

# Chesterfield Borough Council

## Equality Impact Assessment - Full Assessment Form Sports Facilities Strategy 2015 - 2028.

Service Area: **Environment**  
Section: **Sport and Leisure**  
Lead Officer: **Mick Blythe**

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: **Modernising the provision and management of Chesterfield Borough Council's Sports Facilities provision.**

Is the policy, project, service, function or strategy:

Existing

Changed

New/Proposed [new Strategy]

### **STEP 1 – MAKE SURE YOU HAVE CLEAR AIMS AND OBJECTIVES**

#### **Introduction and scope**

This EIA assesses the impacts of the Sports Facilities Strategy (SFS) provision in the borough which is part of the Council's core planning strategy. This EIA should be considered alongside the following EIAs which will be undertaken when details are completed regarding:

- Playing Pitch and Outdoor Sports Strategy (Adopted December 2014)
- Parks and Open Spaces Strategy
- Sport and Physical Activity Strategy

This EIA assesses the impact of the Strategy, which provides an overarching direction for provision and management of Chesterfield Borough Council's Playing Pitch and Outdoor Sports provision. Where appropriate, further EIAs will be undertaken to assess the impact of proposals to change specific facilities on the community and employees.

#### **What is the aim of the policy, project, service, function or strategy?**

The aim of this project is to ensure that Chesterfield has a fit for purpose, sustainable and accessible range of Swimming Pools, Sports Halls and Artificial Grass Pitches able to support sport and high quality health and wellbeing services to the community.

#### **Who is the policy, project, service, function or strategy going to benefit and how?**

The Strategy will provide and enhance an accessible benefit to all currently active members of the community and support engagement and increased participation by more residents and visitors to the borough by providing sustainable high quality sports facility provision.

Chesterfield Borough has a higher proportion of residents than average that are currently obese and almost half of the adult population would like to participate in sport more frequently. There is also an increasing ageing population.

### **What outcomes do you want to achieve?**

The Council wishes to achieve the following outcomes:

- To get more people in the borough active and healthy
- To enhance customer experience through modern, fit for purpose facilities, increased flexibility in programming, quality and accessibility to both public and private facilities.
- Flexibility in service provision, and ability to adapt to the requirements of changing community needs;
- Better knowledge of our user base, and use of this knowledge to enable targeted marketing and publicity to broaden the community participation impact.
- Increased participation levels and retention levels in individual and club\ group activity
- Increase resident satisfaction rates
- Increase employee satisfaction rates
- More accessible and better quality sport leisure and health and wellbeing services
- Creating a productive partnership with other key partner agencies
- Increased efficiency in planning and spatial use to provide affordable and sustainable facilities in the borough as a whole.

### **What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?**

During the future development of community infrastructure there will be a number of challenges including:

- Maintaining and enhancing resident and visitor communication channels to ensure maximum participation increase and retention, in particular sustaining and developing local community and sports club provision
- Maintaining the ethos of the sport and leisure service and protecting access to all must be balanced with the need to become more business orientated, commercially aware, and implementing new methodology in approaches to planning and use of acquired land and current assets.
- Maintaining employee motivation and support is essential whilst undergoing fundamental change and driving continuous improvements to the service.

## **STEP 2 – COLLECTING YOUR INFORMATION**

### **What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?**

In assessing the potential Equalities Impacts of this project, the Council has considered the following data sources:

- Existing community facilities including private and public provision, access, equipment and quality.
- NAAs background report on needs and evidence for facilities and services
- Engagement with stakeholder groups including National Governing Bodies and Sport England.

- State of the Borough Report 2010, 2011 and 2013 including Health Profiles
- Sport England Active People Survey
- Local Club consultation
- Local community consultation data
- Sport England Facilities Planning Model evidence base

**STEP 3 – FURTHER ENGAGEMENT ACTIVITIES**

Please list any additional engagement activities undertaken to complete this EIA e.g. met with the Equalities Advisory Group, local BME groups, Employee representatives etc. Could you also please summarise the main findings.

