

# BCP Equality Impact Assessment Template

## Executive Summary and Conclusions

*Once the Equality Impact Assessment Template has been completed, please summarise the key findings here. Please send a copy of your final document to the Policy and Performance Team.*

The Playing Pitch Strategy sets out a vision which centres on the provision of high-quality pitches being available to meet the demand for participation in club based and informal / casual sports.

The delivery of the strategy and associated projects will be a partnership approach between BCP Council, education providers, Active Dorset, Sport England, sports National Governing Bodies, clubs, local communities, sports trusts and the private sector, with the aim of increasing participation in sport, to maintain and enhance the quality of existing facilities and ensure that sports using playing pitches are attractive to existing and new participants and their families.

As this refers to a strategy, it is not possible to ensure that every item listed on the proposed working action plan is incorporated into an overarching EIA.

As no decisions on future service provision will be taken by adopting the strategy, any future site-specific decisions based on the strategy will be subject to separate equality impact assessments before they are confirmed.

There will be a commitment by BCP Council to work with relevant organisations, especially Sport England and National Governing Bodies, to strive to achieve better awareness and understanding of wider user groups and to ensure our facilities and local organisations are welcoming and accessible to all, regardless of age, gender, ethnicity, religion or disability.

As individual projects are developed, Equality Impact Assessments must be completed, referring to local need and guided by both demographics and targeted consultation. Up to date demographic information about the make-up of communities within BCP can be found [here](#)

## BCP Equality Impact Assessment Template

Part 1 - The Project	
<b>Policy/Service under development/review:</b>	Playing Pitch Strategy 2020 – 2033
<b>Service Unit:</b>	Greenspace & Conservation
<b>Service Lead:</b>	Michael Rowland
<b>Equality Impact Assessment Team:</b>	Paul Mitchell Michael Rowland
<b>Date assessment started:</b>	20/11/20

Part 1 - The Project	
<b>Date assessment completed:</b>	02/12/20

## BCP Equality Impact Assessment Template

<p>What are the aims/objectives of the policy/service?</p>	<p>The Playing Pitch Strategy (PPS) plays a number of important roles in sport, leisure and planning terms and has a direct link into the health and wellbeing agenda both in relation to formal club based sport and social, casual and informal sport, aimed at getting people more active (with positive outcomes for health and well-being).</p>
	<p>The PPS provides an audit of the quality, quantity and accessibility of playing pitches, establishes current levels of demand and whether pitches are being over/under-used. Using population forecasts, the PPS projects forward demand likely to arise by the end of the strategy period so that the appropriate level of pitch provision can be planned and developed for the future.</p> <p>The PPS provides Planning Officers with an assessment tool and evidence to help protect, mitigate for loss and lever developer contributions towards planned facilities to meet the future needs of a growing population.</p>
<p>What outcomes will be achieved with the new or changed policy/service?</p>	<p>The BCP Council Playing Pitch Strategy replaces the previous Playing Pitch Strategies for the former Bournemouth Borough Council, Christchurch Borough Council and Borough of Poole areas and covers the period between 2020 and 2033 in alignment with the emerging new Local Plan.</p> <p>The strategy, which is compliant with Sport England guidance, focuses on current provision and future need for football, rugby union, cricket and hockey pitches (both grass and artificial surfaces).</p>

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<p>Are there any associated services, policies or procedures?</p>	<p>This is the adoption of a strategy and will have no direct impact on services or procedures. Any future resulting projects will be subject to thorough EIA Screening assessment.</p>
<p>Please list the main people, or groups, that this policy/service is designed to benefit, and any other stakeholders involved:</p>	<p>All BCP residents, residents in neighbouring boroughs / districts and visitors will benefit from the revised Playing Pitch Strategy and proposed projects which have resulted from thorough assessment of playing pitches and required improvements in terms of quality, quantity and accessibility in accessing provision.</p>
<b>Part 1 - The Project</b>	
<p>With consideration for their clients, please list any other organisations, statutory, voluntary or community that the policy/service/process will affect:</p>	<p>All users, clubs, member organisations and national governing bodies that use playing pitches in the BCP area will potentially benefit from a refreshed and up to date Playing Pitch Strategy.</p>

# BCP Equality Impact Assessment Template

## Part 2 – Supporting Evidence<sup>1</sup>

Please list and/or link to below any recent & relevant consultation & engagement that can be used to demonstrate a clear understanding of those with a legitimate interest in the policy/service/process and the relevant findings:

Detailed knowledge was collected about specific facilities relating to accessibility, quality, quantity and demand.

The majority of surveys were sent via email as an attachment or identifying a link to an electronic survey which could be completed online. Those sent a survey were sent at least one reminder prior to or soon after the deadline to help ensure as high a response rate as possible.

- National Governing Bodies from individual sports sent surveys to their club database for their views on accessibility, quality, quantity (and demand) of facilities. Monitoring data was collected by NGB's.
- Active Dorset sent surveys to coaches and volunteers from their database, using NGB recommended questions.
- Playing Pitch Strategy Consultation – This consultation was organised through the BCP Consultation / Insight team and asked people for their views on the draft PPS. Participants were offered the opportunity to comment on age, ethnicity, sexual orientation, any health problems or disabilities, religion. (Feb – April 2020)
- Active Dorset ran a survey with Dorset Race Equality Council at the time of consultation to try to reach potentially underrepresented communities. As well as monitoring data questions, this asked views for any barriers people felt they had to taking part in physical activity and locations that people felt they would like to be most active.

