

## Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Ardagh Tennis Operator Proposal
Directorate and Service Area	Neighbourhoods – Public health
Name of Lead Officer	Guy Fishbourne

### 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 proposal for the Ardagh will support the tennis operation model soon to be implemented in 2018 at three venues; Canford, Eastville and St George parks. We will be appointing a tennis operator to run a new booking scheme where residents pay an annual fee of £35 (with concessions available for those on low income and on benefits). The tennis court will be code and fob controlled, so those who purchase the fob can get in any time they book and for people who do not want to join the scheme, they can pay and play and be given a code to access the courts. Tennis for free will be incorporated into the scheme, with allocated free coaching and free court time available. The aim of this proposal is to enable more people to play tennis, enhance the current condition of the courts and ensure the long term future of the courts is sustained with the charging model.

We are looking in this proposal to extend this to six of the courts at the Ardagh which are currently free of charge but in poor condition. Part of the project is prior to the installation of the booking scheme to improve the courts to a good standard, and utilise the charging scheme to generate enough to cover future maintenance costs as set out in guidance by the Lawn Tennis association.

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## 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?

The people affected by the proposal are the users of the site and communities around the venue who use the site and those who could potentially use the site to participate in tennis.

The Horfield Ward demographics are mostly reflective of those for Bristol overall however:

- 19.6% of citizens are Black and Minority Ethnicity, compared to 16% for Bristol overall
- 18.1% of citizens were born outside UK and 10.2% speak English as an additional language.
- There are a relatively high number of older adults receiving a community based social care service.

The Bishopston & Ashley Down ward demographics show:

- 10.6% of the population are BME – Lower than the Bristol average of 16%
- 12% residents born outside the UK and 5.3% speak English as an additional language.
- There are a relatively low number of older adults receiving a community based social care service compared to the Bristol average.

The Westbury On Trym ward demographics show:

- 7.7% of residents are BME – lower than the Bristol average of 16%
- 11% of people were born outside the UK and 4.5% speak English as an additional language
- There is a lower than average number of older people receiving community care services in comparison to Bristol and a higher than average number of residents in a care home.

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

We do not have detailed demographic information about the people who currently use the tennis facilities at this and other sites. In the new operation model the service provider will be required to provide equalities monitoring

reports.

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

The community around the Ardagh have been involved through a number of processes. Firstly a park consultation was carried out around the proposed parks to gain views on introducing the charging system and improvement of the courts. A total of 467 responses were recorded citywide and responses were overall positive for the improvements and charging scheme being introduced. Responses were received from tennis players and wider park users through an online and face to face surveying techniques to ensure all were able to feedback on the proposal.

BCC and the Lawn Tennis Association have also been communicating with the friends of Horfield Common group, with representatives from the local community. Ongoing dialogue is also being held with the Ardagh Community Trust representatives, who are looking to take on the Community Asset Transfer of the site.

### **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.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

The introduction of the charging system which is a change to the current free to play courts and this could be seen as a negative impact. The charging system will be set at an affordable £35 per annum per household, which will cover access to all courts in the city under this system.

The access system will not allow people to walk onto the courts as they currently so as they will need to get in through the access system and mitigations for this will be highlighted below.

Potential impact will also be seen on the awareness of the scheme and how to access the courts to people with protected characteristics. If members of the community are unable to understand the system then they will be unable to play tennis in the park.

The change in court access could also impact upon disabled people as the court access will not be free of charge and the scheme will need to be able to enable

disabled people to access the courts.

The scheme could also potentially impact upon school children who turn up to play after school without parental supervision.

The scheme could also negatively impact upon those with no internet access.

### 3.2 Can these impacts be mitigated or justified? If so, how?

To mitigate the impact upon those on low incomes, concessions will be available for those on benefits or a low income, providing affordable access to the courts all year round. Pay and play opportunities are also included with the key code access, allowing those who only play infrequently to pay when they play instead of having to join the scheme. For those unable to pay, a number of free tennis days and organised free court time will be required of the operator to allow those unable/unwilling to pay to still be able to access the service. The level of older people receiving community care is Higher in the Horfield Ward than the Bishopston & Ashley down wards and Westbury on Trym and Henleaze wards but this mitigation will support those across all three wards.

The operator will also be responsible for the promotion of the tennis venue in the local community and online, providing all the citizens of Bristol with one central point of contact and ongoing promotion of the tennis opportunities that they may not currently be aware of. The citywide tennis website will promote all tennis venues in one place and the Ardagh will be more widely promoted through the website allowing more people to access the courts.

