

City of York Council
Draft Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Customer and Communities		
Service Area:	Sport and Active Leisure		
Name of the proposal:	Heworth Without Multi-Use Games Area		
Lead officer:	Paul Ramskill		
Date assessment completed:	18 August 2022		
Names of those who contributed to the assessment:			
Name	Job title	Organisation	Area of expertise
Pauline Stuchfield	Director Customer and Communities	City of York Council	Council Director
Charlie Croft	Assistant Director Customer and Communities	City of York Council	Communities Lead
Cllr. N. Ayre	Heworth Without Ward Councillor	City of York Council	Ward Member

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	To undertake an Equality Impact Assessment on the instatement of a Multi-Use Games Area within the Heworth Without Ward.
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	None.
1.3	Who are the stakeholders and what are their interests?
	Heworth Without Parish Council – Responding on the interests of the local community / parishioners. Heworth Without Councillor – Responding to the instatement of a community facility and on the interests of local community.
1.4	What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	The outcome of this project is to instate a multi-use games area within the Heworth Without Ward that is managed and maintained with appropriate access for children and young people.

Step 2 – Gathering the information and feedback

2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
Source of data/supporting evidence	Reason for using	
Heworth Without Parish Council Spring 2021 newsletter that was distributed to all residents within Heworth Without Parish in March 2021.	The Parish Council asked a number of questions, the responses to which will be used to help shape this project.	
Strategic participation rates / playing pitch strategy and Sport England’s Accessible Sports Facilities Formerly known as Access for Disabled People Design Guidance Note Updated 2010	Planning related and evidence documents.	

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
Gaps in data or knowledge	Action to deal with this	
Community consultation as part of the planning process.	We will undertake further community consultation throughout the planning process to get the best facility possible within the available budget.	

Step 4 – Analysing the impacts or effects.

4.1	<p>Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.</p>		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	The site will be used by children and young people.	+	H
Disability	<p>Sport England’s Accessible Sports Facilities Formerly known as Access for Disabled People Design Guidance Note Updated 2010 notes that artificial grass surfaces ‘are generally unpopular with players because they are considered to be ‘hard work’’, it should be noted here that not all disabilities are of a physical nature, but this will be considered in the final decision on the type of surface used as an artificial grass pitch will not be as accessible as a tarmac facility. We would be looking to make sure a path was installed to get participants onto the MUGA. Where the above considerations regarding opportunities for disabled people cannot be met, we believe the local leisure centre Burnholme Sports Centre being an accessible community sports facilities supports disability sport activities. This will be discussed with the council’s incoming Access Officer / Consultant.</p>	+	M
Gender			

Gender Reassignment			
Marriage and civil partnership			
Pregnancy and maternity	The site will be a safe place for physical activity to take place.	+	M
Race			
Religion and belief			
Sexual orientation			
Other Socio-economic groups including:	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer			
Low income groups	By instating a multi-use games area that is open at key times for children and young people to use has been taken into consideration within the options and will be free to access. Impact of Covid, less funds available, reduction in participation rates. Extracurricular activity and the support of their educational attainment.	+	H
Veterans, Armed Forces Community			
Other			

Impact on human rights:			
List any human rights impacted.	None.		

Use the following guidance to inform your responses:

Indicate:

- Where you think that the proposal could have a **POSITIVE** impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a **NEGATIVE** impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a **NEUTRAL** effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p>High impact (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p>Medium impact (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p>Low impact (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
Based on this equality impact assessment we believe it will have a positive impact on the local community.	

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
- No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.	

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination, it should be removed or changed.

Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
No major change to the proposal at this stage	As discussed above the adverse impact noted is against the access for disabled people, particularly for those with a physical disability. We would be looking to make sure a path was installed to secure access for disabled participants onto the MUGA. Where the above considerations regarding opportunities for disabled people cannot be met, we believe the local leisure centre Burnholme Sports Centre being an accessible community sports facilities supports disability sport activities. This will be discussed with the council's incoming Access Officer / Consultant.

8.1	<p>How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?</p>
<p>As part of the planning application process, we will undertake further community consultation. We will keep the equality impact assessment live throughout the process and continue to monitor the impact against the protected characteristics. Once the facility has been built, we will be able to assess those that are using the site against the protected characteristics.</p>	

Step 7 – Summary of agreed actions resulting from the assessment

7.1	What action, by whom, will be undertaken as a result of the impact assessment.		
Impact/issue	Action to be taken	Person responsible	Timescale
Community Consultation.	Further community consultation as part of the planning process.	Community Sports Officer, Community Officers and Ward Members.	Autumn 2022.

Step 8 - Monitor, review and improve