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<sup>1</sup> This could include: service monitoring reports, research, customer satisfaction surveys & feedback, workforce monitoring, staff surveys, opinions and information from trade unions, previous completed EIAs (including those of other organisations) feedback from focus groups & individuals or organisations representing the interests of key target groups or similar.

## BCP Equality Impact Assessment Template

- Workshop sessions for the previous legacy councils were held exploring Challenges/ Opportunities/ Key issues around accessibility issues facing specific groups less likely to be involved in the mainstream sports and physical activity offer, i.e. those with poor mental health, disability, learning disability, ethnic minority access to sport, lower socio economic groups, carers, disengaged children and young people & families. This information remains relevant for the 2020 – 2033 strategy as this is a refresh of earlier legacy strategies.
- Bournemouth & Poole Sports Facilities Strategy and Action Plan (2014 – 2026) – Consultation & Engagement Report

Areas considered and discussed included:

- Inclusivity – involvement of local population especially more deprived areas joining in sporting activities and the need to engage/ involve local people.
- Ensuring opportunities in recognising diversity and providing appropriate facilities to allow for access and development. E.g. faith/ religion, race equality, days of the week access.
- Providing right facilities to encourage wider participation e.g. race equality / faith groups, times of prayer, religious festivities, dietary, and gender issues.
- Homophobia in sports, issues arising in terms of access.
- Sustainable travel to access sports facilities and pitches rather than reliance on car.

*If there is insufficient consultation or engagement information please explain in the Action plan what further consultation will be undertaken, who with and how.*

## BCP Equality Impact Assessment Template

### Part 3 – Assessing the Impact by Equality Characteristic

Use the evidence to determine the impacts, positive or negative for each Equality Characteristic listed below. Listing negative impacts will help protect the organisation from potential litigation in the future, it does not mean the policy cannot continue.

**Click here** for more guidance on how to understand the impact of the service/policy/procedure against each characteristic.

If the impact is not known please explain in the Action plan what steps will be taken to find out.

	Actual or potential positive outcome	Actual or potential negative outcome
1. Age <sup>2</sup>	Where possible provide improved access to facilities for all age groups. For example, consideration of level access, cafe facilities, provision of variable level seating appropriate changing facilities and toilets may be amongst possible improvements to facilities.	
2. Disability <sup>3</sup>	As above, where possible provide improved access to facilities for all user groups, including those with disabilities	
3. Sex	Provide increased access to sports provision and facility access for any gender.  Consider future design of ancillary facilities such as changing rooms and showers for all groups	

<sup>2</sup> Under this characteristic, The Equality Act only applies to those over 18.

<sup>3</sup> Consider any reasonable adjustments that may need to be made to ensure fair access.

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	Actual or potential positive outcome	Actual or potential negative outcome
4. Gender reassignment <sup>4</sup>	Provide increased access to sports provision and facility access for any gender, including that of consideration for individuals during gender reassignment. For example, by considering design and provision of suitable changing and toilet facilities.	
5. Pregnancy and Maternity	Provide increased access to facilities for pregnant and nursing mothers. For example, by ensuring provision of baby changing and toilet facilities.	
6. Marriage and Civil Partnership	N/A	

<sup>4</sup> Transgender refers people have a gender identity or gender expression that differs to the sex assigned at birth.



## BCP Equality Impact Assessment Template

7. Race	<p>Sports provision and access to facilities should be available and promoted to all residents and visitors across all ethnic / race groups.</p> <p>For example, consideration to clear signage (mainly graphic with limited text) can encourage people who are not confident about accessing available sports provision.</p>	
8. Religion or Belief	<p>Sports provision and access to facilities should be available and promoted to all residents and visitors, regardless of religion or belief.</p>	
9. Sexual Orientation	<p>Sports provision and access to facilities should be available and promoted to all residents and visitors regardless of sexual orientation.</p>	
10. Armed Forces Community	<p>Sports provision and access to facilities are available and should be relevant to all serving and retired forces personnel to enable them to access sports facilities</p>	

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	Actual or potential positive outcome	Actual or potential negative outcome
11. Any other factors/groups e.g. socio-economic status/carers etc <sup>5</sup>	Improved health and wellbeing, Higher levels of participation.	
12. Human Rights	N/A	

**Any policy which shows actual or potential unlawful discrimination must be stopped, removed or changed.**

### Part 4 – Equality Impact Action Plan

Please complete this Action Plan for any negative or unknown impacts identified in the assessment table above.

Issue identified	Action required to reduce impact	Timescale	Responsible officer
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<sup>5</sup> People on low incomes or no income, unemployed, carers, part-time, seasonal workers and shift workers

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Lower levels of participation in field sports among people who live with disabilities and females when compared to males.	Partners to be encouraged to comply with the requirements of the public sector equality duty and take steps to improve access to sport and increase participation where there is underrepresentation or low levels of participation from any specific protected group as defined within the Equality Act 2010	On amendment or renewal of a contract or lease, or when a new project is being developed.	Head of relevant service
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**Key contacts for further advice and guidance:**

**Equality & Diversity:**

[Sam Johnson - Policy and Performance Manager](#)

**Consultation & Research:**

[Lisa Stuchberry – Insight Manager](#)