

Equality Impact Assessment: conversation screening tool

[Use this form to prompt an EIA conversation and capture the output between officers, stakeholders and interested groups. This completed form or a full EIA report will be published as part of the decision-making process]

Policy/Service under development/review:	Development of a 3G Synthetic Turf Pitch (STP) at Rossmore Leisure Centre
What changes are being made to the policy/service?	Removal of 2 full size grass pitches, replaced with full sized 3G STP and 9v9 grass pitch
Service Unit:	Destination & Culture
Persons present in the conversation and their role/experience in the service:	Sophie Bradfield Policy and Performance Officer, Jan Hill Recreation Development Team Leader, Jude Martin Recreation Development Officer.
Conversation dates:	11 March 2021
Do you know your current or potential client base? Who are the key stakeholders?	<p>Current:</p> <p>Everyone Active (EA) – operator St Aldhelms Academy (StAA) – lease/user Local football clubs – hirers Local community – fireworks night Football Foundation – Charity Dorset County Football Association – National Governing Body for football</p> <p>Future:</p> <p>Everyone Active – operator St Aldhelms Academy – lease/user Local football clubs – hirers Key Partner Club – tbc (local football club) Football Foundation (FF) – Charity Dorset County Football Association (DCFA) – National Governing Body for football</p> <p>The development is being undertaken with the FF and DCFA. Part of the grant conditions with the FF involve the drafting & implementation of a Football Development Plan, including working with a Key Partner Club. This will involve delivering particular outcomes for particular groups including women and girls, disability etc.</p>

Do different groups have different needs or experiences in relation to the policy/service?	<p>The new facility will offer a quality, safe, managed, enclosed, all weather and floodlight environment which will meet the needs of some of the protected characteristics groups, including:</p> <p>Gender, women & girls Age Low income Disability Gender Reassignment</p>
Will the policy or service change affect any of these service users?	Please see above/below.
What are the benefits or positive impacts of the policy/service change on current or potential service users?	<p>The new facility will offer a quality, safe, managed, enclosed, all weather and floodlight environment which will offer the protected characteristics groups opportunities, including:</p> <p>Gender - women and girls – more likely to play at this facility as it is managed, floodlight and safer environment. Age – all ages would feel safer from very young to older people. Competitive opportunities will be available via the partner club. Academy students will have daily access to a quality facility. Low income - partner football club will offer various coached opportunities for local families via club hired sessions. EA will offer discounted opportunities to those hirers who qualify via Access to Leisure & Learning discount scheme. Disability – special needs groups including those with learning disabilities, quality coached sessions via partner club. Gender reassignment – participants can come along changed however there will be the opportunity for individual changing cubicles within the leisure centre if required.</p>
What are the negative impacts of the policy/service change on current or potential service users?	<p>Appropriate footwear. Loss of two adult grass pitches</p>
Will the policy or service change affect employees?	New skills will need to be learnt by leisure centre staff to maintain the pitch. The facility will be cleaned (litter picked) prior to hand over from the Academy to Leisure Centre or Leisure Centre to Academy.

	The STP will enhance the service provision on offer at the Centre and the Academy.
Will the policy or service change affect the wider community?	The STP will enhance the service provision on offer at the Centre and the Academy.
What mitigating actions are planned or already in place for those negatively affected by the policy/service change?	<p>The need for appropriate footwear – this has been considered by St AA who are committed to assisting as required and the Kids Initiative charity who can supply appropriate footwear.</p> <p>The adult grass pitches are being replaced with a STP however there are other grass pitches available across the area, if clubs do not want to, or are unable, to hire the STP for whatever reason.</p> <p>Cost of hire – the partner football club will offer various sessions for the local community to participate in. EA will offer discounted opportunities to those hirers who qualify via Access to Leisure & Learning discount scheme. Academy students will have use of the facility during the Academy day.</p>
Summary of Equality Implications:	<p>There are no equality implications directly linked to the decision for a new short-term arrangement for sites in Poole with current operators Everyone Active however, the facilities and services they operate provide a wide range of services which are accessible to all equality groups, who would be significantly impacted should the service be interrupted or the facilities close.</p> <p>We have considered the current and future users of the facilities (loss of grass pitch and future STP) particularly in relation to the protected characteristics groups and can mitigate the negative impacts and promote a series of benefits in relation to the development of the STP – please see the Equalities Impact Assessment in Appendix 3.c. Mitigation includes assistance with appropriate footwear via the Academy or Kids Initiative Charity, availability of alternative grass pitches and different access arrangement to play football via the partner football club sessions or Academy.</p> <p>There are a number of benefits from this development which would assist the protected groups primarily a quality, safe, managed, enclosed, all weather and floodlight environment to exercise within, particularly benefiting women and girls, those with special needs and those on low incomes. The new STP facility will be available to all, through community and club bookings. During term time the Academy will have access for its students for education use.</p>

For any questions on this, please contact the Policy and Performance Team by emailing performance@bcpcouncil.gov.uk