

Appendix C: Template 1 - Initial Equality Implications Assessment Template

NOTE: This is NOT a screening template but to highlight and give you an indication of any potential equality implications at the project proposal / concept stage. By completing this template, it is your responsibility to evidence why a FULL EqIA is NOT required.

If you have insufficient evidence, data and research or need to undertake further consultation to assess the potential impact of your proposals, then a full EqIA (Template 2) will be required, therefore you do NOT need to complete this template.

Directorate / Service:	Community, Health, and Well-Being/Libraries
What are the proposals being assessed? (Note: 'proposal' includes a policy, service, function, strategy, project, procedure, restructure)	The proposal is the implementation of the action plan for Harrow Outdoor Sports Pitch Strategy 2013-2023. This will ensure that Harrow's outdoor leisure facilities meet present and future needs and are fit for purpose. This will have a positive impact on people's participation in sport and physical activity.
Manager Responsible for Area:	Tim Bryan
Officer(s) completing the Initial Equality Implications Assessment (IEIA):	Tim Bryan
Date IEIA completed:	04/03/13

<p>1. What are the aims, objectives, and desired outcomes of your proposals?</p> <p>(Also explain proposals e.g. reduction / removal of service, deletion of posts, changing criteria etc)</p>	<p>The strategic priorities of these proposals are:</p> <ul style="list-style-type: none"> To improve the quality of grass pitches and support ancillary provision such as changing facilities at Council-owned sites. To consider location options to address deficiencies in provision for small sided football and rugby (grass and/or 3G)
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	<p>MUGA)</p> <ul style="list-style-type: none"> • To consider options to provide a further Synthetic Turf Pitch in the borough • To deliver sport-specific quality improvements in parks and opens paces (tennis, bowls etc) • To deliver safe, fit-for-purpose pitches to meet the needs of residents
<p>2. Who are the main people / groups who may be affected by your proposals? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.</p>	<p>All users and potential users of Harrow’s outdoor sports facilities.</p> <p>Public Realm staff will be responsible for maintaining the new facilities.</p>
<p>3. What data, information, evidence, research, statistics, surveys, and consultation(s) have you considered to undertake this assessment? <i>(include the actual data, statistics and evidence)</i></p>	<p>The Harrow PPG17 Open Space, Sport and Recreation Study 2011 found that a total of nearly 160 hectares of space in Harrow is given over to sports pitches with a greater level of provision in the northwest sub-area.</p> <p>Quality assessments of the outdoor sports provision found that only 15% of Harrow’s football pitches were rated as good or excellent, but cricket pitches scores were better. Rugby, tennis and bowls have good quality pitches/greens on the club-managed sites in the borough, but generally quality is less good at the Council-managed sites.</p> <p>Changing accommodation scores vary widely, with local authority facilities scoring poorly; facilities for women are generally very poor or limited</p> <p>The agreed local quantity standard of 0.71ha/1,000 head of population call for a modest increase in provision of pitches by 2017,</p>

	<p>mainly for mini-football.</p> <p>The quality standard highlights the need for a significant improvement in football pitch quality.</p> <p>The accessibility standard for outdoor sports is a 15-minute actual walking distance. Applying this standard highlights small deficiencies in the central and Southwestern subareas.</p> <p>There are deficiencies across the Borough for MUGAs and STPs.</p>
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4. Could your proposals disproportionately affect more people of one group than another?	Yes	No	If yes, please explain how?
	✓		There is the potential that there will be a particularly positive impact for females and people with a disability as there will be improved, more accessible playing and changing facilities.

4. A - Assessment Relevance

How relevant are your proposals to each protected characteristic?

Example: Reviewing the criteria of freedom passes will be of ‘High’ relevance for Age and Disability and of ‘Low’ relevance to the other protected characteristics.

B - Assessment of potential impact

When you consider the impact on people in relation to each protected characteristic, it should be defined as positive, neutral or negative:

Positive: where the impact is expected to have a particular benefit for this protected characteristic or improve equality of opportunity and / or foster good relations.

