

Equality Impact Analysis (EIA) Resident/Service User

Please refer to the guidance and initial Equality Impact Analysis before completing this form.

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Copthall Sports Hub Masterplan (final)	
Is it a new or revised function, policy, procedure or service? Revised design based on original concept proposal agreed by Environment Committee in March 2018.	
Department and Section: Greenspaces and Leisure	
Date assessment completed: 27 August 2019	
2. Names and roles of people completing this assessment:	
Lead officer	Cassie Bridger
Stakeholder groups	N/A
Representative from internal stakeholders	N/A
Representative from external stakeholders	N/A
Delivery Unit Equalities Network rep	N/A
Performance Management rep	N/A
HR rep (for employment related issues)	N/A
3. Full description of function, policy, procedure or service:	
<p>In March 2018, Environment Committee endorsed a draft masterplan for the Copthall Sports Hub and adjoining Mill Hill Open Spaces as the first stage definition for a long-term vision for the site, and as such approved the draft masterplan for public consultation with the outcome to be reported to a future meeting</p> <p>From May 2018 to July 2018 the Council conducted consultation on the initial draft, the responses broadly demonstrated the support for the full masterplan proposal. However, key responses affecting the design specifically in relation to the Copthall Sports Hub masterplan were received.</p> <p>As a result of the first stage consultation feedback, the Council commissioned a further strategic review in October 2018 of the Copthall Sports Hub Masterplan specifically which was undertaken by FMG Consulting in partnership with Saunders Boston Architects. The brief, to consider the findings of the draft masterplan (completed in March 2018 by John Sheaf Associates) and to assess the feasibility of retaining the Council's vision to deliver a masterplan (for Copthall) which meets a series of defined objectives.</p> <p>A further consultation was undertaken between April – May 2019 on a revision to the final design of the draft Copthall Sports Hub Masterplan.</p>	

How are the equality strands affected? <i>Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.</i>			
Equality Strand	Affected?	Please explain how affected	What action has been taken already to mitigate this? What further action is planned to mitigate this?
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The final design of the Copthall Sports Hub masterplan results in 11 natural turf football pitches (4 adult and 7 junior). This is a reduction of the existing total number of natural pitches available.	<p>The introduction of 2 x full-size 3G pitches which will primarily be for football and can be played all year round (opposed to seasonal play / recreation).</p> <p>This will increase the quantity and the quality of football matches / opportunities which can be played on the site.</p> <p>Further distribution to offset against any net loss at the site specifically will be reviewed across the Borough in line with the Playing Pitch Strategy recommendations. D</p>
2. Disability	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Proposed new facilities are to consider and incorporate requirements. Further consultation to take place on design of Copthall Sports Hub specifically.
3. Gender reassignment	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Proposed new facilities are to consider and incorporate requirements. Further consultation to take place on design of Copthall Sports Hub specifically.
4. Pregnancy and maternity	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Proposed new facilities are to consider and incorporate requirements. Further consultation to take place on design of Copthall Sports Hub specifically.
5. Race / Ethnicity	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Proposed new facilities are to consider and incorporate requirements. Further consultation to take place on design of Copthall Sports Hub specifically.
6. Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Proposed new facilities are to consider and incorporate requirements, especially

			relating to programming.
7. Gender / sex	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Proposed new facilities are to consider and incorporate requirements. Further consultation to take place on design of Copthall Sports Hub specifically.
8. Sexual orientation	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Not applicable.
9. Marital Status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Not applicable.
10. Other key groups?	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Please assess Young, Parent and Adult carer.	As part of the design development of the Copthall Sports Hub further engagement will be co-ordinated with key groups and stakeholders.
Carers	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
People with mental health issues	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
Some families and lone parents	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
People with a low income	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
Unemployed people	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
Young people not in employment education or training	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		

4. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?

The first stage and second stage consultation highlights the Copthall site as being relatively isolated and mainly accessed by car, as a consequence, additional car parking has been relocated to the southern part of the site within the final masterplan design. The concentration of proposed new facilities within the southern region is anticipated to enable improved flow across the site, compliment the relationship with facilities (existing and new) in addition to enabling a more efficient site operation.

Feedback received as part of consultation and engagement has identified transport and travel (to and from the site) as critical component to the successful delivery of the masterplan. It is therefore expected that a transport assessment will need to be undertaken to ensure that access to and from

the site is dually considered.

It is acknowledged that the site is within Greenbelt and new infrastructure and proposed development will need to demonstrate an overriding benefit to all residents of Barnet.

