

Equalities Analysis Assessment

1. Proposal Summary Information

EAA Title	Ealing Indoor and Outdoor Sports Facility Strategy 2022 - 31
Please describe your proposal?	Policy/Strategy
Is it HR Related?	No
Corporate Purpose	Cabinet Report Decision

1. What is the Policy looking to achieve? Who will be affected?

(i.e. Please provide an overview of the aims, objectives and desired outcomes of what you are proposing. Who currently uses the service that will be affected by your proposal? Who will be affected by any changes? What are their current needs? Please add your data here.)

The purpose of the strategy is to support the Council's overarching principles shaping the future of Ealing and most importantly contribute to the achievement of outcomes relating to improved health and increased physical activity levels of residents, establishing how to best meet their current and future health and wellbeing needs and encourage and support their continued independence, contributing to making Ealing a better place to live and work.

The strategy aims to facilitate the creation of a sporting infrastructure across Ealing that provides residents of all ages, abilities and backgrounds with the opportunity to be active and play sport. The key objectives of the Ealing Indoor and Outdoor Sports Facility Strategy 2022 – 31 are to:

- Provide the Council and its partners with a robust document with an evidence base that can be reliably used to support spatial planning decisions and inform capital investment plans and external funding bids for new and/or enhanced indoor and outdoor sports facilities.
- Improve public health by encouraging more people in Ealing to be more active by ensuring facilities for indoor and outdoor sports are of the appropriate quality are both available and accessible.
- Ensure future sustainability of sport and leisure in Ealing through sports and physical activity networks, involving sports clubs and other delivery organisations

In order to achieve the vision and 3 key objectives of this new 10 year strategy, the council will explore opportunities to:

- Enable and promote a network of accessible sports facilities across the borough maintaining and enhancing the borough's built and green infrastructure
- Work with commercial and community partners and national governing bodies to enable and secure the development and long term management as well as financial viability of indoor and outdoor sport facilities across the borough

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- Seek to maximise opportunities which may arise to develop sports facilities as part of wider regeneration, education or place based projects
- Identify and bid for external funding to support the development and delivery of new sports facilities across Ealing
- Help clubs and organisations to promote the benefits of sport to bring communities together to make them stronger reducing inequality and celebrating diversity
- Promote sport and active recreation as a key enabler to healthy and active lifestyles
- Be innovative and creative when investigating possible solutions to facility supply needs in light of the general reduction in funding available to improve and or build new sports facilities
- Identify opportunities for the possible co-location of facilities including cultural venues e.g. film studios, libraries, health clinics, etc.
- Expand community use of existing education facilities not currently available for community use
- Investigate the viability of developing indoor facilities at existing outdoor sports venues to create sustainable and self-financing indoor and outdoor sports hubs managed and operated by voluntary sports clubs

2. What will the impact of your proposal be?

(i.e. Please provide a before and after picture of the service that will be affected by your proposal e.g. how does it currently operate and then how it will operate after your proposal has been implemented. Where possible please be clear on the number of people or size of the community affected)

Like the previous 2012 – 21 Sports Facility strategy, the 2022 – 31 strategy will cover sports facility provision across the whole borough and will provide a ten year plan to meet both the Council and local people's needs in relation to Ealing's sports facilities both now and in the future and will have a positive impact on people's participation in sport and physical activity.

Through the implementation of this strategy, the Council has a major role to play in providing access to sporting opportunities at a cost that is acceptable to the wider community. The Council has a role to play as a direct provider of entry level playing facilities such as free to use casual football pitches and tennis courts in parks as well as pay as you go swimming and gym use.

The Council also plays an enabling role in developing better quality facilities by engaging and enabling community organisations through the asset transfer process to independently manage and operate facilities funded through partnerships with Sport England and National Governing Bodies of Sport as well as other funding organisations. At the very top level, professional sports clubs based in the borough provide facilities catering for elite sport.

