**EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)**

**SOUTH GLOUCESTERSHIRE PLAYING PITCHES, INDOOR & BUILT SPORTS FACILITIES STRATEGIES**

**SECTION 1 – INTRODUCTION**

The South Gloucestershire Council Playing Pitch Strategy and Indoor and Built Sports Facilities Strategies’ provide the Council and its partners with a strategic plan to address a number of key drivers in relation to sport and leisure facilities in the area over the coming years, namely:

* increased demand arising from new development and natural population growth
* the need to reduce health inequalities within specific areas
* the ongoing financial challenges facing the Council and its partners, in particular the ageing stock of leisure facilities in the area under Council ownership

In the light of the challenges facing Council and partners, there is a clear need for a comprehensive understanding of the extent to which the facility mix caters for both the current and projected population. The strategy seeks to identify where hot-spots of under/over provision exist currently, and to understand the impact of additional demand generated by increases in population arising naturally and as a result of new development.

Although South Gloucestershire Council has commissioned the study it is recognised that this is a strategy for sport across all sectors and as such, the responsibility for delivering the strategy will rest with a wide range of partners, not just the Council.

South Gloucestershire has an aspiration, and need, to consider its facilities planning particularly in the context of future housing growth needs; the health and physical wellbeing agenda, changing economic circumstances and the ageing demographic profile of the area.

The focus of these Strategies is to provide clear direction to all partners so that together they can plan and develop a more flexible, efficient and sustainable range of community based sport and leisure facilities to ensure residents have the opportunity to be physically active and healthier and where appropriate develop their sporting ambitions within their local community. This strategy reflects the current thinking of the authority and how best to serve its population going forward.

**SECTION 2 – RESEARCH AND CONSULTATION**

**Research**

The research undertaken in the development of the two strategies used the following methodologies developed by Sport England;

- Developing a Playing Pitch Strategy.

- Assessing Needs and Opportunities Guidance (ANOG).

Both consultation drafts have identified a range of strategic measures which address the challenges arising from increased demand, financial pressure and the need to address health inequalities.

The following ‘Protected Characteristics’ have been identified within both national and local data sets as pertinent to the stubborn inequalities which impact on levels of participation in sports and the use of sports facilities:

* Age
* Disability
* Gender
* Race

This information has been taken into account during the formulation of the strategies and the vision set out seeks to ensure that a diverse mix of facilities is in place which will meet the needs of a full range of communities.

**Consultation**

Consultation was conducted between 30th January and 24th April 2018. The results are shown in the table below:

*Note:*

*Areas highlighted GREEN are those where the proportion of respondents with this characteristic is 10% or more above the total response of all respondents.*

*Areas highlighted RED are those where the proportion of respondents with this characteristic is 10% or more below the total response of all respondents.*

