

## Charnwood Borough Council

### Equality Impact Assessment 'Knowing the needs of your customers and employees'

#### ■ Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

#### ■ Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

**Note: Complete the action plan as you go through the questions**

### Step 1 – Introductory information

Title of the policy	Open Spaces, Playing Pitch and Indoor Built Facilities Strategies
Name of lead officer and others undertaking this assessment	Matt Bradford (Head of Service)
Date EIA started	21/12/2018
Date EIA completed	21/12/2018

### Step 2 – Overview of policy/function being assessed:

Outline: What is the purpose of this policy? (Specify aims and objectives)

The assessments and strategies will form part of the supporting evidence for the forthcoming Local Plan that will consider strategic spatial planning with the borough until 2036. The strategies account for the growth in population throughout the period.

The three strategies have been written following a baseline assessment of existing facilities within the borough. Baseline assessments looked at the quantity, quality and accessibility of green spaces, sports pitches / outdoor sports facilities and indoor sports facilities throughout the borough.

The baseline assessments, and resulting strategies assess local provision by sub-dividing the borough into sub areas. This allows local accessibility to be determined and ensures that reasonable travel times are taken into account.

The assessments and strategies take into account the spectrum of facility providers throughout the borough and recognise that the Council is not the sole provider of community infrastructure for green spaces, sport pitches / outdoor sport provision and indoor sports facilities.

As part of the assessment and strategy development, community consultation took place with a wide range of stakeholders including parish / town councils, education establishments, sports clubs, Sport England and the National Governing Bodies representing individual sports. Individual residents were also invited to submit their views through surveys.

The assessment for each of the individual surveys adopted a recognised methodology that is understood nationally. The surveys were conducted by independent consultants following the agreed methodology.

What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?

The Strategies will impact on all residents within the Borough by seeking to provide good quality, accessible open spaces, outdoor and indoor sports facilities.

Which groups have been consulted as part of the creation or review of the policy?

Consultation has taken place with the general public, Parish Councils, local sports clubs, national sports governing bodies, Leicestershire and Rutland Sport and Sport England

**Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

Further information on strategic context:

- Charnwood Borough Council Equality Strategy 2016-2020

[https://www.charnwood.gov.uk/files/documents/equality\\_strategy\\_and\\_action\\_plan\\_2016/Draft+Equality+Strategy+2016-2020+FINAL+0.2+%28%29.pdf](https://www.charnwood.gov.uk/files/documents/equality_strategy_and_action_plan_2016/Draft+Equality+Strategy+2016-2020+FINAL+0.2+%28%29.pdf)

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

The Strategies contain information on diverse groups within the Borough and considers access to open space, outdoor and indoor sport for communities that score highly on the indices of deprivation. Healthy inequalities are also fundamental to the assessment carried out in support of the strategies.

Sites have been assessed for accessibility for users with limited mobility.

Age and gender information has also been considered.

**Step 4 – Do we need to seek the views of others? If so, who?**

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

The consultation has already taken place to inform the three strategies.

**Step 5 – Assessing the impact**

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	<b>Comments</b>
<b>Age</b>	The specific needs have been identified for different age groups and the Action Plans seek to address any shortfalls in facilities.
<b>Disability (Physical, visual, hearing, learning disabilities, mental health)</b>	All sites have been assessed for accessibility. Action Plans seek to improve access to recreation to help people lead healthier lifestyles.  Access to open space, sport and recreation is known to

	improve participants mental health.
<b>Gender Reassignment (Transgender)</b>	Neutral Impact
<b>Race</b>	Neutral Impact
<b>Religion or Belief (Includes no belief)</b>	Neutral Impact
<b>Sex (Gender)</b>	There are some recommendations that seek to improve the access to facilities for female participants. E.g. improvements to changing facilities to allow male and female changing areas.
<b>Sexual Orientation</b>	Neutral Impact
<b>Other protected groups (Pregnancy &amp; maternity, marriage &amp; civil partnership)</b>	Neutral Impact
<b>Other socially excluded groups (Carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)</b>	Neutral Impact

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

None identified

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The strategies seek to improve the accessibility, quantity and quality of open spaces, outdoor and indoor sport facilities. A number of recommendations are made within the Action Plans that seek to improve access to protected grounds. E.g. Improved changing facilities for female outdoor sports participants.

#### ■ **Step 6- Monitoring, evaluation and review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

This EIA will be reviewed as the individual actions progress to ensure compliance.

How will the recommendations of this assessment be built into wider planning and review processes?  
E.g. policy reviews, annual plans and use of performance management systems.

Actions from within the Action Plans will form part of the Council's corporate business planning through inclusion in the Corporate Plan and within Team Plans.

**Step 7- Action Plan**

**Please include any identified concerns/actions/issues in this action plan:**

The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date
1			
2			

**Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

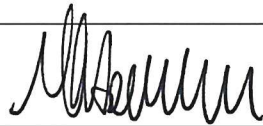
	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
<b>Employees</b>	√	Published on intranet
<b>Service users</b>	√	Published with Cabinet report
<b>Partners and stakeholders</b>	√	Published with Cabinet report
<b>Others</b>	√	Published with Cabinet report
<b>To ensure ease of access, what other communication needs/concerns are there?</b>	√	Include in paper format in areas where controls will be renewed or altered.

Please delete as appropriate

I agree with this assessment plan

If *disagree*, state action/s required, reasons and details of who is to carry them out with timescales:

Signed (Service Head):



MATT BRADFORD  
HEAD OF CLEANING AND OPEN SPACES

Date:

2.12.18.

Please send completed & signed assessment to Suzanne Kinder for publishing.

- Step 9- Conclusion (to be completed and signed by the Service Head)