Neutral: where there will be a neutral impact, neither positive nor negative

Adverse: where there is a risk that impact could disadvantage one or more of the people described in relation to a protected characteristic. This disadvantage may be differential, where the negative impact on one particular group of individuals or protected characteristic is likely to be greater than on another.

C - Assessing Adverse impact

When you have considered the likelihood and potential impact on people in relation to the protected characteristics, use the table below and enter a score against each protected characteristic assessed as potential adverse impact in column C.

Likelihood	Potential Impact				
	Negligible	Minor	Moderate	High	Major
Certain to occur	Medium	High	High	Very High	Very High
Likely to occur	Medium	Medium	High	High	Very High
Possible to occur	Low	Medium	Medium	High	High
Unlikely to occur	Low	Medium	Medium	Medium	High
Rare	Low	Low	Low	Medium	Medium

Calculating the score - Potential Impact X Likelihood = Score

Protected Characteristic	A Relevance	B Impact	Describe the impact(s) (negative or positive) your proposals may have on this protected characteristic	Reason for the Assessment of Potential Impact (What evidence, data, and information did you use to assess this?)	C Assessing Negative Impact Score
	Low/ Medium/ High	Positive/ Adverse/ Neutral			
Age (including carers of young/older people)	M	Positive	This proposal will ensure that Harrow's outdoor leisure facilities meet present and future needs and are fit for purpose for people of all ages.	The 2011 Census estimated there were 239,100 people living in Harrow in March 2011; an increase of 32,300 between 2001 and 2011. The breakdown by age group was as follows: 0-4, 15,900; 5-9, 14,400; 10-14, 14,600; 15-19, 15,100; 20-24, 16,100; 25-29, 19,300; 30-34, 19,600; 35-39, 17,100; 40-44, 16,600; 45-49, 16,300; 50-54, 15,200; 55-59, 13,100; 60-64, 12,000; 65-69, 9,400; 70-74, 8,000; 75-79, 6,700; 80-84, 4,900; 85-89, 3,000; 90+, 1,600.	Low
	M	Positive	This proposal will ensure that Harrow's	Over 7,600 people in Harrow were	Low

Disability (including carers of disabled people)			outdoor leisure facilities meet present and future needs and are fit for purpose, including being fully accessible for people with a disability.	recipients of Disability Living Allowance (DLA) in February 2009, 3.5% of the total resident population.	
Gender Reassignment	M	Neutral	This proposal will ensure that Harrow's outdoor leisure facilities meet present and future needs and are fit for purpose for all.	Data not currently available for this protected characteristic.	Low
Marriage and Civil Partnership	M	Neutral	This proposal will ensure that Harrow's outdoor leisure facilities meet present and future needs and are fit for purpose for all.	In 2008 the percentage of Civic Partners aged under 35 = 38.24%; aged 35-49 = 55.88%; Aged 50+ = 5.88%.	Low
Pregnancy and Maternity	M	Neutral	This proposal will ensure that Harrow's outdoor leisure facilities meet present and future needs and are fit for purpose for all.	Data not currently available for this protected characteristic.	Low
Race	M	Neutral	This proposal will ensure that Harrow's outdoor leisure facilities meet present and future needs and are fit for purpose for all.	The 2011 Census estimated there were 239,100 people living in Harrow in March 2011; an increase of 32,300 between 2001 and 2011. The main ethnic groups identified by the 2011 Census were: 30.88% White (UK); 26.38% Indian; 11.2% Other Asian; 8.2% Other White; 3.57 African	Low
Religion or Belief	M	Neutral	This proposal will ensure that Harrow's outdoor leisure facilities meet present and future needs and are fit for purpose for all.	The 2011 Census estimated there were 239,100 people living in Harrow in March 2011; an increase of 32,300 between 2001 and 2011. The 2011 Census showed the following religions in Harrow: Christian 37.31%; Buddhist 1.13%; Hindu 25.27%; Jewish 4.41%; Muslim 12.5%; Sikh 1.15%;	Low

				Other religions 2.49%.	
Sex	M	Positive	This proposal will ensure that Harrow's outdoor leisure facilities meet present and future needs and are fit for purpose for men and women. There will be particular improvements to facilities for women.	The 2011 Census estimated there were 239,100 people living in Harrow in March 2011; an increase of 32,300 between 2001 and 2011. The 2011 Census showed that there were 118,000 males and 121,000 females in Harrow.	Low
Sexual orientation	M	Neutral	This proposal will ensure that Harrow's outdoor leisure facilities meet present and future needs and are fit for purpose for all.		Low

