proposal?**

The proposal includes development of:  
4 Courts Sports Hall  
Sports Hall Store  
Sport Wheelchair Store  
Gym (240m<sup>2</sup>)  
Consultation room  
Studio (75m<sup>2</sup>)  
Male & Female dry change  
Private change  
Changing Places  
Accessible changing facilities  
Accessible WC

	<p>Café (120m<sup>2</sup>)  Kitchen  Office  Staff room  FA changing rooms  Community Hall  Meeting rooms  Community kitchen</p> <p>The outcomes the project seeks to achieve are:</p> <ul style="list-style-type: none"> <li>• Increased number of local residents from Wonford accessing the Community Hub</li> <li>• Reduced Health Inequalities</li> <li>• Reduced Inactivity</li> <li>• Improved activity levels and improved wellbeing (physical and mental)</li> <li>• Stronger and more connected local community</li> <li>• More residents accessing green space in Wonford / Ludwell Valley</li> </ul>
<b>Who is likely to be affected by the proposal?</b>	<p>You can select multiple options:</p> <p><input checked="" type="checkbox"/> Staff</p> <p><input checked="" type="checkbox"/> Service users</p> <p><input checked="" type="checkbox"/> Wider community</p>
<b>How are they likely to be affected?</b>	<ul style="list-style-type: none"> <li>• A new improved Community Wellbeing Hub, with new leisure, multi use space and café facilities</li> <li>• An increase in the number of members, users and community groups/clubs accessing the space</li> <li>• Greater connectivity between the local neighbourhood, the Community Hub and the open green space</li> <li>• There may be a period of time whilst the community hub is closed to the public, and users will be accommodated during this period as much as possible</li> </ul>
<b>Is this proposal going to be approved by SMB, Executive or Council?</b>	<p>Select:</p> <p><input type="checkbox"/> SMB</p> <p><input type="checkbox"/> Executive</p> <p><input checked="" type="checkbox"/> Council</p>
<b>When is the proposal going to SMB, Executive or Council?</b>	24/03/2026

### 3. [Consultation & Engagement](#)

You will nearly always need to involve and consult with stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal. This should include the individuals/groups who are affected by your proposal. Any proposal for consultation or engagement must be done via the [Consultation and Engagement Form](#).

#### **How are you communicating with the individuals/teams who are affected by your proposal?**

You can select multiple options:

- Social media
- Focus groups
- Website
- Mail drop
- Via community group
- Other (please describe):

The Local Active Lives survey takes place annually in priority communities across Exeter including Wonford and gives us great insight into levels of inactivity to those living there.

Engagement activities have included:

- Local residents
- Centre members and users
- Staff and Trustees of the existing centre
- Voluntary and community sector organisations
- Health providers
- Local authority representatives

Key themes have emerged from local engagement activities and from the Local Active Lives Survey which tell us that there is a:

- Strong demand for local services
- Desire for inclusive, affordable space
- Importance of accessibility and safety

The new facility has been designed with user requirements in mind.

#### 4. Impacts on People

**How will the proposed change affect people with protected characteristics?** Make sure that you assess the impact based on evidence.

- Who will benefit, who won't, who can access, who can't access, who is at an advantage, who is at a disadvantage?
- What evidence has been used for this assessment? For example, employee diversity data, national statistics, customer survey, feedback etc. [Sources of equality data](#) are available on Sharepoint. (Please don't include any information that risks identifying people such as names, or the diversity data, if less than six people).

**Note:** You can copy and paste more rows underneath each protected characteristic if there is more than one impact

<b>How will this proposal affect people with protected characteristics?</b>	<b>Identify Impact:</b>	<b>Why will it have this effect?</b> Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
Age	Positive (Is an improvement)	<p>The Sport England Local Active Lives Survey which takes place annually in communities across Exeter tells us that those living in and near Wonford and other communities of deprivation find it hardest to lead active lives. In particular, the survey showed that residents of almost all ages were less active in 2025 than they had been in 2024. Looking at levels of inactivity, we can see that:</p> <ul style="list-style-type: none"> <li>▪ Inactivity levels in those aged 16-34 increased slightly in 2025 and is now broadly the same as 2022.</li> <li>▪ Those aged 35-54 experienced an increase in inactivity compared to 2024</li> <li>▪ Inactivity levels in those age 75+ increased over the previous year.</li> </ul> <p>The Wonford facility will cater for all ages through:</p>