Please note the engagement activity listed relates to the new Queen’s Park Sports Centre build project. Details of engagement activity relating to other aspects of the project e.g. Sport and Leisure Restructure, lean review, in-house delivery etc. are available upon request.

Date	Engagement Activity	Main findings \ actions
July 2014	Preparation of SFS brief in consultation with Sport England	<ul style="list-style-type: none"> <li>• CBC strategies identified as out of date and in need of urgent renewal</li> <li>• CBC Core Strategy weak due to lack of needs and evidence for Planning use.</li> <li>• Key project funding opportunity for replacement QPSC at risk.</li> </ul>
July 2014	Procurement of Specialist Support to develop undertake strategic needs assessment and strategy development	<ul style="list-style-type: none"> <li>• Consulted with Planning Team on key needs re Core Strategy</li> <li>• Developed brief and signed off with Statutory consultees Sport England.</li> <li>• Appointed NAA associates from Sport England Framework</li> <li>• Action Plan agreed for SFS development building on recent PPS work.</li> </ul>
September 2014	Commenced Needs and Evidence work in borough	<ul style="list-style-type: none"> <li>• Reviewed recent PPS and Community consultation re new QPSC. Further consulted with Active Chesterfield and other key stakeholders including Sport England and CBC Planning teams.</li> <li>• Committed to Sport England 3 step programme of best practice for facilities planning.</li> <li>• Elected Member Consultation – engage and inform.</li> </ul>
November 2014	Needs and Evidence Report prepared	<ul style="list-style-type: none"> <li>• Reported findings and developed draft SFS and action plan recommendations</li> <li>• Prepared and delivered Leisure Scrutiny sub group presentation on findings and recommendations</li> <li>• Completed strategy and action plan drafting with specialists NAA and internal teams</li> <li>• Consulted Planning Team and Sport England</li> </ul>

Date	Engagement Activity	Main findings \ actions
		regarding draft Strategy and publicising SFS draft on website.
November \ 2014	Commenced Strategy adoption process	<ul style="list-style-type: none"> <li>• Further consultation with stakeholders and publicising draft SFS on recommendations</li> <li>• Ongoing Consultation with Sport England</li> <li>• Circulation of draft strategy and action plan to stakeholders for further comment.</li> <li>• Agreed reporting date for Enterprise and Wellbeing Scrutiny committee</li> </ul>
December 2014	Equality and Diversity Group	<ul style="list-style-type: none"> <li>• Consultation on Strategy with CBC Policy team to ensure process and outcomes fully endorsed and meet expectations.</li> </ul>
December 2014	Enterprise and Wellbeing Scrutiny Committee	<ul style="list-style-type: none"> <li>• Presentation of draft strategy and associated process by Sport and Leisure Manager. Advise and consult on process and planned outcomes.</li> <li>• Consider outcome of Scrutiny process and any impact on draft SFS.</li> <li>• Draft strategy report in accordance with governance to reflect quality and core priorities appropriately addressed. Robust action plan agreed as draft.</li> </ul>
January 2015	Submit draft strategy to Cabinet and subsequently Full Council for adoption	<ul style="list-style-type: none"> <li>• Report to Cabinet for recommendation to Full Council based on strategy assessed as suitable and sufficient due to robust and recommended process.</li> <li>• Adoption by Full Council to meet core strategy needs and future development of CBC Planning.</li> </ul>

#### **STEP 4 – WHAT’S THE IMPACT?**

Is there an impact (positive or negative) on some groups/people with protected characteristics in the community? (think about race, disability, age, gender, religion or belief, sexual orientation and other socially excluded communities or groups). You may also need to think about sub groups within each equalities group or protected characteristics e.g. older women, younger men, disabled women etc.

Please describe the potential impacts both positive and negative and any action we are able to take to reduce negative impacts or enhance the positive impacts.

