



### Form to be used for the initial assessment (Equality Impact Assessment)

<b>Service Area:</b> Leisure, Parks and Communities 67	<b>Section:</b> City Services	<b>Key person responsible for the assessment:</b> Hagan Lewisman (Development Manager)	<b>Date of Assessment:</b> 5 June 2012	
<b>Is this assessment in the Corporate Equality Impact assessment Timetable for 2013-2015?</b>			Yes	No
<b>Name of the Policy to be assessed:</b> Pavilion Modernisation Programme			<b>Is this a new or existing policy</b>	New

<p><b>1. Briefly describe the aims, objectives and purpose of the policy</b></p>	<p>The need for the pavilion modernisation programme was clearly established through the council's Playing Pitch and Outdoor Sports Strategy 2012-2016. The overriding purpose of the strategy was to help ensure that the City has a good supply of well managed, maintained, efficient, accessible &amp; affordable playing pitches and other outdoor sports facilities, which meet identified needs and encourage all residents to maintain and increase their participation in sport and active recreation.</p> <p>Ancillary facilities such as our pavilion stock are also an important aspect of this assessment to ensure that these facilities meet modern day standards, are suitable for all and meet Disability Discrimination Act (DDA) requirements. We will be looking to improve 12 of our existing pavilion facilities and also look to build a new facility at Grandpont Recreation ground. A full list of these can be found in appendix 1.</p> <p>In tandem with the programme the Sports Development team will be working with the sports clubs located at the facilities to help them further develop through meeting relevant national standards, development plans and improving their sustainability.</p> <p>The pavilion modernisation programme supports the delivery of three objectives in the Council's corporate plan;</p> <ul style="list-style-type: none"> <li>• Strong and Active Communities</li> <li>• Cleaner Greener Oxford</li> <li>• An Efficient and Effective Council</li> </ul> <p>It also clearly links into the Leisure and Parks service areas objectives of;</p> <ul style="list-style-type: none"> <li>• Support the Physical Regeneration of Oxford through the delivery of key projects</li> <li>• Support the Social Regeneration of Oxford.</li> <li>• Improves the operational performance of the service</li> </ul>
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<b>2. Are there any associated objectives of</b>	As noted above.
<b>3. Who is intended to benefit from the policy and in what way</b>  69	<ul style="list-style-type: none"> <li>• All users (existing and future) of the pavilion and playing pitch facilities</li> <li>• Residents/local tax payers</li> <li>• Visiting teams/sports people</li> <li>• Key stakeholders (Sport England, Oxfordshire Sports Partnership, National Governing Bodies of Sport)</li> <li>• Disabled people through improved access</li> </ul> <p>Improvements to the Council's pavilion stock will help meet modern day aspirations of both users and non-users. It will ensure greater accessibility to users such as those with particular disabilities such as those that use wheelchairs. It will also help improve access to women and girls.</p>
<b>4. What outcomes are wanted from this policy?</b> <ul style="list-style-type: none"> <li>• Improved quality and accessibility of pavilion facilities</li> <li>• Increased participation in sport including from target groups</li> <li>• Improved energy and carbon performance</li> <li>• Improved customer satisfaction</li> </ul>	

<p><b>5. What factors/forces could contribute/detract from the outcomes?</b></p>	<ul style="list-style-type: none"> <li>• Not attracting enough external funding so that the level of improvements is reduced.</li> <li>• Existing facilities that may have a structure that would make some improvements difficult or very expensive.</li> <li>• Not gaining planning consent.</li> </ul>		
<p><b>6. Who are the main stakeholders in relation to the policy</b></p>	<ul style="list-style-type: none"> <li>• Oxford City Council (leisure, parks, planning and corporate assets)</li> <li>• City Councillors</li> <li>• Sport England</li> <li>• National Governing Bodies of Sport and League Secretaries</li> <li>• Existing and future facility users</li> <li>• Residents</li> <li>• Sports clubs/teams</li> </ul>	<p><b>7. Who implements the policy and who is responsible for the policy?</b></p>	<p>Oxford City Council Leisure, Parks and communities</p>
<p><b>8. Are there concerns that the policy <i>could</i> have a differential impact on racial</b></p>	<p>Y</p>	<p>N</p>	