To mitigate any lack of awareness of the scheme, The operator will be responsible for the promotion of the tennis venue in the local community and online, providing all the citizens of Bristol with one central point of contact and ongoing promotion of the tennis opportunities that they may not currently be aware of. The citywide tennis website will promote all tennis venues in one place and the Ardagh will be more widely promoted through the website allowing more people to access the courts. The operator will also be required to offer all information about the scheme in community languages to allow all access to the scheme. The community languages will benefit the 10.2% of people who live in Horfield ward who speak English as a second language as well as the 5.3% in Bishopston & Ashley Down Ward and 4.5% in Westbury on Trym and Henleaze wards.

To mitigate the impact upon disabled people a number of mitigations will be ensured. All court access gates will be suitably wide to accommodate wheelchair access to enable wheelchair users to have equal access. The court code locks will also have brail next to each number on the access code to enable full access.

To mitigate the impact on young people who are unable to drop in and play for free or who's parents are unable/unwilling to pay for the access a number of requirements have been made in the specification to the operator. The pay and play opportunity will allow young people to book by the hour, with either booking online or by phone. The operator will also be offering a number of free court hours at advertised times as part of the specification which will allow free play for those unable to join the scheme.

To mitigate the issue of people having no access to the internet the operating scheme will also provide a phone contact service, so for the first time people who do not have access to the internet will have the opportunity to speak to the court operator and access court booking in this way.

### 3.3 Does the proposal create any benefits for people with protected characteristics?

Firstly the condition of the tennis courts would be significantly improved. The courts are currently in poor condition and are likely to become unusable in the future if they are left to deteriorate. This will benefit the citizens of Bristol as they will have access to high quality tennis provision that currently is not available in this area.

The tennis operation would allow for an improved booking system, currently there is no booking system and the operation will allow people to choose when they play tennis on the courts. Currently all the courts are turn up and play, so you are not guaranteed a court if they are all bring used, this system will allow booking at any point in time allowing better choice of court time and preventing people turning up and being unable to play.

The operator will also provide a series of promotional events at the venues, in community locations and at large scale events. This will enable people to try tennis from a casual play to tennis coaching taster sessions that have not previously been able to do so. The promotion will also target raising awareness of the public tennis facilities in the city. A recent LTA study suggested many residents are currently not aware of all the public tennis facilities, the

operators publicity will help raise the profile of the public offering for tennis in the city.

Free tennis times will be a key feature of the operation, there will be certain sessions and days where the operator is required to offer a number of free tennis courts. This will enable people who do not want to join the scheme or are very occasional players to still be able to play tennis for free.

#### 3.4 Can they be maximised? If so, how?

All of the benefits will be maximised with the terms of the operators contract, with continual improvement built into the contract. Measurements will be recorded on a monthly and annual basis and be contract managed to ensure the maximum benefit is being provided. Equalities measurements will be recorded to ensure equalities groups are being sufficiently targeted with the operators promotion and awareness campaign. With the appointment of the correct operator through the tender process we will ensure that a proactive organisation is given the award to run the service appropriately and for the benefit of members of the public. The effective operator will also create the required income to provide the required sinking fund, which will mean the courts are resurfaced appropriately at the end of the lifespan of 10-12 years of the court surface, to maintain the high quality courts for the public to use.

### 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?

The equalities impact assessment has informed the specification for the appointment of the operator, with all equalities issues raised addressed within the specification and monitoring a requirement of the contract management.

#### 4.2 What actions have been identified going forward?

The tendering of the operator will involve specification requirements and response questions to ensure that an equitable service is provided on the courts in Bristol.

The monitoring of the operation contract will include specific measurements of equalities groups participation. The operator will also be required to work with the Lawn Tennis Association and Tennis foundation on initiatives to develop the tennis offer to the wider community.

4.3 How will the impact of your proposal and actions be measured moving forward?

The contract management of the operation will include measurements such as the number of people using the scheme, attendances through the scheme. This will include specific measurements of equalities groups and their attendance. The contract will also be supported by the Lawn Tennis Association, who will support the operator and set specific measurements for tennis development to all groups.

Service Director Sign-Off:



Equalities Officer Sign Off:



Duncan Fleming

Date:

5/6/18

Date:

5/6/18