

## Equality Analysis Template

<b>Directorate: Community and Wellbeing</b>  <b>Service Area:</b> Leisure and Community Wellbeing	<b>Lead Officer:</b> Claire Moore  <b>Date completed:</b> 22 July 2020
<b>Service / Function / Policy / Procedure to be assessed:</b>  The Spelthorne Playing Pitch Strategy	
<b>Is this:</b> New / Proposed <input type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input checked="" type="checkbox"/>  (Please tick appropriate box)	<b>Review date:</b> July 2021

## Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

### **What are the aims and objectives/purpose of this service, function, policy or procedure?**

The overall aims of the Spelthorne Playing Pitch Strategy are to:

- present an overview of existing provision
- assess current and future demand as a result of housing growth and identify local needs
- ensure information is available to enable the Council to make the best use of all available resources and effectively manage Council owned facilities
- support sports clubs, schools and community organisations to maintain, manage and improve outdoor sports pitch provision across the Borough
- provide the evidence base needed to secure funds for capital investment to develop new provision and improve existing facilities
  - provide an evidence base for the Spelthorne Local Plan
- develop an action plan to ensure the continued provision of accessible and high quality sports pitches across the Borough

### **Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?**

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment	✓	
Advancing equality of opportunity	✓	
Fostering good community relations	✓	

**If not relevant to any of the three equality duties and this is agreed by your Head of Service**, the Equality Analysis is now complete - please send a copy to. **XXXXXXXXXXXX** **If relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

## **PART B: Full Equality Analysis.**

## Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

<b>What outcomes are sought and for whom?</b>	A strategic assessment of outdoor playing pitch provision with recommendations to ensure local provision meets the needs of the local community.
<b>Are there any associated policies, functions, services or procedures?</b>	The strategy is produced in line with all of the relevant corporate policies and procedures.
<b>If partners (including external partners) are involved in delivering the service, who are they?</b>	Ploszajski Lynch Consulting Ltd to produce the strategy A steering group consisting of representatives from Sport England, Active Surrey, Middlesex FA, The England and Wales Cricket Board, England Hockey and The Rugby Football Union. Local clubs and schools

## Step 2 – What does the information you have collected, or that you have available, tell you?

**What evidence/data already exists about the service and its users?** (in terms of its impact on the 'equality strands', i.e. race, disability, gender, gender identity, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

The following data is available for the borough as a whole:

- The current Spelthorne population prediction for 2020 is 101,087.
- The largest percentage of Spelthorne residents are aged between 30 and 59 years. Nationally 16.4% of the population are over 65 but in Spelthorne this figure is 17.36% and rising. By 2021 this figure is predicted to be 19.2%.
- 61.7% population in Spelthorne are between 16 and 74, this is slightly higher than the south east, but lower than England. This is the age which is generally considered to be economically active.
- In the 2011 census, people identified their ethnicity as follows :- 81% white british, 6.3% white other, 2.5% mixed ethnicity, 4.2% Asian / Asian British:Indian (the highest % compared with other Surrey Boroughs), 0.7% Asian / Asian British:Pakistani, 2.8% all other Asian ethnic groups, 1.6% Black/African/Caribbean/Black British 1% other ethnic groups and 12.7% all non-white ethnic groups.
- The unemployment rate in Spelthorne is 2.7%, which is lower than the regional (3.1%) and national (3.9%) averages.
- Approximately 1.8% of 16-18 year olds are not in education, employment or training in Surrey. The national average is 5.3%.
- In 2016 around 2% of the national population identified themselves as lesbian, gay or bisexual. In London this was 2.7%.
- Life expectancy in Spelthorne is 84.2 years for females and 81.2 years for males. This is slightly lower than Surrey, but higher than the averages for England and the South East.
- Life expectancy for people living in the most deprived areas of Spelthorne is lower when compared to the people living in the least

deprived areas. (5.7 years lower for men and 5.1 years lower for women).

- 10.6% of the population report at least two long term health conditions, at least one of which is musculoskeletal related. This rate is higher for Surrey (9.7%), but lower than the England average (12.1%).
- 6.42% of people in Spelthorne report that their day to day activities are limited a lot by health issues compared to 6.88% in the South East and 8.31% in England.
- Spelthorne has the highest rate of deprivation in Surrey.
- 57% of adults in Spelthorne are classified as being overweight or obese. This is higher when compared to Surrey but lower than the South East and England (2017/18). 33.5 % of year 6 children in Spelthorne are classified as overweight or obese which is higher than the rate in Surrey and the South East.
- 15.1% of adults in Spelthorne smoke which is higher than the England average of 14.4%.
- According to Active Lives survey 2018/19 Spelthorne is the most inactive borough in Surrey with 26.8% of people doing less than 30 minutes of moderate intensity physical activity a week. According to Active Lives survey 2017/18, 67% of young people in school years 1 to 11 are doing less physical activity than an average of 30 minutes a day both in and outside school.

**Has there been any consultation with, or input from, customers / service users or other stakeholders?** If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

Consultation has taken place with clubs, schools, National Governing Bodies and the County Sports Partnership by way of questionnaires, telephone conversations, face to face meetings and site visits. Stakeholders fed back information relating to pitch use and playing numbers.

**Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?**

Feedback was sort as part of the assessment for the playing pitch strategy. In addition the Council receive comments from clubs and other users relating to pitches or sites in the borough.

### Step 3 – Identifying the negative impact.

a. Is there any negative impact on individuals or groups in the community?

### **Barriers:**

What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:

- **Where** you provide your service, e.g. the facilities/premises;
- **Who** provides it, e.g. are staff trained and representative of the local population/users?
- **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g. opening hours?
- **What** is provided, e.g. does the service meet everyone's needs? How do you know?

\* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.

### **Solutions:**

What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:

- Other arrangements that can be made to ensure people's diverse needs are met;
- How your actions might help to promote good relations between communities;
- How you might prevent any unintentional future discrimination.

<b>Equality Themes</b>	<b>Barriers/Impacts identified</b>	<b>Solutions (ways in which you could mitigate the impact)</b>
<b>Age</b> (including children, young people and older people)	Lack of suitable size pitches for different ages	Take account of findings showing deficiencies in certain pitch sizes eg 7 v 7 or 9 v 9 and follow recommendations to help ensure sufficient supply for all ages groups. Review Council provision in line with demand for different pitch sizes.
<b>Disability</b> (including carers)	Some facilities not fully accessible	Check that sports pavilions and facilities are accessible to people with disabilities and encourage providers to make improvements as necessary.

<b>Gender</b> (men and women)	Lack of separate changing for male and females players/officials	Check that sports pavilions have changing rooms that are suitable for male and female players and officials and encourage providers to make improvements as necessary.
<b>Race</b> (including Gypsies & Travellers and Asylum Seekers)	None	
<b>Religion or belief</b> (including people of no religion or belief)	None	
<b>Gender Re-assignment</b> (those that are going through transition: male to female or female to male)	None	
<b>Pregnancy and Maternity</b>	None	
<b>Sexual orientation</b> (including gay, lesbian, bisexual and heterosexual)	None	

#### Step 4 – Changes or mitigating actions proposed or adopted

**Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?**

Recommendations which have an impact on equality should be actioned. Future reviews and assessments of sports pitches and pavilions should include a review of disabled access, age ranges and male / female facilities at each site.

#### Step 5 – Monitoring

**How are you going to monitor the existing service, function, policy or procedure ?**

Reviews of facilities will be undertaken as part of the strategy action plan

#### Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale/update
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Equality Analysis approved by:

Group Head:	Date:
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