

Equality Impact Assessment (EIA):

Name of Report/Proposal/Strategy:	Torbay Sports & Facilities Strategies		
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Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

Relevance Test – ‘A Proportionate Approach’

Not all of the proposals or strategies we put forward will be ‘relevant’ in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer ‘yes’ to any of the questions below you must complete a full EIA.

1)	Does this report relate to a key decision?	Y <input checked="" type="radio"/>	N <input type="checkbox"/>
2)	Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following: <ul style="list-style-type: none"> • The Community (including specific impacts upon the vulnerable or equality groups) • Our Partners • The Council (including our structure, ‘knock-on’ effects for other business units, our reputation, finances, legal obligations or service provision) 	Y <input checked="" type="radio"/> Y <input checked="" type="radio"/> Y <input checked="" type="radio"/>	N <input type="checkbox"/> N <input type="checkbox"/> N <input type="checkbox"/>

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the purpose of the proposal	<p>Torbay Council with the support of Sport England commissioned Neil Allen Associates to produce a Sports Facilities Needs Assessment and Strategy for Torbay in August 2013. The Facilities strategy links closely with a separate Playing Pitch Strategy, also undertaken by Neil Allen Associates. The Playing Pitch Strategy assesses current and future needs for playing pitches in Torbay and will underpin future protection, enhancement and provision of the pitch stock in Torbay. These strategies will replace the existing Sports Facilities Strategy (2009) which is now out of date.</p> <p>The specific areas of the strategies are as follows:</p> <p>Torbay Sports Facilities Strategy</p> <ul style="list-style-type: none"> • Sports Halls • Swimming Pools • Tennis Courts, MUGAs & Bowling Greens • Athletics Facilities • Other Specialist Facilities • Water Sports • Outdoor & Adventure Sports • Health and Fitness <p>Torbay Playing Pitch Strategy</p> <ul style="list-style-type: none"> • Football • Cricket • Rugby • Hockey • Other Sports • Artificial Grass Pitches <p>The strategies set out the strategic direction and priorities for the future delivery of sports facilities across Torbay until 2021.</p> <p>It is important that indoor and outdoor sports facilities, playing fields and other facilities and opportunities are considered together. They are often located in close proximity to each other and can benefit from this co-</p>

No	Question	Details
		<p>location, joint management and operation. It also increases the opportunities available for people to participate in a range of sports.</p> <p>The funding of the sports sector is under pressure more than ever before. With local authorities including Torbay finding that investment in discretionary services are severely under pressure, there is a need to apply for external funding from national funding bodies and explore the further development of collaborative sector partnerships.</p> <p>The new strategies will ensure there is a renewed focus on sport. The strategic vision will provide a framework for plans and strategies which will inform investment by the Council and other partners for the improvement of sport facilities across Torbay.</p>
2.	Who is intended to benefit / who will be affected?	<p>Sports clubs/groups, schools, Colleges, everyone who is involved in the provision, management, delivery and use of sport facilities throughout Torbay. The Vision Statement and supporting text has sought to emphasise the unique characteristics of Torbay and the potential for raising the quality of life and improving the health of its residents through sport and recreation. It also has tremendous potential as a sport and recreation destination for tourists and visitors which can assist in economic and social regeneration.</p>
3.	What is the intended outcome?	<p>The future for sports 2014-2021 is that Torbay will be an area where:</p> <ul style="list-style-type: none"> • Accessible, affordable and high quality opportunities are provided for all ages and abilities to develop a sporting habit for life • sport is recognised and makes its contribution to addressing health inequalities • sport contributes positively to the economy of the area, raising the profile as a destination for sport • sports facilities are well maintained and managed and are viable and sustainable. <p>By 2021 Torbay will be:</p> <ul style="list-style-type: none"> • The most active local authority locally in terms of adults participating in sport • reducing health inequalities through the contribution of more people leading active lifestyles • an area where the attitudes of inactive people towards sport and active lifestyles, particularly the elderly have changed

No	Question	Details
		<ul style="list-style-type: none"> • an area where those involved in sport and active lifestyles have a quality and affordable experience • an area where the facility infrastructure has been protected and upgraded. Facilities will be viable and sustainable • an area where priority projects have been delivered • recognised as a model for good practice for working in partnership with National Governing Bodies • recognised for developing the use of the bay as a major water sports and outdoor adventure activities centre • renowned as a host of major sporting events, which boosts tourism and the profile of the area

Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

Evidence, consultation and engagement

No	Question	Details
4.	Have you considered the available evidence?	<p>Sport England’s 10 step methodology was followed and key documents such as Torbay’s local neighbourhood plans, Sport England’s Active People, Active places data base and Facility Planning module were also incorporated. Sport England’s Active People Survey suggests that the overall level of ‘once a week’ sports participation in Torbay is lower than regional and national figures. However, the generally upward trend in participation in Torbay since 2005, alongside the recent increases in participation rates between 2011 and 2013, suggest that there are strong foundations for building participation in sport and active recreation in Torbay.</p> <p>The Sports Market Segmentation analysis (as promoted by Sport England) provides a broad indication of the number of existing residents who currently participate in the different sports, which are the most popular sports, and from which market segments the majority of participants are from. It also provides an indication as to the motivations of the different market segment groups for taking part in sport, the barriers to increased participation, and the different sports that residents would like to play (or play more of).</p> <p>The market segmentation analysis for Torbay indicates that:</p> <ul style="list-style-type: none"> • Torbay’s population includes a large proportion of older adults and retired people; these two segment groups play sport mainly for recreational/social/help with injury reasons/keep fit reasons, as opposed to competitive/improving performance reasons; • the next three most dominant groups participate in sport and physical activity predominately for keep fit/improving performance/enjoyment and social reasons; • in common with many other areas, the most popular sports in Torbay are swimming, cycling, gym/fitness activities and football, as well as athletics (which includes running and jogging). Of these five main sports, only swimming has higher activity rates than the regional and national average;

No	Question	Details
		<ul style="list-style-type: none"> • the percentage of adults in Torbay wanting to do more sport is lower than the regional and national average; • the sport that most adults in Torbay would either like to do (or do more of) is swimming; other sports which a notable number of adults would like to do (or do more of) include: cycling, athletics, tennis and badminton; • about 30% (32,700) of the adult population in Torbay currently take part in indoor sports at present and about 23% (25,700) of the adult population). An estimated 31,700 adults would like to participate in (or participate more) in indoor sports, and 19,920 in outdoor sports. Whilst it is unlikely that all 'latent demand' would become actual demand, if fully realised this would represent a significant increase in demand for sports facilities in Torbay. <p>The main barriers to higher participation by the dominant market segments include: improved transport, people to go with, better facilities, time and lack of childcare. (These findings were borne out by the responses to a web based questionnaire set up at the start of the strategy research).</p> <p>Overall evidence thus suggests that the generally 'ageing' population profile of Torbay, coupled with the dominance of some market segments that are not interested in playing sport, serves to highlight the importance of providing for a range of sporting opportunities to meet future needs.</p>

No	Question	Details
5.	How have you consulted on the proposal?	<p>Two key stakeholder groups were formed to help develop the strategies after initial meetings were held between Neil Allen Associates and various Torbay Council Officers and Sport England. The groups included council officers, National Governing Bodies, Sport England, Education, Public Health and other key partners such as Torbay Sports Council and Active Devon.</p> <p>In September 2013 all sports clubs in Torbay were sent questionnaires relating to the strategies and invited to a club evening at Torquay United. The questionnaires were also placed on Torbay Council's website, in order for everyone to have the opportunity to be consulted. Local press were also included who printed various articles encouraging people to take part in the consultation during September, October and November 2013. During the following months Neil Allen Associates visited and interviewed most local sports facilities and providers, including neighbouring authorities, South Devon College, all secondary schools and various primary schools etc.</p> <p>Meetings were held with club managers and users. A club consultation evening was also held and a survey form posted on the council's website. Presentations were made to neighbourhood forums and members.</p> <p>A Draft for Consultation was prepared in April 2014 and circulated widely to all clubs, league secretaries, schools, facility managers, operators and individuals who had an input or expressed an interest in the strategy process. Their comments and amendments have been used to finalise the final document, including the action and implementation plan.</p>
6.	Outline the key findings	<p>The Playing Pitch consultation was distributed to the 65 local sports clubs who use Torbay facilities, plus organisations such as Torbay Sports Council, Neighbourhood forums, Governing bodies of Sport etc. The Sport Facilities consultation was distributed to over 129 local sports clubs and organisations. 37 replies were received.</p> <p>As well as the Sports Club evening in October 2013, Torbay Sports Council also held an extra meeting for member clubs with Neil Allan Associates.</p> <p>The consultation documents were placed on Torbay Council's website with a reply deadline of May 2014. The final draft was sent to National Governing Bodies of Sport, local sports clubs and partners on 4th November 2014. All of the feedback received was incorporated into the strategies in readiness for final approval. The following organisations responded:</p> <ul style="list-style-type: none"> • Torbay Olympic Gymnastics Club

No	Question	Details
		<ul style="list-style-type: none"> • English Cricket Board • Football Association • Rugby Football Union • Sport England • Paignton Rugby Club • Paignton Community & Sports College • Torbay Sports Council <p>Natural Environment Team – Torbay Council</p> <p>The main Needs Assessment document presents the detailed findings from the demand and supply analysis, and brings together the evidence gathered to gain an understanding of the relationship between supply and demand. Key findings and issues to be addressed are set out for each of the sports / facilities covered in the strategies.</p>
7.	<p>What amendments may be required as a result of the consultation?</p>	<p>The main changes made to the documents were to make the action plans SMART. It has also been requested by National Governing Bodies that site by site, pitch by pitch action plans should be produced. It was agreed from the stakeholders to enforce this once the strategies have been adopted.</p>