5. How does the proposal enhance Barnet's reputation as a good place to work and live?

Each site masterplan proposal has incorporated four main outcomes to translate this into vision concepts for Copthall and Mill Hill Open Spaces which will aim to deliver the following;

- A regional sports hub – increased and improved all year-round sporting offers with new artificial turf pitches, improved grass pitches and inclusive sports offers.
- Wider leisure & cultural activities – a new comprehensive range of activities with retail and café/restaurants. New activities include: inclusive sports zone, events space, play and improved fitness facilities.
- Support nature conservation & biodiversity – to strengthen biodiversity in Copthall.
- Better connected parks – create a new central link to connect pedestrians and cyclists from Middlesex University to Mill Hill Park via Sunny Hill Park, Copthall and Arrandene, together with improved links between the parks and Grahame Park and Colindale.

6. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?

Copthall Playing Fields, central to the Borough offers a significant opportunity to create a landmark sporting destination for Barnet and the London region. It is acknowledged that the site benefits from a diverse range of users with their own needs and aspirations for the future of the site and a key principle has been to identify a mix and spatial plan for facilities which integrates opportunities and the ability to deliver a sustainable operation.

7. Please outline what measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? *Include information about the groups of people affected by this proposal. Include how frequently the monitoring will be conducted and who will be made aware of the analysis and outcomes? This should include key decision makers. Include these measures in the Equality Improvement Plan (section 16)*

The adopted design for the Copthall Sports Hub Masterplan will be subjected to further and future architectural, structural and building services design which will take into account additional feasibility work and site investigations. In facilitating future stage developments, Council officers will seek to establish a specific Copthall Delivery Group which will identify a series of workstreams which will integrate equality considerations.

As part of the design development, there will be further opportunities to conduct consultation and ensure access and inclusion is fully integrated into final proposals.

Where future Committee approval is required, a final report outlining a full impact assessment will be presented.

8. How will the new proposals enable the council to promote good relations between different communities? *Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.*

The Copthall and Mill Hill Open Spaces masterplan proposals seek to promote health and wellbeing, conserve the natural character of the area and encourage economic growth in delivering a unique opportunity

9. How have employees and residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? *Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community. Please refer to Table 2*

From the 21 May 2018 to the 2 July 2018 the Council conducted consultation on the initial draft, a total of 40 responses were received which broadly demonstrated the support for the full masterplan proposal.

There were several responses which were received which instigated a design review of the Copthall Sports Hub Masterplan only (excluding Mill Hill Open Spaces).

Subsequent to a period of extensive engagement with National Governing Bodies (NGBs) and key stakeholders to understand requirements and operational considerations, a final updated draft design has been devised for the Copthall Sports Hub Masterplan (at Appendix C).

a second period of consultation on a revision to the design was undertaken from 5th April to 17th May 2019, in which 456 responses were received. Key headlines following this stage of consultation were;

- Majority of respondents indicated that they visit the site to participate in sports and keep fit.
- 83% - the predominant mode of travel to the Copthall site is via car.
- 68.44% would visit any of the individual sites included within the masterplan if the development were to be implemented.
- 63% respondents to the consultation are female.
- 59.17% strongly agree / tend to agree with the proposed redevelopment of the Copthall

Sports Hub Masterplan.

- 55.45% strongly agree / tend to agree with the key outcomes defined as part of the Copthall Sports Hub Masterplan.
- The primary responses to this stage of the masterplan are those aged 45-57 years

Overall Assessment

10. Overall impact			
Positive Impact <input type="checkbox"/>	Negative Impact or Impact Not Known ¹ <input checked="" type="checkbox"/>	No Impact <input type="checkbox"/>	
11. Scale of Impact			
Positive impact: Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	Negative Impact or Impact Not Known Minimal <input checked="" type="checkbox"/> Significant <input type="checkbox"/>		
12. Outcome			
No change to decision <input checked="" type="checkbox"/>	Adjustment needed to decision <input type="checkbox"/>	Continue with decision <i>(despite adverse impact / missed opportunity)</i> <input type="checkbox"/>	If significant negative impact - Stop / rethink <input type="checkbox"/>

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

13. Please give full explanation for how the overall assessment and outcome was decided.

Information obtained via consultation and engagement undertaken in 2018 by Jon Sheaff Associates, full public consultation in 2018 undertaken by Barnet Council, extensive engagement with National Governing Bodies of Sport (NGBs), Sport England, stakeholders and a second stage of public consultation in 2019.

The outcome considered the potential negative and positive impacts, resulting in no change to the decision to recommend adoption of the final draft masterplan for the Copthall Sports Hub Masterplan

14. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Analysis (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when

1st Authorised signature (Lead Officer/Project Sponsor)	2nd Authorised Signature (Service lead/Project Manager)
Date:	Date: