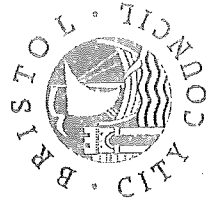


Bristol City Council Equality Impact Assessment Form



(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Bristol Playing Pitch Strategy (PPS)
Directorate and Service Area	Neighbourhoods / Public Health / Healthy Lifestyles Healthy Place
Name of Lead Officers	Guy Fishbourne / Craig Hyslop

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

The vision for the PPS is as follows:

- To protect, enhance and provide the right combination of playing pitches to meet the current and future needs of the city's population.
- To increase participation in playing pitch sports through offering the best player/participant experience possible in terms of playing pitches and ancillary facilities in the most cost effective way for provider and user.

In simple terms the work is about the number and quality of grass and artificial playing pitches (and associated changing rooms) in the city. The PPS focuses on the four main pitch sports played in the city: cricket, football, hockey and rugby union.

The PPS work and its associated action plan may affect service users in the following ways:

- The PPS seeks to attract investment for new facilities and to improve heavily used facilities
- The PPS aims to identify any underused sites or sites that are not cost effective to run. The future of these sites will be considered in the context of their locality and the city wide need.
- The PPS seeks to understand the entire picture of provision and demand for each sport and to identify areas where additional facilities or changes in current facilities are needed by city residents.
- An action plan will be created identifying the key actions across the city required to meet the PPS vision.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

Sport England provide a comprehensive methodology to follow that helps shape a reasonably clear picture on all the teams that play the four sports in the city, and all the pitches that they play and train on. To give an idea of scope, there are around 500 playing pitches and 1100 teams that use them. The PPS methodology collects data on team numbers, not the individuals who play for each team. The data is therefore lacking in specific equality information. An added complication is that two of the governing bodies for each sport do not collect data specific to the city. Indeed the Somerset Cricket Board (SCB) and Somerset Football Association (SFA) cover the south of the city, with the Gloucestershire Cricket Board (GCB) and Gloucestershire Football Association (GFA) covering the North.

Cricket

- There are 136 “open age” teams (predominantly adults)
- There are 78 youth cricket teams (under 16 years)

Specific equalities information (cricket)

- The facilities for cricket within the city boundary are insufficient in terms of quality and quantity i.e there are not enough pitches of sufficient quality for cricket above entry (basic) level. Consequently 5 new clubs from the South Asian community established since 2000 have had to play at facilities in either South Gloucestershire or BANES whilst 2 others have to play outside Bristol and their ‘natural’ catchment area.
- The Bristol Youth League is one of the largest in the country and covers areas outside the city in all directions.
- There is no specific data collected on women/girls participation in cricket. However the GCB do report that there are

currently 20 clubs (in Gloucestershire) that have female only teams, with girls allowed to play with boys at youth level.

Football

- There are 325 adult male teams
- There are 6 adult female teams
- There are 195 youth (boys) teams (under 16 years)
- There are 13 youth (girls) teams (under 16 years)
- There are 84 mini (mixed) teams (under 10 years)

Specific equalities information (football)

- There are circa 700 small sided football teams in the city that use a variety of facilities (some of these facilities- such as sports halls- are not included in the PPS and therefore small sided teams are not either). Small sided football is generally more accessible and there is thought to be more participation from various equality groups in this format of the game.
- The GFA (21 teams) and SFA both run "Ability Counts" leagues. The teams are generally of mixed age and gender.
- Bristol Panthers FC is Bristol's "premier gay-friendly football club".
- The DCMS Taking Part Survey (2011) states that the top five sports for white and BME people include swimming, cycling, football and health and fitness. While four of the top five sports are the same for both groups, the percentages differ and there is some variation in their rank order position. For example, BME people are more likely to play football (10.3% +/-1.8 compared with 6.4% +/-0.5 of white people).

Hockey

- There are 54 adult male teams
- There are 41 adult female teams
- There is 1 mixed adult team
- There are 18 junior teams

Specific equalities information (hockey)

- Hockey has by far the largest female participation rate of the pitch sports included in the PPS.
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Rugby Union

- There are 69 adult male teams
- There are 2 adult female teams
- There are 49 youth/colts teams
- There are 54 mini teams

Specific equalities information (rugby union)

- Bristol Bisons RFC is the "South West's only inclusive rugby union team".

Brief summary of PPS findings related to an EqIA

- Poor quality changing facilities at most of the Parks football sites with little segregation allowing for mixed use or disabled access.
- Not enough hours for hockey training (mid-week) available at key sand based artificial pitches. This is mostly due to football training / hire. This adversely affects the hockey community which is nearly 50% female.
- Only 1 sand based artificial pitch in the south of the city.
- Not enough cricket facilities to accommodate all cricket teams within the city- South Asian teams in particular are not provided for.
- Not enough junior and mini football pitches marked out (most play is on adult pitches).
- Not enough junior/mini rugby union pitches marked out (most play is on adult pitches).

