

## Appendix 2



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

<p><b>Service Area:</b> Community Services 205</p>	<p><b>Section:</b></p>	<p><b>Key person responsible for the assessment:</b>                  Vicki Galvin (Sport and Physical Activity manager)                  Hagan Lewisman (Active Communities Manager)</p>	<p><b>Date of Assessment:</b> 13<sup>th</sup> April 2022</p>	
<p><b>Is this assessment in the Corporate Equality Impact assessment Timetable?</b></p>			<p>Yes</p>	<p>No</p>
<p><b>Name of the Policy to be assessed:</b>                  Oxford City Council Playing Pitch and Outdoor Sports Facilities Strategy (2022 – 2036)</p>			<p><b>Is this a new or existing policy</b></p>	<p>New</p>

**1. Briefly describe the aims, objectives and purpose of the policy**

The Oxford Playing Pitch Strategy (PPS) has been developed using best practice guidance and methodology from Sport England. It assesses current and future demand over the next 14 years and provides a robust framework for resource prioritisation and informed planning decisions. The COVID-19 pandemic has shown that the value and impact of our green spaces for our communities has never been greater for mental, physical and social wellbeing. It is key that we continue to take advantage of the benefits that sport and physical activity can bring; the power it has to unite communities around key agendas such as tackling climate change and racism, and the role our pitches and facilities have in reducing health inequalities and inactivity.

In developing the strategy key partners were involved at all stages through a representative Steering Group which included Sport England, National Governing Bodies of Sport (NGBs), Universities, the local Playing Fields Association and City Council employees from the Active Communities and Planning departments.

Further consultation was carried out with local schools, clubs and other sports that utilise the city's playing pitches so that the strategy incorporates all sectors and develops its recommendations based on facilities that are accessible to the community.

Following Sport England's five stage process; data that evidenced supply and demand of pitch usage was collected as well as views on the quality of pitch and ancillary stock provision. This was then assessed to determine how well the needs of the current and future population were being met and from this a clear Action Plan was drafted.

This data was collected between 2018-2019, but when the global COVID-19 pandemic struck in early 2020, the final development of the strategy was delayed. The Steering Group ensured any known, significant changes to this data and the local sporting landscape were incorporated in 2021 before completion of the strategy to ensure the recommendations and actions were still relevant.

The objectives of the strategy are:

1. To gather the best available supply and demand data on playing pitches and other outdoor sports facilities.
2. To assess the supply and demand data in line with available national guidance and identified good practice.
3. To ensure a good level of consultation with key parties throughout the development of the strategy.
4. To provide a robust evidence base, which can be used by a range of Council departments and other parties to help protect and improve the provision of playing pitches and other outdoor sports facilities.
5. To establish a clear prioritised list of actions, which will help to maintain and increase participation levels in sport and physical activity. We will also target those who are not participating as well as our diverse communities within the City and ensure the efficient use of resources.
6. To establish clear prioritised infrastructure requirements, including where new facilities are required and existing facilities should be enhanced. Helping to support healthy place shaping within the city and aligning with the Council's climate emergency agenda

<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>  207	<ul style="list-style-type: none"> <li>• All users (existing and future) of accessible sports pitches and outdoor sports facilities</li> <li>• Residents/local tax payers</li> <li>• Visiting teams/sports people</li> <li>• Key stakeholders (Residents, Sport England, Active Oxfordshire, National Governing Bodies of Sport, those organisations that provide community accessible facilities, Oxford Direct Services, planning and corporate assets)</li> <li>• Prospective developers</li> </ul> <p>This strategy has provided a fit for purpose review and action plan in respect of the current and future supply of, and demand for playing pitches and outdoor sports facilities, in line population projections to 2036 (aligning with those projections set out in the Core Strategy). The strategy has taken steps to ensure that the current level of accessible pitches/outdoor sports facilities is maintained, additional provision is explored where required and in respect of Oxford City Council facilities, that the current level of maintenance and pitch standard is maintained and improvements/refurbishments are made where necessary to ensure that the facilities are suitable for, and accessible to all.</p>
<b>4. What outcomes are wanted from this policy?</b> <ul style="list-style-type: none"> <li>• Ensure that we have the right number and quality of playing pitches, protecting them from over development (owned by Oxford City Council) and ensure that the wealth of accessible pitches and outdoor sports facilities in the city remain accessible to all members of the public. This includes pitches owned by Oxford City Council and those that are accessible by the community within schools, colleges and the universities.</li> <li>• Ensure that the council owned pitches/outdoor sports facilities and ancillary facilities i.e. pavilions are maintained to a good standard and continually invested in and where feasible to make improvements.</li> <li>• The document provides direction for all involved in the provision of playing pitches and other outdoor sports facilities within the City and has enabled well informed decisions to be made through recommendations, which have been brought together to form a fit for purpose and achievable action plan that spans for the lifetime of the strategy (2022 – 2036).</li> </ul>	

