

## Equality Impact Analysis (EIA) Resident/Service User

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

<b>1. Details of function, policy, procedure or service:</b>	
Title of what is being assessed: Final master plan for a Sports Hub at West Hendon Playing Fields	
Is it a new or revised function, policy, procedure or service? Revised function in that the proposals are to develop Sports Hubs at West Hendon Playing Fields, and Barnet and King George V Playing Fields	
Department and Section: Greenspaces	
Date assessment completed: 18 February 2020	
<b>2. Names and roles of people completing this assessment:</b>	
Lead officer	Nicola Cross
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
<b>3. Full description of function, policy, procedure or service:</b>	
<p>A final master plan has been developed for a Sports Hub at West Hendon Playing Fields. The final master plan has been developed through a feasibility study, engagement and a full public and stakeholder consultation.</p> <p>The final master plan includes:</p> <ul style="list-style-type: none"> <li>• A new community sports hub including a café, clip and climb facility, soft play, community rooms, nursery, facilities for Hendon Bowling Club and changing facilities</li> <li>• Improved and reconfigured grass football pitches</li> <li>• 2 x 3G artificial turf pitches</li> <li>• Multi-Use Games Area</li> <li>• Replacement Tennis Courts</li> <li>• Wheeled Sports Facility – Skatepark, BMX</li> <li>• Bowling Green</li> <li>• Adventurous and Toddler Play Areas</li> <li>• Outdoor Gym and Trim Trail</li> <li>• Improved pedestrian and cycle routes</li> <li>• Adventure Golf Course</li> <li>• High Ropes Course</li> <li>• Woodland Nature Trails</li> <li>• Community / Sensory Garden.</li> </ul>	

The needs of the equality strands have been assessed based on the Feasibility Study and feedback received during the public and stakeholder consultation on the draft master plan for West Hendon Playing Fields.

<b>How are the equality strands affected?</b> <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"/>	<p>Creation of more facilities for young people to use including: skate/BMX park, adventurous play area, toddler play area, outdoor gym and multi-use games area.</p> <p>The proposal includes the creation of a new community building which will include a nursery. This is likely to mean that the existing nursery will need to be rehoused on a temporary basis.</p>	<p>No action will be taken as these are positive affects.</p> <p>Our appointed consultant, SLC, has worked with the nursery to identify their needs, and to provide these in the new community building. Further work will be required to find appropriate temporary accommodation for the nursery and this will be done as part of the development of the Outline Business Case.</p>
2. Disability	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Proposal has four accessible parking spaces	No action will be taken as this is a positive affect.
3. Gender reassignment	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A
4. Pregnancy and maternity	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A
5. Race / Ethnicity	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A
6. Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A
7. Gender / sex	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A
8. Sexual orientation	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A
9. Marital Status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A

<b>10. Other key groups?</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A
Carers	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
People with mental health issues			
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			
Young people not in employment or education or training	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
	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?**

There is unlikely to be any significant long term impact on satisfaction ratings amongst different groups of residents. There may be a few residents who are unhappy with the proposals as they may consider that it will have a detrimental effect on the peaceful nature of West Hendon Playing Fields. There may also be some residents who are concerned about additional traffic. The proposal includes an increase in the number of car parking spaces.

The proposals include new free to use facilities not previously provided including a multi-use games area, a wheeled sports facility and outdoor gym. There may be some residents who are pleased to see and use these facilities in the park. The proposals also include new pay to use facilities including adventure golf course, high ropes, clip and climb, and soft play. There may be some residents who are pleased to see and use these facilities in the park.

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

This proposal is to implement one of the actions of the Council's Parks and Open Spaces Strategy and the Playing Pitch Strategy.

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

The council stated that it would carry out public and stakeholder consultation on the draft master plan and report the outcomes to a meeting of the Environment Committee. The consultation has been carried out, and the results are available on Barnet’s Open Data Portal. The outcomes are being reported to a meeting of the Environment Committee, along with the final master plan, which has been developed as a result of feedback received during the consultation.

**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 development of the draft master plan for West Hendon Playing Fields included reviewing the past bookings for the existing football pitches on West Hendon Playing Fields. The football pitch bookings could be reviewed on a regular basis to see if the bookings have changed. This information could be reported to a meeting of the Environment Committee.

The bookings of the community rooms in the new community sports hub could be reviewed on a regular basis, including whether the booking was at the commercial rate or the discounted rate. This information could be reported to a meeting of the Environment Committee.

A traffic study could be conducted to understand current movements around West Hendon Playing Fields. This information could be reported to a meeting of the Environment Committee.

**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 final master plan includes a community sports hub which includes community rooms which will be available to hire at either a commercial or a discounted rate, depending on their use. Different communities will be able to hire these rooms.

**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***

Residents have been consulted on the proposal as part of the public and stakeholder consultation on the draft master plan for West Hendon Playing Fields. Employees have not been consulted as there is no anticipated impact on this group.

## Overall Assessment

10. Overall impact			
Positive Impact  <input type="checkbox"/>	Negative Impact or Impact Not Known <sup>1</sup>  x <input 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 x <input type="checkbox"/> Significant <input type="checkbox"/>		
12. Outcome			
No change to decision  x <input 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"/>

<sup>1</sup> '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.**

In the development of the Feasibility Study and draft master plan for West Hendon Playing Fields our consultant, the Strategic Leisure and Culture Consultancy, gathered information on the current users of West Hendon Playing Fields. This information has been used in consideration of the equalities impact analysis, along with the outcomes of the public and stakeholder consultation on the draft master plan.

The outcome considered the potential negative and positive impacts, resulting in no change to the decision to recommend that the final master plan for West Hendon Playing Fields is agreed by the Environment Committee.



### 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

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