2.2 Who is missing? Are there any gaps in the data?

Gaps in knowledge

- Due to the fore-mentioned focus on teams rather than individuals the information on equality groups is poor.
- Requests to all the relevant National Governing Bodies has highlighted that they do not collect data on equalities groups. This is something that the PPS steering group can look to address. The football and cricket NGBs have development officers employed specifically around disability sport, women/girls sport and youth sport- yet they all knew very little about actual participation rates in their respective areas.
- There is a lack of information on disabled participation in pitch sports. Any search for more information could also include participation in coaching and volunteering.
- There is thought to be a growing number of veterans teams in both football and rugby yet the information gathered

to date has not highlighted this.

- Part of the original data collection included a club survey, sent out to all the clubs in the city. This was based on guidance from the National Governing Bodies and Sport England and did not include any specific attempt at gathering equalities data. BCC officers should have looked to include this and can rectify this missed opportunity in any future club surveys.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

The original consultation exercise included a club survey. However many clubs would have simply asked a secretary or similar to respond to the survey. The responses are unlikely to be representative of many of the individuals that participate at each club.

There is an opportunity at the consultation stage to ensure that equality groups and individual members of the general public are consulted on the PPS. We particularly need information on barriers to participation amongst these groups.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

	Does the proposal have any potentially adverse impacts on people with protected characteristics?	Can these impacts be mitigated or justified? If so, how?	Does the proposal create any benefits for people with protected characteristics?	Can they be maximised? If so, how?
Age	There is a need for more junior football and rugby pitches.	The aim is to provide these additional pitches through re-allocating under used adult pitches.	Specific junior pitches should improve the player experience.	The new pitches need to be good quality and the correct size according to the age group.
Disability	Little is known about barriers to disabled involvement in the 4 pitch sports covered. Therefore there is a risk of any actions potentially adding to barriers or missing simple opportunities to reduce barriers.	The strategy consultation process is an opportunity to learn more about this group and pitch sport participation. It may also be necessary to consult on any proposed actions.	There is the potential to reduce barriers if they are identified.	Accurate and comprehensive consultation.

Gender re-assignment	No obvious considerations.				
Marriage & civil partnership	No obvious considerations.				
Pregnancy and maternity	Little is known about barriers to involvement in the 4 pitch sports covered. Therefore there is a risk of any actions potentially adding to barriers or missing simple opportunities to reduce barriers.	The strategy consultation process is an opportunity to learn more about this group and pitch sport participation. It may also be necessary to consult on any proposed actions.	There is the potential to reduce barriers if they are identified.	Accurate and comprehensive consultation.	
Race	The South Asian cricket population have been identified as a group who do not have the facilities they require.	Identified actions intend to improve this situation.	The PPS actions therefore should benefit this population.	It is important to maintain consultation to ensure that any actions are welcomed by the intended target group.	
Religion or belief	Little is known about barriers to involvement in the 4 pitch sports covered. Therefore there is a	The strategy consultation process is an opportunity to learn more about this group and pitch sport	There is the potential to reduce barriers if they are identified.	Accurate and comprehensive consultation.	

	risk of any actions potentially adding to barriers or missing simple opportunities to reduce barriers.	participation. It may also be necessary to consult on any proposed actions.		
Sex	Women and girls participation is low in football, rugby and cricket. More information is needed on potential barriers to participation.	Participation is likely to be more than just a factor of facility provision. However it will undoubtedly have an impact. All new facilities should be built with the intention of reducing any identified barriers to participation.	There is no explicit mention of equality groups in the action plan with regards to the building of new facilities. This needs to be added to the PPS and the PPS action plan.	It is important to maintain consultation to ensure that any actions are welcomed by the intended target group.
Sexual orientation	Little is known about barriers to involvement in the 4 pitch sports covered. Therefore there is a risk of any actions potentially adding to barriers or missing simple opportunities to reduce barriers.	The strategy consultation process is an opportunity to learn more about this group and pitch sport participation. It may also be necessary to consult on any proposed actions.	There is the potential to reduce barriers if they are identified.	Accurate and comprehensive consultation.

General comments
There are difficult decisions to be made about how to use any money available for investment in facilities (improving old and building new). Any proposed actions need to consider the different equality groups and potential impacts on their participation.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?	
4.2 What actions have been identified going forward?	The equality impact assessment has highlighted that the key delivery partners (the four National Governing Bodies of Sport, namely the Rugby Football Union, The FA, the England & Wales Cricket Board and Hockey England) do not collect sufficient equality data on participants. This in turn means that they hold little information on barriers to participation of the equality groups. The strategy document itself is therefore unchanged by the EqIA, however it has added a major task for the action plan in encouraging and facilitating the NGBs to collect equality data. It has also highlighted the need to include equality impact assessments when any new proposals / major actions are undertaken.
4.3 How will the impact of your proposal and actions be measured moving forward?	BCC to encourage and facilitate the NGBs to collect equality data on their participants. Include equality impact assessments when any new proposals / major actions are undertaken.
	Collection of equality data on participants will provide a start point for engaging with these equality groups and understanding their needs and barriers to participation. Having more equality related actions on the PPS action plan will illustrate progress. Longer term, evidencing an increase in participation of some equality groups should be the aim.

Service Director Sign-Off: (ACTING)	Equalities Officer Sign Off:
Sally Hogg	Sally Nelson
Date: 9.11.16	Date: 14-12-16