<p><b>5. What factors/forces could contribute/detract from the outcomes?</b></p>	<ul style="list-style-type: none"> <li>• Oxford City Council has no direct influence on the accessibility of pitches outside of our ownership, therefore maintaining accessibility on those facilities outside of our control could be a potential barrier. To prevent this occurring, officers need to ensure that dialogue remains open with the various sectors to keep those existing accessible pitches open and to explore additional pitches becoming accessible/secure community use agreements.</li> <li>• Maintaining the number and standard of pitches and or outdoor facilities could present a potential threat to Oxford City Council, which would be a direct result of the loss or reduction of the maintenance budget. The budget needs to be safeguarded and developer contributions secured.</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 (Community Services, Planning and Corporate assets)</li> <li>• City Councillors</li> <li>• Sport England</li> <li>• Active Oxfordshire</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 – Community Services</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).</p>		
<p><b>Are there concerns that the policy <u>could</u> have a differential impact due to gender</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).</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>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).</p>		
<p><b>10. Are there concerns that the policy could have a differential impact due to 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>211</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. We have an Equality, Diversity and Inclusion strategy in place to support this.</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>Previous improvement works to Oxford City Council sports pavilion stock involved significant public consultation including key disability user groups in the City such as OXSRAD, Oxfordshire Unlimited and the Oxfordshire Disability Forum (amongst others), the new facilities are now 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. We also currently operate the Move Together and Go Active Get Healthy pathways in the City which directly support residents living with a variety of physical and/or mental health long term conditions.</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>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).</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>As discussed above, all of the projects hosted or supported by the City Council will be inclusive.</p>		
<p><b>12. Are there concerns that the <u>policy could</u> have a differential impact on people due to their age</b></p>	<p>¥</p>	<p>N</p>	



<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p> <p>213</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>As discussed above, all of the projects hosted or supported by the City Council will accommodate for a variety of age ranges. We also currently operate the Move Together and Go Active Get Healthy pathways in the City which directly support residents living with a variety of physical and/or mental health long term conditions, many of which are older residents. The Council also coordinate the Oxford health walks programme which engages many of our older residents. To support young people across the City to be more active the Council's Youth Ambition programme offers a variety of support services and in May 2022 we are also launching a new families support pathway called You Move.</p>		
<p><b>13. Are there concerns that the policy <u>could</u> have a differential impact on people due to their religious belief</b></p>	<p>✘</p>	<p><b>N</b></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).</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>As discussed above, all of the projects hosted or supported by the City Council will be inclusive. We also work with the inter-faith group to understand needs, gaps and opportunities.</p>				
<p><b>14. Could the differential impact identified in 8-13 amount to there being the potential for adverse impact in this policy</b></p>	<p>☐</p>	<p><b>N</b></p>			
<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>	<p>☐</p>	<p><b>N</b></p>			
<p><b>16. Should the policy proceed to a partial impact</b></p>	<p>☐</p>	<p><b>NO</b></p>	<p><b>If Yes, is there enough evidence to proceed to a full EIA</b></p>	<p>☐</p>	<p><b>N</b></p>

<b>assessment</b>			<b>Date on which Partial or Full impact assessment to be completed by</b>		<b>N/A</b>	
<b>17. Are there implications for the Service Plans?</b>	<b>YES</b>	<b>NO</b>	<b>18. Date the Service Plan will be updated</b>	n/a	<b>19. Date copy sent to Equalities Officer in Policy, Performance and Communication</b>	13/04/22
<b>20. Date reported to Equalities Board:</b>			<b>Date to Scrutiny and EB</b>	13/04/22	<b>21. Date published</b>	

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Signed (completing officer): Vicki Galvin Signed (Lead Officer) Hagan Lewisman

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