Score	Action
Low	Minor considerations needed e.g. style and method of communication, timing of activity, venue suitability, and minor cultural or social considerations.
Medium	Amendments will be needed to the proposals to take account of any issues identified. Further actions may be necessary as well as internal/external expert advice/consultation could be required.
High	A full EqIA is required
Very High	

Making Adjustments (Improvement Action Plan) – Although a full EqIA may not be required, the IEIA may have identified potential adverse impact or steps you can take to enhance equality of opportunity. Making adjustments involves deciding what steps you will take to improve the service by removing the adverse impact of your proposals, and increasing the positive effects. These steps/actions will form your Improvement Action Plan.

5 - List below any actions you plan to take as a result of this IEIA.

Area of potential adverse impact e.g. Race, Disability	Action proposed	Desired Outcome	Target Date	Lead Officer	Progress
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Possibly all	Full EQIAs will be undertaken for each discrete project undertaken as part of the Harrow Outdoor Sports Strategy 2013-2023				

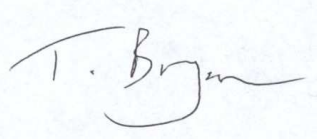
Summary and Recommendations (this section must be included in Cabinet reports and your project proposal reports for the Commissioning Panel)

Summary / Conclusion of assessment: (include the key findings and equality implications.	The implementation of the Harrow Outdoor Sports Pitch Strategy Action Plan should improve outdoor sports facilities for all users and future potential users. It will help to ensure that present and future facilities meet current and future needs, and are of an appropriate standard.
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On the basis of your conclusion, do you suggest a full Equality Impact Assessment should be undertaken?	Yes	✓	No	
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If no, please explain why not?	This Initial Equalities Impact Assessment has identified that this proposal will have a potentially positive or neutral impact on each protected characteristic. All protected characteristics will potentially benefit by their being sufficient outdoor sports facilities to meet both current and future demand and by improvements to the quality of the facilities. Full EQIAs will need to be undertaken for each discrete project undertaken, however, to assess the impact of proposals on each protected characteristic.
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<p>Do you think that your proposals will have a cumulative effect upon a particular protected group in light of other council proposals that you are aware of? If yes, please explain the cumulative impact and on which groups.</p>	<p>No</p>
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<p>Signature - Lead Officer</p>		<p>Date</p>	<p>05/03/13</p>
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Project Proposals being submitted to the Commissioning Panel

All other proposals including policy/service reviews, developing new policies, services and projects, restructure etc

On completion, your (signed) Initial Equality Implications Assessment template needs to be submitted with your project proposals by the set deadline.

As part of the Commissioning Panel process, all completed templates will be Quality Assured taking into account your recommendation whether a full EqIA is required or not. If the Quality Assurance Group disagrees with a recommendation that a full EqIA is not required, this will be fed back to the project leads with the group's comments and reason for their decision.

On completion, the (signed) Initial Equality Implications Assessment template needs to be forwarded to the Chair of your Directorate Equalities Task Group (ETG) to be reviewed and signed off.

After reviewing the template, your ETG may suggest you undertake a full EqIA; therefore it is important that you wait for this decision before submitting your report.

DETG Chairs – once you have reviewed and signed off the section above, please return this template to the Lead Officer with your comments and decision.

Lead officers must then email their completed (signed) templates to equalities@harrow.gov.uk to be published

Quality Assurance and Sign Off
(to be used by ETG's and the Quality Assurance Group)

Are the outcomes of the proposals clear?	Yes		No	
Comments:				
Is it clear who will be affected by what is being proposed?	Yes		No	
Comments:				
Are you satisfied with the level of data/evidence used to undertake this assessment?	Yes		No	
If no, explain why not?				
If a full EqIA is not required, are you satisfied with this outcome?	Yes		No	
If no, explain why not?				
Signature - Chair of Equality Task Group		Date		

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