*Table 1: Table to show consultation responses as disaggregated according to protected characteristic*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Respondents** | **Total** | **Gender** | | **Ethnicity** | | | **Disability** | | **Age** | | | | | | | |
| **Female** | **Male** | **BAME** | **White British** | **White Other** | **Disabled** | **Non-disabled** | **Under 16** | **16-25** | **26-35** | **36-45** | **46-55** | **56-65** | **66-75** | **Over 75** |
| **Base** | **340** | **133** | **203** | **13** | **288** | **24** | **8** | **324** | **7** | **28** | **39** | **150** | **89** | **16** | **8** | **3** |
| **Q1. To what extent do you agree with the proposed vision?** | | | | | | | | | | | | | | | | |
| **Strongly agree** | **93%** | 92% | 94% | 85% | 94% | 88% | 100% | 93% | 86% | 96% | 95% | 97% | 94% | 44% | 75% | 67% |
| **Slightly agree** | **4%** | 7% | 3% | 15% | 3% | 4% | - | 4% | 14% | 4% | 3% | 2% | 6% | 25% | - | - |
| **Neither agree nor disagree** | **2%** | 3% | 1% | - | 2% | 8% | - | 2% | - | - | 3% | 2% | - | 13% | 13% | 33% |
| **Slightly disagree** | **2%** | 2% | 2% | - | 2% | - | - | 2% | - | - | - | 1% | 1% | 19% | 13% | - |
| **Strongly disagree** | **2%** | 2% | 1% | - | 2% | - | - | 2% | - | - | - | 3% | - | 6% | 13% | - |
| ***All Agree*** | **97%** | 99% | 97% | 100% | 97% | 92% | 100% | 97% | 100% | 100% | 98% | 99% | 100% | 69% | 75% | 67% |
| ***All Disagree*** | **4%** | 4% | 3% | 0% | 4% | 0% | 0% | 4% | 0% | 0% | 0% | 4% | 1% | 25% | 26% | 0% |
| ***Q2.* To what extent do you agree with the following in the strategy?** | | | | | | | | | | | | | | | | |
| **Aims** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Strongly agree** | **91%** | 91% | 92% | 92% | 92% | 92% | 88% | 91% | 100% | 93% | 95% | 95% | 90% | 50% | 75% | 100% |
| **Slightly agree** | **3%** | 4% | 2% | 8% | 3% | - | - | 3% | - | 4% | 3% | 1% | 4% | 19% | - | - |
| **Neither agree nor disagree** | **2%** | 1% | 2% | - | 1% | 8% | - | 2% | - | - | 3% | 1% | - | 19% | 13% | - |
| **Slightly disagree** | **1%** | 1% | 1% | - | 1% | - | - | 1% | - | - | - | - | 1% | 13% | - | - |
| **Strongly disagree** | **3%** | 3% | 3% | - | 3% | - | 13% | 3% | - | 4% | - | 3% | 4% | - | 13% | - |
| **Objectives** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Strongly agree** | **79%** | 81% | 77% | 92% | 80% | 67% | 50% | 80% | 100% | 82% | 85% | 82% | 76% | 38% | 63% | 67% |
| **Slightly agree** | **3%** | 2% | 3% | - | 3% | - | - | 3% | - | - | 3% | 1% | 6% | 6% | 13% | - |
| **Neither agree nor disagree** | **2%** | 1% | 2% | - | 1% | 8% | - | 2% | - | - | 3% | 1% | - | 25% | 13% | - |
| **Slightly disagree** | **1%** | 2% | 1% | - | 1% | - | - | 1% | - | - | - | - | 1% | 19% | - | - |
| **Strongly disagree** | **3%** | 4% | 2% | - | 3% | - | 13% | 2% | - | - | - | 3% | 4% | 6% | 13% | - |
| **Key drivers** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Strongly agree** | **76%** | 77% | 76% | 92% | 78% | 63% | 38% | 78% | 71% | 79% | 82% | 80% | 78% | 38% | 63% | 33% |
| **Slightly agree** | **2%** | 3% | 2% | - | 2% | - | - | 2% | 14% | - | 3% | 1% | 3% | 6% | - | - |
| **Neither agree nor disagree** | **4%** | 3% | 4% | - | 3% | 13% | - | 4% | - | - | 5% | 1% | 2% | 31% | 25% | 33% |
| **Slightly disagree** | **1%** | 2% | 0% | - | 1% | - | - | 1% | - | - | - | - | - | 19% | - | - |
| **Strongly disagree** | **3%** | 3% | 2% | - | 3% | - | 13% | 2% | - | - | - | 3% | 4% | - | 13% | - |

The table shows that:

People over the age of 55 were significantly less likely than average to agree with the proposed vision. However, there was still a high levels of agreement amongst these older ages groups, ranging from 67% to 75% in agreement.

People aged 56 – 75 were less likely than average to agree with the aims of the strategy. However, there was still a 69% to 75% agreement rate.

People from a ‘White Other’ background, Disabled people and people over the age of 56 were less likely than average to agree with the objectives set out within the strategy.

People from a ‘White Other’ background, Disabled people and people over the age of 56 were less likely than average to agree with the key drivers set out within the strategy.

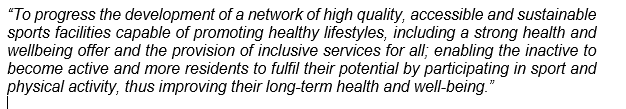
NB. The base numbers of respondents in some groupings are noted as being low.

**SECTION 3 - IDENTIFICATION & ANALYSIS OF EQUALITIES ISSUES AND IMPACTS**

The following ‘Protected Characteristics’ have been identified as a result of analysis of both national and local data sets as pertinent to the stubborn inequalities which impact on levels of participation in sports and the use of sports facilities:

* Age
* Disability
* Gender
* Race

The vision for the strategies clearly incorporates the aim of reducing health inequality and improved inclusivity in service offering:



As such, the two strategies, as supported by this EqIAA, are clear on the direct correlation between equality and the achievement of the stated Vision, i.e.: the central purpose of the concept of ‘equality of opportunity’ is that equality is not about ‘treating everyone the same’; it is about treating people differently and in accordance with their needs.

The research is clear that there are evidenced differing needs amongst protected characteristic groups and that meeting those needs is a crucial element of working towards the achievement of the Vision as set out in the two strategy documents. It is important therefore, that evidence is collected and disaggregated according to protected characteristic groups in order to facilitate the measurement of progress and the continuous development of best practice. The Playing Pitch Strategy and the Indoor and Built Playing Pitch Strategy documents are clear that to deliver this vision over the period 2017 – 2036, the strategic recommendations developed have been tested during the consultation process. These underpin the above vision and provide strategic direction for South Gloucestershire, its partners and stakeholders to provide facilities and opportunities for residents to pursue sport and recreation as a means to reduce inequality in access to sports facilities used for physical activity. The strategic recommendations are as follows:

