

## Equality Impact Assessment (EIA)

### Title of policy/proposal and EIA number

Proposed revision of attendant cover at six sports grounds

### Date of assessment

14.10.20. Updated 01.12.20 and 07.01.21.

## Overview

This EIA considers the impact of the proposed revision of attendant cover at six sports grounds on the protected characteristics groups and the implications for the Public Sector Equality Duty (Equality Act 2010). Where any adverse impact is identified, mitigating actions will be considered.

### 1. What is being introduced/amended and why? What are the anticipated outcomes?

Our Sports Pavilions are well used and maintained by our Sports Attendants. It is proposed that six of our Sports Pavilions, which require attendant cover for Football Matches at weekends (Hatch Warren, Winklebury, Sherborne, War Memorial Park, Russell Howard and Stratton Park), are covered by a single mobile attendant that ensures we are utilising resource most efficiently whilst still maintaining great levels of service for these much used and loved facilities. The aim of the proposal is to improve efficiency and help meet the council's budget gap.

### 2. Who is intended to benefit from the policy/proposal etc.?

The proposal would go towards covering the gap in the council's budget, ensuring that essential services are maintained and continue to benefit a range of people in the borough. The proposal will provide an operational benefit, creating efficiencies and a positive impact for customers booking council operated sport facilities.

### 3. Using the table on the next page, identify who is affected by the policy/proposal etc. and explain if it has a differentially\* positive/negative or neutral impact on this/these group/s (read the notes below before you start)

*\* A 'differential impact' is when a policy/proposal etc. has a different impact on certain groups compared to others (positive = promotes equality or negative = disadvantages/ could discriminate). A 'neutral' impact is when something is generally positive or negative for everyone.*

Consider how the policy/proposal demonstrates due regard to the aims of the Public Sector Equality Duty (PSED)\*\*:

- a. Eliminating discrimination/harassment - furthering equal opportunities, removing/minimising disadvantage, could it disadvantage certain group/s?
- b. Advancing equality of opportunity - meeting needs of specific groups, encouraging participation, could it specifically support certain group/s?
- c. Promoting good relations between different groups - promoting understanding or integration between groups, could the proposal build better relationships between communities?

*\*\*For marriage and civil partnership, legislation requires you only need to demonstrate how you would eliminate unlawful discrimination, harassment and victimisation.*

**IMPORTANT:** Give brief reasons and **evidence** for your decision. Consider borough equality and diversity profile information, service monitoring data, census statistics, other organisations EIAs, customer consultation, etc. For any negative impact identified, describe actions already taken to address it. **Any planned actions to enhance a policy/proposal or address issues must be identified in section 5.**

<b>Consider and explain the impact/s of the proposal on the groups listed – use evidence to support this</b>				
<b>Characteristic</b>	<b>Group</b>	<b>Positive – meets the aims of the PSED by...</b>	<b>Adverse – could disadvantage by... / are there any mitigating actions?</b>	<b>Neutral – generally positive or potentially adverse impact for all</b>
<b>Age</b> Alter age ranges if appropriate	Under 16		To enable this to be implemented portable youth goals will not be provided for 5v5, 7v7 and 9v9 pitches which will impact younger users and youth clubs. Mitigation: all existing youth football club customers, will be issued with council portable youth goals (Please note: this has been implemented this year due to Covid restrictions on sharing equipment). New customers will be made aware of the requirement to supply and bring their own portable goals, however the council may be able to assist and lend goals to clubs on a case by case basis.	This proposal is not identified as having any differential impact on service users from these groups.
	16 to 64			
	Over 65			
<b>Sex</b>	Women			
	Men			
<b>Race</b>	White British			
	Other minority ethnic groups (please specify)			
<b>Disability &amp; Health</b>	Physical / sensory impairment			
	Long-term health problem			
	Mental illness			
	Learning disability			
<b>Sexuality</b>	Lesbian/Gay/Bisexual			
<b>Religion &amp; Belief</b>	Faith groups			
	Atheist/Agnostic/ other belief			
<b>Gender reassignment</b>	Transgender people			
<b>Marriage/Civil Partnership</b>	People in a civil partnership/married			
<b>Pregnancy or Maternity</b>	Pregnant/on maternity leave			
<b>Other</b>	Living in rural area			

	Poor literacy/Numeracy			
	Low income/benefits /unemployed			
	Caring responsibilities			

**4. Summarise details of any research or consultation carried out to evidence your comments in the table.**

A review of the work undertaken by attendants at the 6 sports grounds considered in this review and proposals have been based on improving efficiencies in this function. This proposal will be consulted on in a public consultation that will run from early November 2020 until early January 2021. A query was raised about the impact on younger age groups and making sure that the council meets its duties Therefore additional information has been provided in the Appendix of this assessment. No issues were raised for any other groups. To further inform the decision for this proposal, consultation with the football clubs and leagues and a more detailed review will commence in January 2021.

**5. List any actions resulting from this assessment – either to enhance a policy/proposal or to mitigate/address any negative impact identified (these should be included in, and monitored as part of, your Business Unit Plan).**

Action	Officer/Service Team Responsible	Target date
Assessment to be revisited after the public consultation to take into account any issues that have not been identified in this review.	Policy Officer	Jan 2021
If approved, the change should be communicated through a range of communication channels.	Residents Services	April 2021

**7. Summary of findings for reporting purposes (briefly say what was assessed, what the findings were and note any actions).**

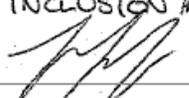
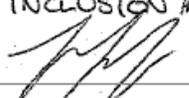
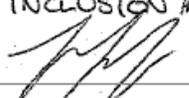
An Equality Impact Assessment has been carried out to consider the impact of the proposed revision of attendant cover at six sports grounds on the protected characteristics groups and the implications for the Public Sector Equality Duty (Equality Act 2010). This identified that, to enable this to be implemented portable youth goals will not be provided for some pitches, which will impact younger users and youth clubs.

However, to mitigate the impact of this, all existing youth football club customers will be issued with council portable youth goals (please note: this has been implemented this year due to Covid restrictions on sharing equipment). New customers will be made aware of the requirement to supply and bring their own portable goals, however the council may be able to assist and lend goals to clubs on a case by case basis. No impact has been identified for any other groups.

This assessment has been revisited after the public consultation to take into account any issues were not identified in the initial assessment. A query was raised about the impact on younger age groups and making sure that the council meets its duties Additional information has been provided in the Appendix of the updated assessment to demonstrate that appropriate mitigating action has been taken. No issues were raised for any other groups. Consultation will be carried out with teams and leagues before April 2021 to seek their views on the situation with goal provision to understand if there are any additional concerns.

**Equality Working Group recommendation – this assessment has been successfully reviewed with the following outcome:**

- No major change** – The assessment of this policy/proposal shows no potential for discrimination. The item will meet the aims of the Public Sector Equality Duty. Therefore it can proceed to inform a Member decision.
- Adjust the policy/strategy or function** – This item will better meet aims of the Public Sector Equality Duty if actions to remove barriers or to better advance equality (identified in Sections 3 and 5) are implemented.
- Continue the policy/proposal** – There is some potential for adverse impact or missed opportunities to promote equality, but no unlawful discrimination has been identified. Ensure effective equality monitoring is in place to regularly assess the actual impact on different groups.
- Do not proceed** – Stop and rethink. Adverse equality impacts have been identified/may not be justified for a protected characteristic group/s and have not been sufficiently mitigated. Unlawful discrimination could be taking place. Do not adopt or continue with the policy/proposal until further actions and equality assessment has been undertaken.

<b>Job titles of officers completing assessment:</b>	Executive Director for Borough Services, Parks and Streetscene Manager, Policy Officer		
<b>Equality Strategy Group sign off necessary?</b> <i>(if no negative impact, sign off not necessary)</i>	X Yes <input type="checkbox"/> No		
<b>Job title/signature/s of EIA Validator/s:</b>	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%; text-align: center;">P.H. FOR INCLUSION AND DIVERSITY </td> <td style="width: 50%; text-align: center;">HEAD OF HR AND OD </td> </tr> </table>	P.H. FOR INCLUSION AND DIVERSITY 	HEAD OF HR AND OD 
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<b>Validation date:</b>	25.03.21		

**Appendix**

Current attendant duty system

The council provides football pitches at the following locations:

- Brighton Hill (adults and youths 11v11s)
- Down Grange (youth 5v5 and 7v7)
- Stratton Park (adults and youths 11v11s)
- Hatch Warren (combination of youth pitches)
- War Memorial Park (adults and youths 11v11s and youth 5v5s)
- Winklebury (combination of youth pitches)
- Sherborne Road (adult and youth 11v11)
- Russell Howard Park (combination of youth pitches)
- Kingsclere (adults and youths 11v11)

During the football season (September to April/May) these pitches are booked on Saturdays and Sundays with the option for weekday evening games at the end of the season. To accommodate football bookings an attendant is provided for each site. The majority of attendants are operational staff and are paid overtime to complete this additional weekend or evening work. Whilst on site the attendant is responsible for checking the pitch/goals, allocate team changing rooms and equipment. The attendant is also available to assist with any unforeseen issues and report back findings to the booking team.

Dependant on the site and number of pitches and/or bookings the attendant is not particularly busy, which is not an efficient way to provide a service or demonstrate best value for overtime payments. In addition, the sports team are finding it increasingly difficult to recruit staff willing to cover this overtime.

### The proposed system (from September 2021)

Due to the number of pitches and on-site requirements an attendant is still required to cover Brighton Hill and Down Grange. The council have not provided an attendant at Kingsclere for a number of years because this site is only used by residential clubs who can access the changing rooms via the onsite community centre.

The remaining 6 sites would be opened and closed for bookings by either 1 or 2 attendants (the actual number required would be reviewed and determined before April 2021). When opening these 6 sites the attendant would visually inspect the pitches/goals, mark the allocated changing rooms on the whiteboard and place the flags in an agreed location for the teams. When closing them, the attendant would visually inspect the pitches/goals and check/return the equipment. The attendant would also be issued with a mobile phone and be available to assist teams/hirers as required, for example if a height barrier should be opened to allow ambulance access.

The only challenge with the proposed system is that the council currently provides youth goals for 5v5, 7v7 and 9v9 pitches. This creates a problem for multiple bookings, for example at Hatch Warren there could be 6 x 1 hour bookings on a 5v5 pitch and at the end of each booking the goals should be returned and allocated to the next team. Without an attendant on site this could be difficult to manage. The proposal is therefore to lend the council's current stock of small sided goals to existing users. This is the system currently in place for 11v11 nets and we are confident that it will work well because, due to Covid and sharing of equipment, the council have already issued these goals to youth teams.

However, the council should make new users aware that goals will not be provided for these pitches. For the majority this will not be an issue because most youth teams already have their own goals, however if a youth team contacts us to express particular concerns the council will consider purchasing and lending goals to them. We will consult the teams and leagues before April 2021 to seek their views on this and understand if there are any additional concerns.