**Assessment of impact on members of the public**

Group or Protected Characteristic	Positive impacts	Negative impacts	Action
<p><b>Overall impacts on the general public</b></p> <p>Overall, the new strategy will have the following positive impacts on individuals, sports organisations, clubs and teams and the wider community:</p> <ul style="list-style-type: none"> <li>• Better quality, accessible, fit for purpose facilities with improved access to sport, health and wellbeing opportunities</li> <li>• Overall improvement in participation, quality and user satisfaction</li> <li>• Improved sustainability of clubs due to more accessible and good quality facilities</li> <li>• Improved ability to accommodate participation development for people of all ages.</li> <li>• Better access to services in a variety of ways including access, flexibility of provision.</li> <li>• Increased awareness and knowledge of what's going through more focussed use of facilities.</li> <li>• The activities and facilities will be flexible and responsive to the needs of the community.</li> <li>• This will be enabled through</li> </ul>	<p>Overall, the strategy may have the following negative impacts on residents:</p> <ul style="list-style-type: none"> <li>• Some activities and facilities may remain restricted due to local policies in Schools.</li> <li>• Any new arrangements may require different travel arrangements to access facilities.</li> <li>• A mix of different providers may involve more commercial arrangements being adopted and potentially requiring innovative options being adopted for some target groups.</li> <li>• Maintaining quality standards may in some instances require restrictions to current facilities which may suffer from low levels of investment in the future.</li> <li>• Regular reviews of needs and evidence may cause upset amongst communities where changes to well loved assets are proposed – careful management of change will be required. Where appropriate, further EIAs will be undertaken</li> </ul>	<p>The Council delivers a range of initiatives and policies that seek to respond to our community needs. Engagement is essential with target groups including disability groups and faith groups for the provision of appropriate Sport and Leisure activities, and managing pricing to ensure that users from all socio-demographic groups continue to be able to access a wide range of sporting facilities within communities.</p> <p>The Council is committed to the provision of a range of Sports and Leisure activities accessible to all. Residents with protected characteristics will have at least the same level of access to the Sports Facilities as they do now. This will include people with no income receiving Universal Credit. .</p> <p>Evidence will be collected and used to ensure that provision of activities is based on the needs of the community using tools such as the Sport England facilities planning model and linked</p>	

**Assessment of impact on members of the public**

<b>Group or Protected Characteristic</b>	<b>Positive impacts</b>	<b>Negative impacts</b>	<b>Action</b>
	<p>effective monitoring and use of Active People survey, NGB and local community club data.</p> <ul style="list-style-type: none"> <li>• Improved facility quality and accessibility</li> <li>• Sustainable delivery costs through more coordinated needs and evidence based provision.</li> </ul>	<p>to assess the impact of these proposals.</p>	<p>consultation with stakeholders and NGBs. The Active Power data base will be maintained for Chesterfield Borough with Sport England.</p> <p>Use of alternative programming and strategic use of alternative provision within the catchment area will ensure that appropriate participation pathways are available for activities.</p>
<p><b>Age – including older people and younger people.</b></p>	<p>See overall impact</p> <p>It is also expected that any changes will also benefit parents and carers who wish to access family friendly facilities.</p>	<p>See overall impact</p>	<p>The needs of younger and older people have been taken into account within the SFS and action plan. This includes addressing design and access issues including changing provision, safeguarding needs, size, and type of facilities</p> <p>See overall impact</p>
<p><b>Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.</b></p>	<p>See overall impact</p> <p>The new strategy will deliver improved accessibility measures including:</p> <ul style="list-style-type: none"> <li>• Type and range of facilities and quality</li> <li>• Meeting NGB design and quality standards</li> </ul>	<p>See overall impact</p>	<p>Accessibility considerations include for the development of participation by people of all ages and with varying levels of capability including disability. It is expected that the SFS will facilitate the widest possible needs for people to be able to enjoy access to sport and health related activity to the best of their ability and maximise</p>