By delivering the facility developments included in the action plan the following outcomes will be realised for Ealing residents:

- ❖ More opportunities for people to be more active reducing the number of inactive people
- ❖ Greater participation in indoor and outdoor sports and increased levels of physical activity
- ❖ Better, more accessible sports facilities of appropriate quality available across the borough
- ❖ Reduced public subsidy and better long term sustainability of indoor and outdoor sports facilities across the borough

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<ul style="list-style-type: none"> ❖ More community organisations developing and operating facilities for the benefit of local residents ❖ More opportunities for people to volunteer in sport and active recreation for the benefit of others ❖ New regeneration or education projects will factor in future community use sports facilities enhancing local places and spaces for the enjoyment of residents ❖ Stronger and healthier communities, reducing health inequalities ❖ Planning policy which supports and encourages people to be more active
2. Impact on Groups having a Protected Characteristic
AGE: A person of a particular age or being within an age group.
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
<p><i>(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on different age groups. Please note if there is no differential impact on people with this characteristic, please state this)</i></p> <p>There is no differential impact on this group as any potential future projects delivered as a result of this strategy will improve access for people of all ages as any new facility will have to be compliant with current legislation.</p>
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
<p><i>(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)</i></p>
DISABILITY: A person has a disability if s/he has a physical, mental or sensory impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities¹.
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
<p><i>(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on people with different types of disabilities. Please note if there is no differential impact on people with this characteristic, please state this)</i></p> <p>There is no differential impact on this group as any potential future projects delivered as a result of this strategy will improve access for people of all abilities as any new facility will have to be compliant with current legislation.</p>
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action

¹ Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

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<i>(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)</i>
GENDER REASSIGNMENT: <i>This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
<i>(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this)</i> There is no differential impact on this group as any potential future projects delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
<i>(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)</i>
RACE: <i>A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
<i>(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on people from different ethnic backgrounds. Please note if there is no differential impact on people with this characteristic, please state this)</i> There is no differential impact on this group as any potential future projects delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
<i>(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)</i>
RELIGION & BELIEF: <i>Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact

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(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on people with different religious beliefs. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on this group as any potential future projects delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

SEX: Someone being a man or a woman.

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on a persons gender, please state this)

There is no differential impact on this group as any potential future projects delivered as a result of this strategy will improve access for people of either gender as any new facility will have to be compliant with current legislation.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

SEXUAL ORIENTATION: A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes, covering including all LGBTQ+ groups.

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on this group as any potential future projects delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

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(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

PREGNANCY & MATERNITY: *Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on this group as any potential future projects delivered as a result of this strategy will improve access for everyone as any new facility will have to be compliant with current legislation.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

MARRIAGE & CIVIL PARTNERSHIP: *Marriage: A union between a man and a woman. or of the same sex, which is legally recognised in the UK as a marriage
Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on this group as any potential future projects delivered as a result of this strategy will improve access for everyone as any new facility will have to be compliant with current legislation.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe any actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

3. Human Rights²

4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?

No

² For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

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(If yes, please describe the effect and any mitigating action you have considered.)

4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?

No

(If yes, please describe the effect and any mitigating action you have considered.)

4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?

No

(If yes, please describe the effect and any mitigating action you have considered.)

4. Conclusion

(Please provide a brief overview/summary of your analysis in light of the protected characteristics. Please describe the overall impact of your proposal where possible and mitigating actions undertaken by other areas of the Council or by local partners)

The Strategy identifies potential future sports facility development projects; if and when any of these projects are implemented further Cabinet reports and EIA's will be completed specific to the project. Any new facility will be compliant with current legislation and will be informed by the relevant national governing body of sport guidance on the most appropriate facility type and design. All users will benefit from improved sports facilities provided.

4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.

(Please list all sources here: i.e. local consultation, residents' survey, census etc.)

To be recognised and agreed by Sport England, the Ealing Indoor and Outdoor Sports Facility Strategy 2022 – 31 needed to be developed using Sport England's guidance toolkit and the methodology used is also detailed in the strategy document. [Planning for sport | Sport England](#)

5. Action Planning: (What are the next steps for the proposal please list i.e. when it comes into effect, when mitigating actions linked to the protected characteristics above will take place, how you will measure impact etc.)

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)

Additional Comments:

The Strategy will be adopted once Cabinet approval has been confirmed and the call in period has lapsed; the proposed Cabinet date is 13th July 2022.

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There are no mitigating actions identified and projects will be developed in accordance with the action plan included in the Strategy document. The Lead Officer will be determined for each individual project as projects are identified.

6. Sign off: (All EAA's must be signed off once completed)

Completing Officer Sign Off:	Service Director Sign Off:	<i>HR related proposal (Signed off by directorate HR officer)</i>
Signed: Julia Robertson	Signed: Chris Bunting	Signed:
Name (Block Capitals):	Name (Block Capitals):	Name (Block Capitals):
Date: 9 th June 2022	Date: 15 th June 2022	Date:
For EAA's relating to Cabinet decisions: received by Committee Section for publication by (date):		

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Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:*

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP

- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.

- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.