<p><b>How will this proposal affect people with protected characteristics?</b></p>	<p><b>Identify Impact:</b></p>	<p><b>Why will it have this effect?</b>            Use the evidence collated, any engagement or consultation to inform your thinking and record it here.            Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?</p>
		<ul style="list-style-type: none"> <li>• Older residents benefit from reduced isolation and local access to services, activities and community connection</li> <li>• Young people benefit from safe spaces, sport and physical activity opportunities and structured activities.</li> <li>• Intergenerational activities may strengthen community cohesion.</li> </ul> <p>This facility creates multiple opportunities for people of all ages to be more active in ways to suit them and therefore creates a positive impact.</p>
<p>Disability: including sensory, mobility, mental health, neurodiversity, long term ill health</p>	<p>Positive (Is an improvement)</p>	<p>The Sport England Local Active Lives Survey tells us clearly that inactivity rates for Exeter residents remain significantly higher for those with a disability (49% of those respondents who are disabled class themselves as inactive) or long-term health condition than for those without (38% of those who do not class themselves as disabled say that they are inactive).</p> <p>The Wonford facility presents multiple opportunities to engage with disabled residents by providing</p> <ul style="list-style-type: none"> <li>• Accessible health services in their community</li> <li>• Reduced travel barriers</li> <li>• Support for mental health and long-term conditions</li> <li>• Accessible changing facilities</li> <li>• Accessible WC facilities and sports activities (including a new WC viewing area for the sports hall)</li> <li>• Sport wheelchair store</li> </ul> <p>There are therefore no negative impacts at this stage.</p>

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Gender reassignment	Positive (Is an improvement)	The new Wonford facility includes private changing areas separate from the male and female assigned areas. This and other open, inclusive spaces throughout the facility mean that it is a welcoming space for all genders.
Marriage and Civil partnership (work related only)	No Impact	There is no impact on marital status.
Pregnancy & Maternity	Positive (Is an improvement)	<p>The new facility will include better opportunities for those who are pregnant or who have young children by providing opportunities to connect with others in open, accessible wellbeing spaces.</p> <p>There will also be ample opportunities for parents to change and feed their young children with multiple seating, rest and changing areas.</p> <p>There are no negative impacts identified at this stage.</p>
Race: including ethnic origin, nationality/national origin	Positive (Is an improvement)	<p>Through the annual Local Active Lives Survey delivered by Live and Move and through joint work programmes in the area delivered by Inclusive Exeter, there is considerable insight into ethnically diverse communities and their levels of engagement in physical activity.</p> <p>Through the new hub, there is an opportunity for local residents of all ethnicities to access ethnically appropriate services and events, and to participate in inclusive and accessible activities. By ensuring that local residents of different faiths are part of the design and consultation process, any potential risks can be mitigated.</p>

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		Live and Move is working alongside the Inclusive Exeter network in support of a range of activities being delivered for ethnically diverse, cultural and faith groups
Religion or Belief	Positive (Is an improvement)	<p>Through Live and Move’s work with Inclusive Exeter, we know that the Wonford community is welcoming of a variety of different faiths and religions. A recent badminton tournament organised by Inclusive Exeter and supported by Live and Move, which took place in the existing Wonford Leisure Centre, welcomed participants from nine different nationalities and a variety of different religious backgrounds. We know that for those in Exeter’s communities from South Asian Muslim backgrounds, events often centre around food and family-based activities.</p> <p>The new facility is expected to provide flexible community space that would accommodate different faith-based groups, and the community hall, meeting rooms and community kitchen would provide different groups with a space in which to hold events with others.</p> <p>We anticipate positive impacts upon this group of people.</p>
Sex	Positive (Is an improvement)	<p>Live and Move’s Local Active Lives survey tells us that women from Exeter’s priority communities participate in about the same levels of activity as they did in 2019. Live and Move’s work with the City Sisters programme tells us that women still find it difficult to participate in physical activity due to reasons ranging from caring responsibilities, confidence, and social isolation. This programme seeks to address these issues by providing a wider range of facilities, gender specific changing areas, and communal spaces in which to meet others.</p> <p>The survey tells us that men from priority communities across Exeter are less active now than they were in 2024. This new facility has the potential to support men’s health outreach and to begin to address levels of engagement by providing more opportunity for men to be active.</p> <p>There are therefore no negative impacts upon sex at this stage.</p>

