

## Appendix 2: Initial Equalities Impact Assessment



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### Form to be used for the Full Equalities Impact Assessment

<b>Service Area:</b>	CS	<b>Section:</b>	CS	<b>Date of Initial assessment:</b>	<b>Key Person responsible for assessment:</b> Ian Brooke	<b>Date assessment commenced:</b>
<b>Name of Policy to be assessed:</b>			To invest to improve tennis provision at Florence Park and the car park at Court Place Farm.			

<b>1. In what area are there concerns</b>	<b>Race</b> None	<b>Disability</b> None	<b>Age</b> None
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that the policy could have a differential impact	<b>Gender</b> None	<b>Religion or Belief</b> None	<b>Sexual Orientation</b> None
<b>Other strategic/ equalities considerations</b>	<b>Safeguarding/ Welfare of Children and vulnerable adults</b> None	<b>Mental Wellbeing/ Community Resilience</b> None	<b>Marriage &amp; Civil Partnership</b> None
<p><b>2. Background:</b></p> <p>Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.</p>	<p>This impact assessment has been undertaken to consider that part of this money used to improve the tennis provision at Florence Park and improve the car park at Court Place Park.</p> <p>Within the 2016/17 budget £500,000 has been identified to invest into the city's leisure provision; the intention is that this money helps secure match funding and enables further revenue streams to be generated.</p> <p>The report is linked to the Leisure and Wellbeing Strategy (2015-2020), which details our approach to tennis as <i>Focus Sport</i> where we can have most impact/ or where Oxford is a priority areas for the sport's governing body; alongside provision of high quality outdoor sports facilities.</p> <p>The Leisure and Wellbeing Strategy is supported by the Green Spaces Strategy, Playing Pitches Strategy and the Youth Ambition Strategy.</p> <p>No groups will be disadvantaged by the invested.</p>		
<p><b>3. Methodology and Sources of Data:</b></p>	<p>The investment is linked to the Leisure and Wellbeing Strategy (2015-2020). The strategy was developed using an extensive needs analysis and demographic research confirmed our target groups.</p>		

<p>The methods used to collect data and what sources of data</p>	<p>The strategy demonstrates improved understanding of our communities, barriers to under-represented groups and how we will better target our resources into creating a world-class leisure offer for everyone.</p>
<p><b>4. Consultation</b></p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> <li>• Why you carried out the consultation.</li> <li>• Details about how you went about it.</li> <li>• A summary of the replies you received from people you consulted.</li> <li>• An assessment of your proposed policy (or policy options) in the light of the responses you received.</li> <li>• A statement of what you plan to do next</li> </ul>	<p><b>Plan for Public Involvement</b></p> <p>The Strategy's project scope was developed with a cross party group of councillors. The needs data was developed and presented to the same group, displayed in each of the councillor's group rooms with an accompanying email sent to all Councillors and presented to the Leisure Partnership Board.</p> <p>Consultation was city wide through a representative sample of the whole community and with focus groups to ensure that we obtained feedback from a broad range of people.</p> <p>A summary of the strategy will be developed with support from the services Equality &amp; Diversity Service Improvement Group.</p> <p>The strategy was also promoted through the following groups and venues:</p> <ul style="list-style-type: none"> <li>○ Sports Clubs and Teams</li> <li>○ National Governing Bodies of Sport</li> <li>○ Sport England</li> <li>○ Friends / Voluntary Groups / Neighbourhood Action Groups</li> <li>○ Oxfordshire County Council</li> <li>○ Parish Councils</li> <li>○ Education Sector: Primary and Secondary Schools; Oxford</li> <li>○ University and Colleges; Language Schools</li> <li>○ Health Sector: NHS Oxfordshire.</li> <li>○ Community Centres</li> <li>○ Other City Council departments</li> </ul>

	<ul style="list-style-type: none"> <li>○ Oxfordshire Sports Partnership</li> <li>○ A press release was used to promote the start of the consultation</li> <li>○ Leisure providers</li> <li>○ Leisure Partnership Board</li> </ul> <p>Throughout the consultation period the draft strategy was available on the Council website and available for comment through the on-line consultation page.</p> <p>No surveys were planned as the needs analysis data provides a thorough evidence base.</p> <p>The consultation showed strong support for all aspects of strategy.</p>
<p><b>5. Assessment of Impact:</b></p> <p>Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults</p>	<p>While it is not believed there will be any adverse impacts, the Leisure and Wellbeing Strategy details our approach and the measures we will use to mitigate this.</p> <p>Furthermore;</p> <p><u>Tennis provision at Florence Park:</u></p> <ul style="list-style-type: none"> <li>● We have a partnership agreement with the Lawn Tennis Association (LTA), which has led to them investing in our tennis coaching programmes. This programme has been very successful and participation in tennis has significantly increased.</li> <li>● A provisional agreement is in place with the LTA where they will fund £150,000 to improve tennis provision at Florence Park, this funding needs to be match funded by the Council.</li> <li>● There are no publicly accessible tennis courts in the city that have lighting so this investment will enable tennis to be played at more times throughout the year.</li> </ul>

	<p><u>Car park at Court Place Park:</u></p> <ul style="list-style-type: none"> <li>• The car park at the entrance to Court Place Farm is in poor condition.</li> <li>• The Council has £70,000 to improve the surface of its car park at the entrance to Court Place Farm. Haven done ground surveys the car park requires a drainage scheme which requires a further c£90,000.</li> <li>• The car parks are all currently free and along with usage from users at Court Place Farm they are also used by commuters. We are proposing the introduction of a paid parking scheme across the three Court Place car parks with low charges for facility users and commercial charges for commuters. The charging scheme will be developed so facility users pay a discounted fee</li> </ul>
<p><b>6. Consideration of Measures:</b></p> <p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>As per the answer to question five.</p>
<p><b>6a. Monitoring Arrangements:</b></p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and</p>	<p>As per the answer to question five.</p>

assessment of your monitoring, making clear whether you found any evidence of discrimination.						
<b>7. 12. Date reported and signed off by City Executive Board:</b>						
<b>8. Conclusions:</b>  What are your conclusions drawn from the results in terms of the policy impact		<p>The Council's contribution for the tennis scheme will be c£135,000. This is very good value as it brings in match funding, enhances a council asset new income of £5,000 per annum and added participation due to the availability of an additional 5,000 court hours</p> <p>The total cost of the car park will be c£160,000. This investment also enhances and council asset and creates a new revenue stream</p>				
<b>9. Are there implications for the Service Plans?</b>	YES	NO	<b>10. Date the Service Plans will be updated</b>		<b>11. Date copy sent to Equalities Officer in HR &amp; Facilities</b>	July 2016
<b>13. Date reported to Scrutiny and Executive Board:</b>			<b>14. Date reported to City Executive Board:</b>	15 September 2016	<b>12. The date the report on EqlA will be published</b>	15 September 2016

Signed (completing officer)

Ian Brooke – Head of Service

Signed (Lead Officer)

Ian Brooke – Head of Service

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

Active Communities Manager

Leisure and Performance Manager