



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

Service Area: Leisure and Parks 405	Section: City Services	Key person responsible for the assessment: Courtney Warden (Development Officer) Hagan Lewisman (Development Manager)	Date of Assessment: 2 March 2012	
Is this assessment in the Corporate Equality Impact assessment Timetable for 2008-11?			Yes	No
Name of the Policy to be assessed: Oxford City Council Playing Pitch and Outdoor Sports Facilities Strategy (2011 – 2016)			Is this a new or existing policy	New

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

The overriding purpose of the strategy is to help ensure the City has a good supply of well managed, maintained, efficient, accessible & 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.

Ancillary facilities i.e. pavilions are also an important aspect of this assessment to ensure that these facilities meet modern day standards and Disability Discrimination Act (DDA) requirements.

The strategy provides direction for all involved in the provision of playing pitches and other outdoor sports facilities within the City and enable well informed decisions to be made.

The Playing Pitch and Outdoor Sports Facilities Strategy supports the delivery of three objectives in the Council's corporate plan;

- Strong and Active Communities
- Cleaner Greener Oxford
- An Efficient and Effective Council

It also clearly links into the Leisure and Parks service areas objectives of;

- Support the Physical Regeneration of Oxford through the delivery of key projects
- Support the Social Regeneration of Oxford.
- Improves the operational performance of the service

The objectives, set out below, helped to guide the development of the strategy and will ensure that the document is fit for purpose.

1. To gather the best available supply and demand data on playing pitches and other outdoor sports facilities included.
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 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, including ancillary facilities e.g. pavilions, to meet modern day standards, DDA requirements and all users needs.
7. To identify and promote good practice regarding the provision, management and maintenance of provision within the City.
8. To establish a process to ensure the regular review and update of the strategy and the information on which it is based.

2. Are there any associated objectives of	As noted above.
3. Who is intended to benefit from the policy and in what way 407	<ul style="list-style-type: none"> • All users (existing and future) of accessible sports pitches and outdoor sports facilities • Residents/local tax payers • Visiting teams/sports people • Key stakeholders (Sport England, Oxfordshire Sports Partnership, National Governing Bodies of Sport, those organisations that provide community accessible facilities, Oxford City Council parks, planning and corporate assets) • Prospective developers <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 2026 (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>
4. What outcomes are wanted from this policy? <ul style="list-style-type: none"> • Prevent the loss of playing pitch land to any potential/future developments (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. • 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 where feasible to make improvements. • 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 (2012 – 2026). 	

<p>5. What factors/forces could contribute/detract from the outcomes?</p>	<ul style="list-style-type: none"> • 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. • 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. 		
<p>6. Who are the main stakeholders in relation to the policy</p>	<ul style="list-style-type: none"> • Oxford City Council (leisure, parks, planning and corporate assets) • City Councillors • Sport England • Oxfordshire Sports Partnership • National Governing Bodies of Sport and League Secretaries • Existing and future facility users • Residents • Sports clubs/teams 	<p>7. Who implements the policy and who is responsible for the policy?</p>	<p>Oxford City Council – Leisure and Parks</p>
<p>8. Are there concerns that the policy <u>could</u> have a differential impact on racial</p>	<p>Y</p>	<p>N</p>	

<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>409</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>9. Are there concerns that the policy <i>could</i> have a differential impact due to gender</p>	<p>∓</p>	<p>N</p>	

<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>410</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). 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>10. Are there concerns that the policy <u>could</u> have a differential impact due disability</p>	<p>Y</p>	<p>N</p>	

<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>411</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>11. Are there concerns that the policy <u>could</u> have a differential impact on people due to sexual orientation</p>	<p>¥</p>	<p>N</p>	

<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>412</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). 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>12. Are there concerns that the policy <u>could</u> have a differential impact on people due to their age</p>	<p>Y</p>	<p>N</p>	

<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>413</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). 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>13. Are there concerns that the policy could have a differential impact on people due to their religious belief</p>	<p>∓</p>	<p>N</p>	

<p>What existing evidence (either presumed or otherwise) do you have for this?</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). 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>14. Could the differential impact identified in 8-13 amount to there being the potential for adverse impact in this policy</p>	<p>✘</p>	<p>N</p>	
<p>15. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason</p>	<p>✘YES</p>	<p>N</p>	

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			N/A
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	02.03.12
20. Date reported to Equalities Board:			Date to Scrutiny and EB	04.04.12	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 Officer
Development Manger

People & Equalities:
Jarlath Brine

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