Positive and negative equality impacts

No	Question	Details		
8.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally	Making sport and physical activity available to everyone.		
	Older or younger people	Supports community use of sports facilities on educational sites. Encourage healthy lifestyles		
	People with caring responsibilities	Encourage health lifestyles		
	People with a disability	Encourage healthy lifestyles and Raise awareness of disability sport in Torbay, Encourage people with disabilities and reduced mobility to take part in sport and fitness activities.		
	Women or men	Encourage healthy lifestyles		
	People who are black or from a minority ethnic background (BME)	Encourage healthy lifestyles		
	Religion or belief (including lack of belief)	Encourage healthy lifestyles		
	People who are lesbian, gay or bisexual	Encourage healthy lifestyles		
	People who are transgendered	Encourage healthy lifestyles		

No	Question	Details	
	People who are in a marriage or civil partnership	Encourage healthy lifestyles	
	Women who are pregnant / on maternity leave	Encourage healthy lifestyles	
	Socio-economic impacts (including impact on child poverty issues and deprivation)	<ul style="list-style-type: none"> • Achieves economic well-being: sport provides training and employment opportunities. • Those involved in sport and active lifestyles have a quality and affordable experience <p>The facility infrastructure has been protected and upgraded. Facilities will be viable and sustainable</p>	
9.	Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and / or foster good relations?	Promotion of equal opportunities through sport. Stay Safe Sport promotes community cohesion and decreases the likelihood of being the victims of bullying or crime.	

Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10.	Summarise any positive impacts and how they will be realised most effectively?	<p>The Strategies will enable the council and partners to develop pitch specific action plans and improve sports facilities across Torbay. To ensure funding is secured from key agencies like the Football Foundation and Sport England.</p> <p>Facilities will be made more attractive to users, in particular young people, women, people with disabilities; and those age groups that will grow significantly in the period to 2021 (i.e. 0-9 and 70+).</p>

		<p>The value of sport extends beyond sport for sports sake. It brings benefits to communities and individuals such as improving health and community safety, increasing skills, employment and economic growth and providing new opportunities for children and young people. Sport can be used to build stronger, healthier, sustainable and more prosperous communities.</p> <p>Enabling individuals and groups to regularly participate in sport and sports related activities through a robust infrastructure of sports people, activities, clubs, events and facilities helps to realise a wide range of community benefits.</p> <p>It has a contribution to make to the quality of life and well-being of individuals and is important for the social contact, fun and enjoyment it brings. Sport also brings wider personal, social, economic and health benefits when developed and delivered in appropriate settings and in the right way.</p> <p>Regular involvement in sport helps community's to:</p> <ul style="list-style-type: none"> • be healthy: sport reduces the risk of illness and ill health, helps to prevent or tackle obesity and contributes to maintaining a healthy lifestyle; • stay safe: sport promotes community cohesion and decreases the likelihood of being the victims of bullying or crime; • enjoy and achieve: sport helps to raise educational attainment, contributes to the personal and social development and provides enjoyable leisure time activities; • make a positive contribution: sport engages community's in volunteering and community activity, reduces the likelihood of involved in anti-social behaviour, develops their self confidence and encourages positive behaviour; and • Achieve economic well-being: sport provides training and employment opportunities.
11.	Summarise any negative impacts and how these will be managed?	None.

Section 4: Recommended course of action

No	Action	Details
12.	State a recommended course of action	<i>Where: -</i>

	[please refer to action after section 5]	Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken.
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Section 5: Monitoring and action plan

No	Action	Details
13.	Outline plans to monitor the actual impact of your proposals	<p>Further work is being undertaken to develop individual site and pitch action plans, in partnership with the National Governing Bodies of Sport, especially the Football Association, Rugby Football Union, England Cricket Board and English Hockey Association. It is hoped that authority will be delegated to the Executive Lead for Safer Communities, Highways, Environment and Sport and the Executive Head of Residents & Visitor Services to approve the agreed action plans.</p> <p>Further work will be undertaken to engage with clubs, organisations and agencies across the sports sector and develop funding options for the implementation of the aims and objectives.</p> <p>Monitoring of the strategies will involve the production of annual progress summary on the delivery of the strategies. This will include:</p> <ul style="list-style-type: none"> • A review of participation with support from National Governing Bodies • Identification of any keys changes to participation trends in Torbay, and the likely implications of these changes to the strategy • an assessment of changes to the facility stock • progress on the strategy delivery to include a summary of the amount of funding secured for sports facilities through various grant programmes, capital expenditure and planning contributions.

Please use the action plan below to summarise all of the key actions, responsible officers and timescales as a result of this impact assessment

Action plan

Please detail below any actions you need to take:

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1	Agree key priorities, timescales and implementing partners	?	?	Strategy Implementation Group	?
2	Set up a process to take individual facility and pitch actions forward, ensuring that the strategy continues to address local needs and priorities in the Bay.	?	?	Strategy Implementation Group	?
3	Continuously monitor and update the strategy	?	?	Strategy Implementation Group	?
4					
5					