



Equality Impact Assessment

Rainbow Leisure Centre Contract 2025



Stage 1 EIA tracking	
Title of EIA	Rainbow Leisure Centre Contract 2025
Lead Officers	Assistant Director of Corporate Services, Corporate Governance and Strategy Manager
Division	Policy and Corporate Resources
Diversity, Equity & Inclusion Group - Review Date	20 th May 2025
Publication Date <i>(if applicable)</i>	17 th June 2025
EIA Review Date <i>(if applicable)</i>	N/A – This EIA is for a fixed term contract which will be subject to contract management by the council.



Stage 2 Details of service, policy or function to be assessed and the potential impact on people with a protected characteristic.

Provide an overview of the policy, service or other function being introduced or reviewed. Please include the aim or purpose of the policy, service or function etc., any context, changes proposed and the desired outcome. You will need to start to think about the equality implications and whether there is potential for impact on residents, service users and staff (as applicable) with one or more of the protected characteristics.	This EIA relates to a report that seeks approval from two of the council's committees to award a contract to a leisure operator to run the Rainbow Leisure Centre (the Centre), which the council owns. The options for the committee's consideration are: A) to award a contract to the preferred supplier, who has been identified through a compliant and systematic procurement process, to operate the Centre for 10 years (with the possibility to extend for a further 5 years); or B) to not award the contract and effectively close the Centre in October 2025. The aim of the leisure contract is to ensure that the Centre provides high-quality leisure, health and wellbeing services in the Borough. It must also be commercially viable, in order for the Centre to be financially sustainable over the next 10 to 15 years.
---	--



Stage 3 Relevant information, data, consultation and engagement activities	
List all data (including source) and other information relevant to the full equality impact assessment	• Epsom & Ewell Borough Council Health & Wellbeing Strategy 2025-2028 • Community Development Manager • Community and Wellbeing Committee and Strategy and Resources Committee members briefing sessions. • Leisure consultant's expert advice. • Legal consultant's expert advice. • Tender documentation e.g. priority outcomes, service specification and draft leisure contract. • Leisure operators' bid submissions.
Specify all engagement activities undertaken	• Site visits. • Community and Wellbeing Committee and Strategy and Resources Committee members briefing sessions. • Review of borough demographics and wider determinants of health (desktop by bidders and through review of the draft Epsom & Ewell Borough Council Health & Wellbeing Strategy 2025-2028).



Stage 4 Impact on residents, service users and staff with protected characteristics

Undertake a full analysis which details all positive and negative impact arising from the policy, service or other function. If there will be no impact, make this clear by completing the relevant box. Please ensure that you evidence your conclusions with reference to the appropriate source.

Protected Characteristic	Potential Positive Impact	Potential Negative Impact	No Impact
<i>Age</i>	• Applicable concessionary scheme in place. • Dedicated spaces/activities available in the Centre. • Active Communities programme.		
<i>Disability</i>	• Applicable concessionary scheme in place. • Dedicated activities available in the Centre. • Active Communities programme.		
<i>Gender Reassignment</i>			Neutral: there are no proposals that would cause a positive / negative impact on the protected characteristic that can be foreseen at this stage of the procurement process.
<i>Pregnancy and Maternity</i>	• Dedicated activities available in the Centre.		



<i>Race</i>	Active Communities programme.		
<i>Religion and Belief</i>	Active Communities programme.		
<i>Sex</i>	- Dedicated activities available in the Centre. - Active Communities programme.		
<i>Sexual Orientation</i>			Neutral: there are no proposals that would cause a positive / negative impact on the protected characteristic that can be foreseen at this stage of the procurement process.
<i>Marriage and Civil Partnerships</i>			Neutral: there are no proposals that would cause a positive / negative impact on the protected characteristic that can be foreseen at this stage of the procurement process.

Stage 5 Decision

Specify the full details of your decision.

Include any changes made to the proposal, steps taken to eliminate or

There is no reason to believe this procurement exercise will create any negative impacts on a person's protected characteristics. To the contrary it is expected that having a high-performing leisure operator running the Centre according to the principles and requirements set out in the tender documentation, bid submissions and contract, that potentially positive impacts could be realised through this procurement exercise.



minimise any negative impact(s), any additional mechanisms put in place to meet the needs of particular groups or to help foster good relations etc.	The aim of the exercise is to ensure high-quality leisure, health and wellbeing services are provided by the Centre. As part of the procurement process bidders for the contract have been requested to provide detailed statements on their planned Active Communities programme (e.g. outreach activities that meet the needs of the Borough, which are reflective of our Health and Wellbeing Strategy 2025-2028); programmes offered within the Centre such as swimming classes and activities (to ensure there is an inclusive range on offer); and pricing (to ensure there is an appropriate concessionary scheme that meets the needs of the Borough). Although the concessionary pricing scheme may change as a result of this procurement exercise, e.g. some prices may rise and others fall, officers have reviewed this element fully and are content that overall, the concessions offered by the bidders will deliver a net benefit to the Borough. Overall, the successful bidder will have signed up to positively contribute to the council's health and wellbeing goals (set out in the Strategy). Compared to the current contractual arrangements, the new contract has been significantly updated and brought into line with modern standards. In addition, to the best of officers' knowledge, who were not present during the original procurement, more focus has also been placed on the Active Communities programme, including delivering activities outside of the Centre building itself. Primarily the council has referred to the controls below to ensure equality implications have been incorporated into the procurement process. Further, please note that the full details of the bids submitted for the contract cannot be publicly consulted on due to their commercial confidentiality. Equality controls incorporated into the procurement process: • Bidders required to subscribe to the council's equality objectives within the procurement documentation including the services specification documentation (including its Health & Wellbeing Strategy). This includes post-contract award reporting on these elements as part of the contract management arrangements. • Bidders required to provide detailed and evidence-based statements on 4 quality questions which relate to equalities, such as active communities, programme development, pricing, and social and economic value. • Compliant procurement process followed by the council to ensure the final bids received are from credible organisations. • Two Member briefing sessions held to gather feedback on the procurement strategy. • Expert consultants used for leisure operational and industry expertise, legal services, and procurement services.
---	--



Stage 6 EIA – Action Plan			
Please specify any action that will be taken to support implementation of your decision			
Issue Identified	Action required	Implementation Date	Responsible Officer
Ensure effective contract management is in place for the new contract, which will directly address equalities.	Contract management processes implemented.	1 st October 2025	Corporate Governance and Strategy Manager
Stage 7 EIA Sign Off			
EIA needs to be signed off by Head of Service.			
If an EIA is going to be submitted with a proposal to a committee/corporate project board for decision making, the EIA needs to be approved by Head of Service and Strategic Management Team first.			
Head of Service: Assistant Director of Corporate Services		Date: 22 May 2025	



Strategic Leadership Team: (where applicable)	Date: 29 th May 2025
Name of Committee: Strategy and Resources Committee; Community and Wellbeing Committee (where applicable)	Date: 17 th June 2025 (see each committee's papers for this date).