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Sexual Orientation	No Impact	Communal areas highlighted in plans for this facility provide an opportunity to provide safe, welcoming environment for the local community regardless of their sexual orientation. The facility will cater for different sexual orientations by promoting inclusive sports programmes, and creating a safe, welcoming environment where everyone feels respected and able to participate openly. There is no impact upon sexual orientation identified at this stage.
Intersectionality: Could this proposal have an impact on people who have a combination or intersection of two or more characteristics?	Positive (Is an improvement)	We know from our work in partnership with Sport England that people who have an intersection of protected characteristics are less likely to be active and experience the positive benefits of physical activity. The Wonford Community Wellbeing Hub seeks to be an open and inclusive community space that is a welcoming environment for all residents and community groups. The Live and Move team, and staff from the community hub will work with Inclusive Exeter and a range of local and national charities and groups supporting equality of access to ensure there are activities and opportunities for connection with all.

## 7. Outcome of Assessment

<b>Select one of the following options:</b>	<b>Tick the relevant box</b>
No barriers identified, proceed with proposed change.	<input checked="" type="checkbox"/>
Adjust the proposal/policy to remove barriers identified by the EqIA.	<input type="checkbox"/>
Continue with the proposal/policy despite potential for adverse impacts.	<input type="checkbox"/>
Stop the proposal/policy as there are adverse impacts that cannot be prevented/mitigated or justified.	<input type="checkbox"/>
<b>Please explain why the option has been chosen:</b>	

## 8. Action Plan

Considering the impacts, you have identified above, please detail any actions you will need take to remove barriers, eliminate negative impacts or maximise opportunities. (Add more rows if required). If an action is to meet the needs of a particular protected group please specify this. These actions should be included in your Service Plan.

Action(s) to be taken.	Expected Outcomes	Responsible Person	Timescale	Progress	Complete
<p>Through an ongoing programme of engagement with residents, and to ensure that no negative impacts are felt by the groups listed above, those responsible for delivery of the Wonford Community and Wellbeing Hub will also ensure that:</p> <ul style="list-style-type: none"> <li>• Ensure programming includes youth, working-age adults, and older residents.</li> <li>• Provide accessible opening hours (including evenings/weekends).</li> <li>• Full compliance with Equality Act and accessible design standards</li> <li>• Step-free access, lifts (if multi-storey), accessible toilets</li> <li>• Hearing loops and quiet/sensory spaces</li> </ul>	<p>This will be updated through ongoing programme work with stakeholders, centre users and community groups</p>	<p>James Bogue</p>	<p>Ongoing</p>	<p>This will be updated through ongoing programme work with stakeholders, centre users and community groups</p>	

<ul style="list-style-type: none"> <li>• Clear signage and easy-read materials</li> <li>• Gender-neutral toilets alongside accessible facilities</li> <li>• Inclusive policies and staff training</li> <li>• Zero-tolerance anti-discrimination policy</li> <li>• Baby-changing facilities</li> <li>• Breastfeeding-friendly environment</li> <li>• Pushchair-accessible layout</li> <li>• Multilingual signage and materials</li> <li>• Engagement with local cultural groups</li> <li>• Neutral, adaptable rooms</li> <li>• Respect for dietary requirements in café provision</li> <li>• Targeted men’s wellbeing initiatives</li> <li>• Safe space policies</li> <li>• Consideration of safety in building design (lighting, visibility)</li> <li>• LGBTQ+ inclusive messaging</li> <li>• Staff equality and diversity training</li> <li>• Clear reporting mechanisms for discrimination</li> <li>• Clear operating policies</li> <li>• Good lighting and CCTV where appropriate</li> </ul>					

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## 9. Monitoring

**How will you monitor the impact of your proposed change once it has been implemented?** Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

The impact will be monitored through centre KPIs and regular performance reporting. The Council will also work alongside Sport England to utilise their 'Moving Communities' tool to track usage, impact and value.

The annual Local Active Lives survey will provide a broader view of physical activity levels across Wonford.

Officers will review the EQIA and associated action plan on an annual basis.