

Winchester City Council
Equality Impact Assessment (EqIA)



Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	There have been no complaints to date, but the detailed proposal has not been publicised at the point of this document being prepared. Feedback on the proposal will be reviewed before final decision is taken to proceed.
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	Officers from the community and wellbeing team have discussed the proposal with colleagues from the operator, Everyone Active (EA).
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	N/A
4	Do you have any concerns regarding the implementation of this policy or project?	No	EA has experience of delivering facility improvements and has an established procurement process through which it will be managed. They work with a number of procurement partners and have effective working relationships.

		Yes/No	Please provide details
	<i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>		
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	<p>Winchester Sport and Leisure Park (WSLP) is an accessible building that already includes features to actively include people from various protected groups. Nothing about this proposal negatively impacts that position.</p> <p>The proposal does result in the loss of changing rooms and associated facilities, but there are all provide for at the same standard elsewhere in the building and are as equally accessible.</p>
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	EA has experience of such projects and will be delivering the project.
7	Are there any other issues that you think will be relevant?	No	N/A

Section 2 - Your EqIA form

Directorate: Place	Your Service Area: Economy & Community	Team: Community & Wellbeing	Officer responsible for this assessment: Steve Lincoln	Date of assessment: 21 May 2026
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	WSP Pilates and wellness suite.
2	Is this a new or existing policy?	New facility.
3	Briefly describe the aim and purpose of this work.	Conversion of underutilised space within the centre into a new premium wellbeing offer including Reformer Pilates, recovery facilities and dedicated wellness spaces.
4	What are the associated objectives of this work?	<ul style="list-style-type: none"> • Improved offer at WSP. • Increased reach into cohort not currently using the centre. • Keeping WSP at the forefront of local provision.
5	Who is intended to benefit from this work and in what way?	<ul style="list-style-type: none"> • Adults aged 30+, particularly those seeking low-impact exercise without the barriers associated with high-intensity gym activity. • Older residents, to remain active and independent for longer. • People managing injury, long-term conditions or returning to activity. • Women, who remain a core demographic for Pilates participation. • Existing members and sports participants at WSP, including gym users, swimmers and team-sport participants, who will benefit from complementary recovery and conditioning provision.

		<ul style="list-style-type: none"> Residents of higher-density and town-centre developments, who are more reliant on publicly accessible indoor facilities due to limited private space for exercise. 		
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> Increased footfall Increased revenue and profitability of the centre 		
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> External competition for the market Pricing levels Quality of the installation and ongoing maintenance Reputation of WSLP generally 		
8	Who are the key individuals and organisations responsible for the implementation of this work?	<ul style="list-style-type: none"> Steve Lincoln, Service Lead, WCC Alison Lewis, Area Contract Manager, EA Laura Jones, Contract Manager, WCC 		
9	Who implements the policy or project and who or what is responsible for it?	<ul style="list-style-type: none"> Alison Lewis will be the local contact at EA who will liaise with their property specialists that will oversee the procurement and delivery of the works. Graeme Todd will be the WCC point of contact for all property and construction matters. Laura Jones will be the WCC contact for wider contractual matters with EA. Steve Lincoln will provide strategic project oversight 		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	If instructors and marketing materials are not representative, it can signal that the space is “ <i>not for everyone.</i> ” In addition, a lack of diversity among staff can reduce cultural understanding or inclusivity.

10b	What existing evidence (either presumed or otherwise) do you have for this?	3.4% of residents in the district have a main language that is not English (Census 2021).		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	Pilates can be viewed as an activity primarily for women and be promoted or marketed as such.
11b	What existing evidence (either presumed or otherwise) do you have for this?	20% of women report doing yoga or Pilates but only 6% of men (YouGov Health & Wellbeing Tracker, 2025).		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview</i> 	Y	N	<p>Lack of inclusive programme design, or lack of awareness amongst instructors, could mean the activity less accessible to people with a disability.</p> <p>Inability to physically access facilities could create a negative impact. However, if done well, Pilates has the potential to be one of the most inclusive forms of exercise if accessibility and adaptability are built into the design from the outset.</p>
12b	What existing evidence (either presumed or otherwise) do you have for this?	<p>14.9% of residents in Winchester district report having a disability that limits activity a little or a lot (Census 2021).</p> <p>Around 43% of disabled people in England achieve 150+ minutes of physical activity per week (the standard measure of being “regularly active”), while 39–43% of disabled people are inactive (doing less than 30 minutes per week). These figures are worse than for the overall population (Sport England’s Active Lives Survey).</p>		

13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	The proposed Pilates installation will not affect individuals or communities differently on the basis of sexual orientation.
13b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	The proposed Pilates installation will not affect individuals or communities differently on the basis of age.
14b	What existing evidence (either presumed or otherwise) do you have for this?	Around 14% of UK adults overall take part in yoga/Pilates and it is listed among mainstream exercise types across the entire adult population (yougov.com).		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	The proposed Pilates installation will not affect individuals or communities differently on the basis of religious belief.
15b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	The proposed Pilates installation will not affect individuals or communities differently on the basis of gender reassignment.
16b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		

17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	The proposed Pilates installation will not affect individuals or communities differently on the basis of marriage and civil partnership.
17b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	Pilates is often recommended as a beneficial activity in pregnancy. However, it is important for it to be delivered by trained instructors who are aware of the risks for pregnant women.
18b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	<ul style="list-style-type: none"> • Various groups could be deterred from attending sessions if they are marketed and promoted in a way that makes them appear to be targeted at others. • Unqualified or inadequately trained instructors could result in people from certain groups not be properly accommodated, or taking part in activity inappropriate for them. • Inaccessible facilities or equipment could prevent certain people from participating.
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	<p>Race: N/A</p> <p>Sex: Females tend to be under-represented in sport and physical activity, so facilities targeted to female participation help to reduce this imbalance.</p> <p>Disability: N/A</p> <p>Sexual orientation: N/A</p>

				Age: N/A
				Gender reassignment: N/A
				Pregnancy and maternity: N/A
				Marriage and civil partnership: N/A
				Religious belief: N/A
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?			<ul style="list-style-type: none"> EA uses representative marketing and recruits in an open and transparent way to ensure a diverse staff team. EA will schedule a programme of activity to meet the varying needs of different demographics. EA provides training to staff that ensures an understanding of the needs of certain categories of people e.g. disabled, pregnant.
22	Do any negative impacts that you have identified above impact on your service plan?	¥	N	

Signed by completing officer	Steve Lincoln
Signed by Service Lead or Corporate Head of Service	Suan Robbins: