

**Appendix E** Bristol City Council Equality Impact Assessment Form

Name of proposal	Bristol Sport & Active Recreation Facility Strategy (SaARFS)
Directorate and Service Area	Neighbourhoods / Public Health / Healthy Lifestyles Healthy Place
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?****Aims and objectives of the strategy**

The main aims of the strategy are to identify the needs and priorities for sports facilities in Bristol, to **protect, enhance and provide** facility provision to meet these needs and establish clear strategic priorities and actions for sport and active recreation facility provision.

**Vision**

Sports and physical activity facilities in Bristol will be inspirational, internationally recognised, of high quality and will underpin the drive to make the City a place where opportunity to be physically active is locally accessible and affordable to all.

In simple terms the work is about the number, quality, accessibility (is there one local to me and can I use it) and availability (is it free/bookable when I want to use it) of built sport facilities in the city. What we have now and what we might want and need in the future.

## 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 of all the built sport facilities in the city. This assessment, undertaken by council officers, looked at the quantity, quality, accessibility and availability (where possible) of the facilities.

The range of sports facilities covered includes:

- Sports halls
- Swimming pools
- Athletics tracks
- Indoor and outdoor bowls
- Squash courts
- Indoor and outdoor tennis
- Golf courses
- Gymnastics centres
- Health and fitness suites
- Multi-use games areas (MUGAs)
- Cycling facilities and wheel parks
- Watersports centres of all types
- Studios

“Quantity” and “quality” of the facilities are self-explanatory.

“Accessibility” refers to the location of the facilities (geographical spread) and physical access to the facilities (transport routes, car parking). The facilities are also assessed in terms of physical accessibility for users. This covers car parking, lighting and disabled access into and throughout the building.

“Availability” refers to the use of the facility, how much it is used, how much it could be used and whether it could be used more. The management and ownership of the facility is important here.

Quantity, quality and accessibility have been comprehensively assessed and analysed. Availability of facilities in terms of public access is also assessed and analysed. However actual usage (who is using the facilities and when) is only considered with Local Authority owned facilities as privately owned facilities do not readily share this data.

Added to this audit of facilities is qualitative information from the National Governing Bodies of sports that use these facilities and also key partners in the city (facility providers, third sector providers, deliverers and other public sector agencies)- gathered via a vigorous consultation process.

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

The data gathered to date includes a basic physical assessment of the facility stock. Data on users of local authority owned facilities is also available.

What is lacking is qualitative information from users of the facilities and from potential user groups that do not use the facilities (i.e. the reasons/barriers to them using the facilities). There is also a lack of information on who is using the privately owned facilities.

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

Due to the number and variety of facilities the only reasonable way to gather information from the communities and user groups that could be affected is through a public consultation.

This is planned to take place over a three month period and will target both specific equality groups and various user groups of all the facilities.

### 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.

	<b>Does the proposal have any potentially adverse impacts on people with protected characteristics?</b>	<b>Can these impacts be mitigated or justified? If so, how?</b>	<b>Does the proposal create any benefits for people with protected characteristics?</b>	<b>Can they be maximised? If so, how?</b>
<b>Age</b>	The need for all facilities to be cost effective may see reductions in subsidies for some age-related user groups.	More information is required on whether subsidies are required for certain user groups and whether their removal will be a major barrier to participation.	There is an opportunity for age related user groups to voice their concerns on accessibility / programming issues and also to have a say in what new facilities are required to meet the city's needs.	Effective consultation should ensure various age related user groups are engaged in this process.
<b>Disability</b>	A lack of engagement by user groups with disabilities could potentially see any new actions adding to barriers (to using	Effective consultation should ensure that these impacts are mitigated.	There is an opportunity for user groups to voice their concerns on accessibility / programming issues	Effective consultation should ensure user groups are fully engaged in this process.

	facilities) or missing simple opportunities to reduce barriers.		and also to have a say in what new facilities are required to meet the city's (and their) needs.	
<b>Gender re-assignment</b>	No obvious considerations.		There is an opportunity for user groups to voice their concerns/barriers on any issue related to sports facility use.	Effective consultation should ensure user groups are fully engaged in this process.
<b>Marriage &amp; civil partnership</b>	No obvious considerations.			
<b>Pregnancy and maternity</b>	A lack of engagement by pregnancy/ maternity user groups could potentially see any new actions adding to barriers (to using facilities) or missing simple opportunities to reduce barriers.	Effective consultation should ensure that these impacts are mitigated.	There is an opportunity for user groups to voice their concerns on accessibility / programming issues and also to have a say in what new facilities are required to meet the city's (and their) needs.	Effective consultation should ensure user groups are fully engaged in this process.
<b>Race</b>	A lack of engagement by user groups could	Effective consultation should ensure that	There is an opportunity for user	Effective consultation should ensure user

	potentially see any new actions adding to barriers (to using facilities) or missing simple opportunities to reduce barriers.	these impacts are mitigated.	groups to voice their concerns on accessibility / programming issues and also to have a say in what new facilities are required to meet the city's (and their) needs.	groups are fully engaged in this process.
<b>Religion or belief</b>	A lack of engagement by user groups could potentially see any new actions adding to barriers (to using facilities) or missing simple opportunities to reduce barriers.	Effective consultation should ensure that these impacts are mitigated.	There is an opportunity for user groups to voice their concerns on accessibility / programming issues and also to have a say in what new facilities are required to meet the city's (and their) needs.	Effective consultation should ensure user groups are fully engaged in this process.
<b>Sex</b>	No obvious considerations.		There is an opportunity for user groups to voice their concerns/barriers on any issue related to sports facility use.	Effective consultation should ensure user groups are fully engaged in this process.

