



EQUALITY IMPACT ASSESSMENT (EIA)

Temporary transfer of management for Edmondscote Athletics Track

Service/policy/strategy/practice/plan being assessed: Edmondscote Athletics Track – proposed transfer of management to Everyone Active

Business Unit/Service Area: Cultural Services, Sports Team

Is this a new or existing service/policy/strategy/practice/plan?

If an existing service/policy/strategy/practise/plan, please state date of last assessment.

Existing provision. Proposal is to change the service delivery model. No previous EQIA

EIA Review team – list of members:

Debbie Cole, Project Officer.

Rose Winship, Head of Cultural Services.

Do any other Business Units/Service Areas need to be included?

Neighbourhood Services (Grounds Maintenance contract with track attendant provision)

Date of assessment: August/September 2020

Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?

If YES please let your Head of Service and the Customer Relations Team know as soon as possible.

YES - as the proposals could result in an increase of some prices. However, the Council will seek to protect prices for identified user groups, e.g. concessionary rates for juniors, seniors and people in receipt of income support.

DETAILS OF SERVICE/POLICY/STRATEGY/PRACTICE/PLAN

Scoping and Defining

1. What are the aims, objectives and outcomes of the service/policy/practice/plan?

The anticipated outcomes of this project are:-

- Securing a temporary arrangement with Everyone Active (the Council's existing leisure operator for leisure centres) to manage the athletics track site, for a period of approximately 2 - 4 years, until a decision is made on a permanent relocation of the track and/or the existing facility is relocated. This will include revised pricing structures
- A moderate change to the programme of use for the track facility including club and casual use and a range of community activities.
- Improvements to the service delivery model, including introduction of online booking and payment system and limited on-site refreshments to purchase (vending machines) and improved information and marketing of the facility
- Moderate improvements to the facility (subject to agreement and budget) to be undertaken by the interim operator, including addition of Wi-Fi and telephone connection, a refresh of the decorations.

The aim of these changes is to:-

- Reduce revenue costs to the Council, by generating an increased income from the athletics track to ensure a more cost-effective provision for the interim period
- Improve access to the facility by improving means of booking and paying for the facility
- Increase community use of the athletic track by local residents, sporting clubs and other community groups

Increasing participation in athletics can result in multiple benefits; including improving residents' health and wellbeing, improving children's sporting literacy, increasing opportunities for healthy family activities, links to reducing crime, antisocial behaviour and unemployment.

2. Who are the customers?

The facility is used predominantly by

- Leamington Cycling and Athletics Club and Leamington Athletics Academy. Kenilworth Runners use the track approximately once a week.

Other users making occasional use of the facility include local schools for sports days in the summer and periodic use for athletic events such as county athletics meetings.

There is limited use by individual members of the public and this is only available when the track attendant is present.

3. How has equality been considered in the development or review so far?

- The purpose of the review is to ensure improved access to the facility. This will be addressed by the introduction of a booking system and revised programming which will enable a more structured use of the facility.
- The proposed arrangements for future charging will allow for the inclusion of concessionary rates to ensure that people on low incomes can continue to use the facility. In addition, existing concessionary rates for juniors/seniors will be protected.
- The Council will endeavour to ensure that the proposed arrangement with Everyone Active results in an enhanced programme of coaching and community events to encourage more people to take part in athletics.

4. What is the reason for the change/development?

- A need to reduce the revenue cost to the Council of the current provision of the Edmondscote athletics facility during the medium term whilst a permanent solution is agreed for a future track facility for Warwick District.
- A desire to maintain and enable moderate enhancements to the athletics offer over an interim period. The required improvements include modernised booking and payment systems and an improved programme of use with the aim of enabling increased use of the facility.

5. How does it fit with Warwick District Council’s wider objectives?

WDC is committed to equal opportunities and diversity and to ensure that no person receives less favourable treatment on the grounds of gender, race, colour, nationality or national origin, ethnic origin, marital status, disability, sexual orientation, gender reassignment, age, economic status, political or religious beliefs or responsibility for dependants. The Council will regularly review the way we deliver services to ensure we continuously improve opportunities for everyone to access them.

The Fit for the Future Framework, with particular reference to the Health & Well Being theme states its strategic aim as “To enable and encourage the people of Warwick District to have an equal access to a healthy life and sense of wellbeing, ensuring that our actions are aligned with the Warwickshire Health & Wellbeing Board’s Strategy”. Increased participation in physical activity plays a significant role in achieving this aim.

The review of the athletics operator arrangements is part of a wider appraisal of the Council’s outdoor sports provision. This work has taken place against a background of increasing pressure on the Council’s finances, and the recovery from Covid 19.

6. Why might it be important to consider equality and the protected characteristics?

To ensure that proposed changes to the service provision for athletics facilities do not adversely impact access to the service offer. With reference to the Council’s athletics track, the Council wishes to ensure that it takes all reasonable steps to remove barriers for customers and protected equality groups to be able to take part in athletics and broaden participation in sport.

(NB there is a potential TUPE consideration in relation to the part time track attendant, employed by the Idverde.)