<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>Oxford City Council provides a wide variety of sports and sports facilities to ensure that there is active engagement from its residents within the City including target groups.</p> <p>Oxford City Council does not discriminate or restrict access to their services (pitches and outdoor sports facilities in this instance) on the grounds of; Age, Disability, Gender, Reassignment, Marriage or Civil Partnership, Pregnancy and Maternity, Race/ethnicity, Religion or Belief, Sex (gender) and Sexual Orientation (Equality Act 2010). The council are committed to equality and diversity and to ensure that services are reflective and responsive to local need.</p> <p>Owners of the other accessible pitches in the City also have policies and procedures in place in respect of ensuring equitable and not discriminatory access to their facilities. The Council would hope to influence all potential providers to adhere to its commitment to inclusive participation and access to leisure/ sporting facilities</p> <p>Oxford City Council host and support a number of projects to increase participation amongst residents within Oxford irrespective of race, gender, sexual orientation, age or religious beliefs (in addition to those covered with the Equality Act 2010). Projects, where feasible, will accommodate for people with disabilities liaising closely with the Disability and Inclusion Sports Development Officer. Examples of projects include; Get Oxfordshire Active (GO Active), Active Women, StreetSports, 3v3 Basketball League and 50+ Fit as a Fiddle projects (Swimming and Badminton).</p>		
<p><b>9. Are there concerns that the policy <i>could</i> have a differential impact due to gender</b></p>	<p>Y</p>	<p>N</p>	

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<p><b>10. Are there concerns that the policy <u>could</u> have a differential impact due disability</b></p>	<p>Y</p>	<p>N</p>	

<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p> <p>73</p>	<p>Oxford City Council provides a wide variety of sports and sports facilities to ensure that there is active engagement from its residents within the City including target groups.</p> <p>Oxford City Council does not discriminate or restrict access to their services (pitches and outdoor sports facilities in this instance) on the grounds of; Age, Disability, Gender, Reassignment, Marriage or Civil Partnership, Pregnancy and Maternity, Race/ethnicity, Religion or Belief, Sex (gender) and Sexual Orientation (Equality Act 2010).</p> <p>The council are committed to equality and diversity and to ensure that services are reflective and responsive to local need.</p> <p>Owners of the other accessible pitches in the City also have policies and procedures in place in respect of ensuring equitable and not discriminatory access to their facilities.</p> <p>Looking ahead in regards to potential improvements to the pavilions it would be encouraged to undertake further consultation with key disability user groups in the City such as Oxfordshire Unlimited and the Oxfordshire Disability Forum (amongst others), in respect of the new facilities, as much of the current pavilion stock is not currently Disability Discrimination Act (DDA) compliant.</p> <p>As discussed above, all of the projects hosted or supported by the City Council will accommodate for disabled participants wherever feasible. For particular disability and inclusion projects, a Disability and Inclusion development officer is hosted by the Oxfordshire Sports Partnership and the City Council are fully supportive on any project. Recent projects within the City to increase participation amongst this client group are: 'Have a Go Sports Day' hosted at Horspath Sports Ground, Parallel Youth Games, Wheels for All taster day and supported the development of the Oxford City Casuals Football Team (part of Oxford City Football Club).</p>		
<p><b>11. Are there concerns that the policy <u>could</u> have a differential impact on people due to sexual orientation</b></p>	<p>¥</p>	<p>N</p>	

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<p><b>12. Are there concerns that the policy <u>could</u> have a differential impact on people due to their age</b></p>	<p>Y</p>	<p>N</p>	



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<p><b>13. Are there concerns that the policy could have a differential impact on people due to their religious belief</b></p>	<p>Y</p>	<p>N</p>	

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<b>14. Could the differential impact identified in 8-13 amount to there being the potential for adverse impact in this policy</b>	<p>Y</p>	<p>N</p>	
<b>15. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason</b>	<p>YES</p>	<p>N</p>	

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16. Should the policy proceed to a partial impact assessment	Y	NO	If Yes, is there enough evidence to proceed to a full EIA		Y	N
			Date on which Partial or Full impact assessment to be completed by			
17. Are there implications for the Service Plans?	YES	NO	18. Date the Service Plan will be updated	n/a	19. Date copy sent to Equalities Officer in Policy, Performance and Communication	05/06/13
20. Date reported to Equalities Board:			Date to Scrutiny and EB	19.06.13	21. Date published	

Signed (completing officer): \_\_ \_\_      Signed (Lead Officer) \_\_ \_\_

**Please list the team members and service areas that were involved in this process:**

**Leisure Service:**

Development Manger

**People & Equalities:**

Jarlath Brine

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