<b>Sexual orientation</b>	No obvious considerations.		There is an opportunity for user groups to voice their concerns/barriers on any issue related to sports facility use.	Effective consultation should ensure user groups are fully engaged in this process.
<b>General comments</b>				
There are 15 different types of sports facilities with over 100 different sports / activities taking place within them. This therefore covers the majority of the population and will include people with all the protected characteristics. The primary goals are identifying and reducing barriers to using current facilities and ensuring any new facilities built do not have these barriers.				

## 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 equality impact assessment was used to inform the design and distribution of the public consultation. The aim was to try to ensure we received feedback from all parts of the Bristol population and relevant user groups. The public consultation had the following features:

- Online survey designed so people could comment on the facilities most relevant to them, without having to complete pages of information.
- Online survey publicised through extensive list of council equality group contacts.
- Online survey publicised extensively through council and partner communication channels.
- Paper versions of survey distributed at several council leisure facilities.
- Three month consultation period designed to ensure maximum opportunity for third sector organisations and individual members of the public to respond.

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We received 461 responses to the public consultation.

<b>Age</b>	<b>Number</b>	<b>Gender</b>	<b>Number</b>	<b>Are you transgender?</b>	<b>Number</b>
Under 18	4	Female	292	Yes	0
Age 18 to 24	3	Male	125	No	382
Age 25 to 44	222	Prefer not to say	13	Prefer not to say	33
Age 45 to 64	158	Not answered	31	Not answered	46
Age 65 to 74	24		461		461
Over 75	7				
Prefer not to say	11				
Not answered	32				
	461				

<b>What is your ethnicity?</b>	<b>Number</b>	<b>What is your religion?</b>	<b>Number</b>	<b>Are you disabled?</b>	<b>Number</b>
Asian / Asian British	6	Any other religion nor belief	4	No	370
Black / Black British	3	Buddhist	3	Yes	24
Mixed / Dual Heritage	6	Christian	124	Prefer not to say	34
Not answered	34	Hindu	3	Not answered	33
Other Ethnic Group	2	Muslim	1		461
Other White	16	No religion	243		
Prefer not to say	38	Not answered	34		
White British	356	Prefer not to say	49		
	461		461		

<b>What is your sexual orientation?</b>	<b>Number</b>
Heterosexual	340
Lesbian, Gay or Bisexual	17
Prefer not to say	69
Not answered	35
	461

The data above suggests that (despite the efforts undertaken through the public consultation) there is still a need to better engage with people under the age of 25 and over the age of 64, people who are disabled, more ethnic minority groups and people with different religious beliefs. When filtering the survey responses and comments received by equality group variables, no consistent themes have been identified specific to that equality group. However there are some individual comments that offer a starting point for further exploration.

A person under 18 comments on a lack of accessible MUGA facilities, poor water sport facilities, not enough accessible indoor tennis provision, the poor condition of some public tennis courts and a lack of accessible fitness facilities for young people. An individual comment on the strategy work from a person describing themselves as “currently a relatively inactive pensioner using a wheelchair” highlights several issues around facility provision for older and disabled users.

The SaARFS has a broad remit looking at the quantity, quality, accessibility and availability of facilities. It is not intended to identify and resolve all barriers to physical activity participation in the city for all sections of the population. It does not consider initiatives or programmes aimed at doing this. As such the need for more information on barriers to participation at specific facilities for specific user groups is recognised as very important. However it does not significantly change the direction of the strategy or the identified strategic priorities.

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

- Considering the stated aims, objectives and vision of the SaARFS and the lack of responses to the public consultation from certain equality and user groups, some targeted focus groups would add useful qualitative data from these groups to the substantial quantitative information we already have on facility provision in Bristol.
- When undertaking any further public consultation work or when developing new facility proposals there is a need to consider and undertake more effective ways of engaging with the various equality groups that are under-represented in the SaARFS public consultation survey responses.
- Considering the number of facilities identified as having below average disability access there is a need to work with relevant user groups to prioritise actions that will have the biggest impact on reducing barriers to participation at Bristol sport and active recreation facilities for this user/equality group.
- There is a need to gather attendance data on equality groups from the facilities that Parkwood Leisure operate on behalf of the city council (Hengrove Leisure Centre and Jubilee Swimming Pool).
- There is a need to work with partners in the private sectors to improve understanding of who is and is not accessing relevant facilities in the city.

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

The impact of the strategy will be measured through the achievement of its aims, objectives and vision. This is more easily quantified through the delivery of individual actions stated in the action plans.

Two simple measures of success are seen in the Bristol Quality of Life Survey. Firstly there is an indicator which measures “satisfaction with local leisure provision”. Also relevant is the number of people who identify as reaching the Chief

Medical Officer's weekly physical activity guidelines.

In terms of the actions identified above in the EqIA, these will be added to the SaARFS action plans to be undertaken as priority actions.

Service Director Sign-Off: 	Equalities Officer Sign Off:  Duncan Fleming
Date: 18/04/18	Date: 13/4/18