Information Gathering

7. What sources of data have you used?

You must keep a record of any data you have currently used as supporting evidence

- WDC Outdoor Sports - Options Appraisal. This review involved consultation interviews with the following stakeholders in relation to the existing provision and options for improving and extending the tennis offer across the District
 - WDC Cultural Services Team
 - WDC Green Spaces Team
 - Everyone Active
 - IdVerde
 - Churchill Cleaning Company
 - Local athletics clubs
 - Warwick Sports Partnership

The feedback collected confirmed the following:-

- Users find the booking system old fashioned and not user friendly
- The charges schedule could be improved to be more equitable and reflect the facilities used
- The facility is not well advertised
- There is interest from the commercial market in operating the track on a temporary basis
- There is broad agreement that the grounds maintenance arrangements for the track should remain as is

8. What does the data you have tell you about your customers and about protected equality groups?

The predominate use of the facility is by two athletics clubs. WDC has limited direct access to data about the users of these clubs. Some data may be available from the clubs and from the previous bookings for the site by other groups and individuals.

The old-fashioned booking system and limited information about the facility is likely to be a barrier to access of the facility.

9. What do you need to know more about?

It would be useful to know about the following:-

- Current user profile of the facilities

10. How could you find this out and who could help you?

Engagement with 2 x athletics clubs using the track, UK Athletics and in-house Business Support Team.

Engagement and Consultation

11. Who have you consulted with from protected equality groups?

To be completed once negotiations with Everyone Active are further developed

The protected equality groups most likely to be impacted by these proposals are Race, Age and Disability

- Queensway Community Centre
- Youth alliance group
- The Gap community centre
- Older people's housing scheme

12. Who else could you consult with?

Current users of the Track
WDC Leisure Centre Users
UK Athletics

Other local athletics groups
Local Schools

13. Who can help you to do this?

WDC Media Team
UK Athletics
Local Councillors
Cultural Services Business Support Team

Monitor and Evaluate

14. Who have you consulted with from protected equality groups?

To be completed

15. Analysis of impact and potential actions:

The transfer of the management of the track to Everyone Active is unlikely to have a negative impact on protective characteristic groups. Everyone Active is a national leisure provider and is experienced in running leisure facilities and activities which are inclusive and accessible to communities. Everyone Active has an increased capacity to promote activities and attract wider participation. This also extends to the running of activities and programmes targeted at different groups, such as children, or people with disabilities.

We will continue to work with Everyone Active to understand opportunities to remove barriers to people from protected equality groups to enable increased access to the track facility.

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> • Eliminate discrimination/mitigate negative impact • Advance equality of opportunity • Foster good relations
		Positive impacts identified (<i>actual and potential</i>)	Negative impacts identified (<i>actual and potential</i>)	
Age	Everyone Active have more capacity than WDC to run activities aimed at children and older people	Younger and older people will have more opportunities to take part in activities	Some older people may find booking facilities on-line challenging.	Ensure any new contract with an operator allows provision for older people and children, e.g. “returning to” programmes and children’s competitions The booking system will include the option for people to book over the telephone for people without phones or less confident to book online
Disability	Everyone Active have more capacity than WDC to run activities aimed at people with disabilities	Providing sessions for people with disabilities will open up access to these groups.	None identified	N/A

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Sex	Nationally the barriers to women and girls taking part in sports are recognised and this is reflected in less women and girls taking part in activities than men and boys	Women and girls will have more opportunities to take part in activities	None identified	We will work with Everyone Active and Athletics England to ensure that the athletics offer is attractive to girls/women in addition to boys/men. Where appropriate women only sessions could be considered.
Race	Sport England data evidence that South Asian, Black and many other ethnic origins are least likely to take part in activities	People from non-white ethnic groups will have more opportunities to take part in activities	None	We will work with EA and Athletics England to promote the athletics offer to BME groups
Religion or belief	Sport England data evidence that people who have no religion are more likely to be physically active compared to those that belong to a faith group.	People from faith groups will have more opportunities to take part in activities	None	We will work with EA and Athletics England to promote the athletics offer to faith groups

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Gender Re-assignment				See above
Pregnancy and Maternity				See above
Sexual orientation				See above
Marriage and Civil Partnership <i>(Note: only in relation to due regard to eliminating unlawful discrimination)</i>				See above

16. Outcomes of Equality Impact Assessment

Action	Timescale	Responsibility
Liaise with clubs currently using the facilities about any existing information already collected about users of the facilities	Quarter 1 2022	Debbie Cole, Project Officer
Consult with protected equality groups listed in section 14 to understand current use, barriers and demand for specific activities	Quarter 1 2022	Debbie Cole, Project Officer
Ensure that the proposed interim contract with operator allows for opportunities for children, older people and people with disabilities	Quarter 1 2022	Debbie Cole/Rose Winship, Head of Service
Ensure that the proposed contract for a tennis operator protects access to continued concession rate sessions to enable people to continue to use the facilities.	Quarter 1 2022	Debbie Cole/Rose Winship, Head of Service

Date of next review: April 2022

Name and signature of Officer completing the EIA:

Debbie Cole

Debbie Cole, Project Officer

Name and signature of Head of Service:

Rose Winship

Rose Winship, Head of Services

NEXT STEPS: Once completed, share the document with your Head of Service to gain their signature.