* Work with neighbouring authorities, especially Bristol City Council in relation to the strategic planning of community sports facilities delivering a health and wellbeing offer, (potentially via a hub and spoke approach) in areas affected by significant housing growth.
* Maximise the potential sports facility development opportunities created through South Gloucestershire’s housing growth strategy.
* Reflect the Council’s drive to address health inequalities, identifying key facilities which could be enhanced by broadening their scope.
* Plan for the long term replacement and refurbishment of core leisure facilities which will come to the end of their anticipated life, throughout the life of this Strategy.
* Protect key facilities which are at risk of closure, either as a result of age or potential development.
* Support the development of key sport facilities by working with NGBs, associated parties and local clubs.
* Work with colleagues in education to ensure any new schools or improvements to sports facilities in existing schools are accompanied by community use agreements.
* Work with selected schools to increase their availability for community use and to encourage the development of key sports at specific venues.

The vision set out within the strategies is clear in the ambition to reduce health inequalities for all through the provision of a diverse mix of facilities (i.e. the right place, quality and quantity). It is also clear that the above strategic recommendations will deliver equality of opportunity for all by ensuring a wide range of actions which will support our diverse communities and their needs.

**SECTION 4 - EqIAA OUTCOME**

|  |  |  |
| --- | --- | --- |
| **Outcome** | **Response** | **Reason(s) and Justification** |
| Outcome 1: No major change required. |  | The evidence shows that communities require a diverse mix of offerings and opportunities and that protected characteristics which persons may possess can influence need. As a result, the spread and spectrum of recommendations take account of this and bring the opportunity to meet the widest possible range of needs across the diverse communities of South Gloucestershire. |
| Outcome 2: Adjustments to remove barriers or to better promote equality have been identified. |  |  |
| Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality. |  |  |
| Outcome 4: Stop and rethink. |  |  |

**SECTION 5 - ACTIONS TO BE TAKEN AS A RESULT OF THIS EqIAA**

In implementing the recommendations, we will seek to protect opportunities, including within new facility considerations in order to meet the needs of diverse groups. In addition, we will promote opportunities widely in order that participation is increased and facilities are better utilised by protected characteristic groups. Across these actions evidence will collected and disaggregated according to protected characteristic groups in order to facilitate the measurement of progress and the continuous development of best practice.

**SECTION 6 - EVIDENCE INFORMING THIS EqIAA**

Analysis of corporate strategies of the Council and other relevant strategic influences, including;

* Undertaken consultation with key stakeholders including Sport England (Facilities Team, Planning Team), National and Local Governing Bodies of Sport, local leagues, higher and further education, the West of England Sports Trust (Wesport), Circadian (Active Centres).
* Analysis of the supply and demand of facilities to identify gaps in provision and opportunities for improved provision.
* Analysis of consultation feedback.
* The following reference points have been taken into consideration:
* *National Planning Policy Framework 2012*
* *Sporting Future: A new strategy for an active nation (DCMS 2015)*
* [*Sport England: Towards an Active Nation*](https://www.sportengland.org/media/10629/sport-england-towards-an-active-nation.pdf)
* *Strategic Planning: Effective Cooperation for Planning Across Boundaries, RTPI, February 2015*
* South Gloucestershire Health Improvement Division; Joint Strategic Needs Assessment (2016)
* Public Health England
* [*Priority School Building Programme 2*](https://www.gov.uk/government/publications/psbp-overview/priority-school-building-programme-overview) *(PSBP2)*
* [*Sustainable Community Strategy (2016)*](http://www.southglos.gov.uk/documents/Sustainable-Community-Strategy-2016.pdf)
* [*South Gloucestershire Council Strategy 2016- 2020*](http://www.southglos.gov.uk/documents/Sustainable-Community-Strategy-2016.pdf)
* [*The Core Strategy 2006-2027*](http://www.southglos.gov.uk/documents/cleanversionforinterimpublication2.pdf)
* [*Health and Well-being Strategy 2013 -2016 (refreshed 2017)*](https://www.southglos.gov.uk/documents/Health-Wellbeing-Strategy-Final.pdfhttps:/www.southglos.gov.uk/documents/Health-Wellbeing-Strategy-Final.pdf)
* [*South Gloucestershire’s Physical Activity Strategy 2015-2020*](http://www.southglos.gov.uk/documents/South-Gloucestershire-Physical-Activity-Strategy-2015-20.pdf)
* *Open Space Audit (2010)*
* *Sports Facilities Strategies in neighbouring areas*
* Indoor & Built Sports Facility Audit (Pengelly Consulting, 2011)
* [Facilities Planning Model (Sport England, 2016)](https://www.sportengland.org/facilities-planning/planning-for-sport/planning-tools-and-guidance/facilities-planning-model/https:/www.sportengland.org/facilities-planning/planning-for-sport/planning-tools-and-guidance/facilities-planning-model/)