<b><u>Assessment of impact on members of the public</u></b>			
<b>Group or Protected Characteristic</b>	<b>Positive impacts</b>	<b>Negative impacts</b>	<b>Action</b>
			their potential accordingly.
<b>Gender – men, women and transgender.</b>	See overall impact Existing facilities will be enhanced where it is possible and practical to do so to improve them for transgender people.	See overall impact	See overall impact
<b>Marital status including civil partnership.</b>	See overall impact	See overall impact	See overall impact
<b>Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.</b>	See overall impact The strategy will enable and encourage participation in sport, health and wellbeing activities by providing facilities for all, including specific activities in the Sports and Physical Activity Strategy to promote participation for pregnant women and new mothers	See overall impact	A wider Sports and Physical Activity Strategy to be linked to this SFS and the PPS and Outdoor Sports Strategy will include inclusive activities to promote participation for groups such as pregnant women and new mothers, for example, 'buggy walks' for new mothers and their babies planned along routes that are suitable for mums with buggies

<b>Assessment of impact on members of the public</b>			
<b>Group or Protected Characteristic</b>	<b>Positive impacts</b>	<b>Negative impacts</b>	<b>Action</b>
<b>Sexual Orientation</b> – Heterosexual, Lesbian, gay men and bi-sexual people.	See overall impact	See overall impact	See overall impact
<b>Ethnic Groups</b>	See overall impact	See overall impact	Continue to provide community opportunities and facilities that meet the needs of people of all ethnicities.
<b>Religions and Beliefs including those with no religion and/or beliefs.</b>	See overall impact	See overall impact	Continue to provide access to facilities that meet the needs of people of all religions, e.g. women and girls.
<b>Other groups e.g. those experiencing deprivation and/or health inequalities.</b>	See overall impact	Pricing of some club or team activities could exclude some groups who cannot afford to pay.	The Council will continue to use concessionary schemes and an inclusive pricing structure which will be closely monitored and managed to ensure that services remain accessible to all.  With this in mind, the Council will ensure the pricing policy for key activities retains flexibility to assist with the development of new initiatives and \ or protect specific activities where measurable outcomes link directly with the councils vision and priorities for the borough . Support can for example



<b><u>Assessment of impact on members of the public</u></b>			
<b>Group or Protected Characteristic</b>	<b>Positive impacts</b>	<b>Negative impacts</b>	<b>Action</b>
			be accessed through the Councils Community Chest.

**From the information gathered above does the policy, project, service, function or strategy directly or indirectly discriminate against any particular group or protected characteristic?**

Yes   
No

**If yes what action can be taken to stop the discrimination?**

Please see the mitigating action identified in the table above.

## **STEP 5 – RECOMMENDATIONS AND DECISION MAKING**

**How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?**

The range of engagement activities and discussions which have taken place during the development of this EIA have drawn attention to the areas of the service which sets Council run facilities apart from businesses, and which need to be addressed and protected when developing the service. Positive changes are reflected in the resultant SFS recommendations and action plan which have been made to improve the accessibility, balance and quality of provision which will benefit not only any identified protected or at risk groups; but the whole community.

**How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?**

The Strategy will be implemented and monitored by the Sport and Leisure Team in collaboration with the Green Space and Planning Teams. This EIA will be reviewed as part of the monitoring arrangements set out in the SFS and as changes are proposed to any of the services or facilities within the borough, further consultation and impact assessments will take place as may be appropriate to the particular initiatives involved.

## **STEP 6 – KNOWLEDGE MANAGEMENT AND PUBLICATION**

Please note the draft EIA should be reviewed by the appropriate Head of Service/Service Manager and the Policy Service before WBR, Lead Member, Cabinet, Council reports are produced.

Prepared by Service Manager

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Date: 6<sup>th</sup> December 2014

Reviewed by Policy Service

Name: Katy Marshall

Date: