

## **EQUALITY IMPACT ASSESSMENT (EIA)**

### **Newbold Comyn Masterplan**

**Before completing this document please refer to our guidance on the completion of Equality Impact Assessments.**

<b>Service/policy/strategy/practice/plan being assessed</b>	Newbold Comyn masterplan
<b>Business Unit/Service Area</b>	Neighbourhood Services / Programme Team
<b>Is this a new or existing service/policy/strategy/practice/plan?</b>  <i>If an existing service/policy/strategy/practice/plan please state date of last assessment</i>	The masterplan is a framework plan for the redevelopment of Newbold Comyn site, in Leamington Spa. The masterplan identifies a range of facilities to provide a mixture of activities on the site for the local community.
<b>EIA Review team – list of members</b>	Debbie Cole, Project Manager / Ruth Hýtch, Programme Manager
<b>Do any other Business Units/Service Areas need to be included?</b>	Green Spaces Team within Neighbourhood Services and Cultural Services
<b>Date of assessment</b>	October 2020
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?</b>  <i>If <b>yes</b> please let your Head of Service and the Customer Relations Team know as soon as possible</i>	<b>Yes/No</b>

## Details of service/policy/strategy/practice/plan

Scoping and Defining	
<p>(1) What are the aims, objectives and outcomes of the service/policy/strategy/practice/plan ?</p>	<p>Following the closure of the golf course on Newbold Comyn in 2017, the Council has been considering the redevelopment of the Comyn. Following comprehensive stakeholder consultation and an assessment of need an optimal mix of proposed new facilities has been identified which are designed to promote physical activity and increased engagement of local people with the site. The masterplan is also designed to offer a mix of facilities both free to access and paid for (3G football stadium) to enable people for all socio economic groups to use the facilities. The paid for facilities will also for provide a valuable income stream which will enable the maintenance of Newbold Comyn's facilities.</p> <p>The masterplan aims to make the site accessible to all.</p> <p>Newbold Comyn is currently used by a wide range of individuals, clubs and organisations – walkers, dog walkers, families, Park Run, footballers, visitors to the public house. Catering for this wide range of users and for non-users presents a challenge in designing a masterplan balances the needs of different park users through an appropriate mix of facilities.</p> <p>The masterplan proposals are considered to include a mix of facilities which achieve the positive benefits:</p> <ul style="list-style-type: none"> <li>- High quality open spaces which is accessible by everyone irrespective of any disability or income</li> <li>- Creation of free to use cycling trails suitable for cyclists from beginners to more advanced.</li> <li>- Improved walking trails</li> <li>- Improved offer of football facilities including the inclusion of an all-weather pitch, and 14 grass football pitches of a variety of sizes.</li> <li>- Significantly improved changing provision for the football pitches</li> </ul>

	<ul style="list-style-type: none"> <li>- Improved children's play areas aimed at both younger and older children</li> <li>- Newly developed nature reserve with a variety of different biodiverse habitats</li> <li>- Newly created visitor centre which will provide information about the nature reserve and local nature sites. The visitor centre will also provide meeting space for community groups, a café and toilets.</li> </ul> <p>The masterplan is designed to appeal to a wide range of users and offers opportunities for people to take part in sports of and leisure activities in an attractive open space.</p>
(2) Who are the customers?	The site is open to all members of the community. The masterplan includes some activities for which there will be a charge.
(3) How has equality been considered in the development or review so far?	<p>The masterplan is a framework for development that covers a number of individual phases of work. As each detailed plan for each phase is drawn up, this assessment will be reviewed and up-dated to ensure that all the characteristic groups have been considered in the detailed design.</p> <p>This current assessment therefore relates to the wider site strategy and the three public consultations already completed. If individual elements of the scheme are assessed as impacting particular groups, further consultation with those groups will be undertaken.</p>
(4) What is the reason for the change/development?	As noted in (1) above, previous facilities have ceased to be viable presenting an opportunity to plan for the site's future.
(5) How does it fit with Warwick District Council's wider objectives?	Playing Pitch Strategy and Action Plan (2019 – 2029) evidences the strategic need for all weather football pitch, improved grass pitches and improved changing facilities.

	Green Space Strategy (2012-2026) - evidences the need for improving green spaces through provision of more and better facilities, particularly for young people.
(6) Why might it be important to consider equality and the protected characteristics?	In making the site open to all, some of the design will need to consider differing needs of visitors and address potential issues around differing needs using the same facilities at the same time. Where possible, it is anticipated that the design will offer practical opportunities to encourage some groups to get more active on the site.
<b>Information Gathering</b>	
<p>(7) What sources of data have you used?</p> <p><i>You must keep a record of any data you have currently used as supporting evidence</i></p>	<p>Stakeholder and Public consultations x 3: August – September 2018, September to November 2019 and Spring 2020</p> <p>Options Appraisal Workshop 2019 - exercise to prioritise need and viability to identify shortlisted facilities included in the draft masterplan.</p> <p>Advice from consultants that are specialists in the field and who were involved in gathering consultation responses.</p> <p>The public have been consulted with 3 times since the inception of this project. The purpose of the first consultation was to establish the reasons that people use Newbold Comyn. The second consultation was used to obtain feedback on a long list of potential facilities which could be created within the site and the latest consultation was used to understand feedback on a draft master plan.</p> <p>All consultations received very high response rates:</p> <p>Consultation 1, 2018 - 3270  Consultation 2, 2019 - 3346  Consultation 3, 2020 - 2215</p>

	<p>The consultations were undertaken using an online surveys and face to face consultations. Due to the Covid -19 pandemic it was not possible to undertake face to face consultation as part of this summer's most recent consultation. Email feedback was also considered from a variety of group stakeholders.</p> <p>Targeted consultation also took place with the following stakeholders:</p> <p>Sporting groups Local societies Political parties Wildlife groups Local residents</p>
(8) What do the data you have tell you about your customers and about protected equality groups?	<p>The data show that there is a high level of usage and engagement on the site. Some data provide information around some characteristic groups e.g. age profiles. However, responses do not provide a full picture of the characteristic groups that use the site. Some detailed responses raise concerns that will need to be addressed in some phases of the site e.g. consideration of visually impaired or less mobile people on the shared use (walking and cycling) trails.</p>
(9) What do you need to know more about?	<p>Re-assessment of each phase of the masterplan delivery should identify where specialist advice will need to be accessed. This document is being treated as a live assessment and will be reviewed at the commencement of these detailed design exercises e.g. ensuring access to the nature reserve for all abilities.</p>

(10) How could you find this out and who could help you?	As noted above, specialist advice will be sought, alongside specific consultation with representatives from any relevant impacted characteristic group. Previous experience from those who have delivered similar projects will also be sought.
<b>Engagement and Consultation</b>	
(11) Who have you consulted with from protected equality groups?	The public consultations addressed all members of the community. Some data indicate that certain groups were reached but not all respondents have identified themselves with a particular characteristic group.
(12) Who else could you consult with?	See (10) above.
(13) Who can help you to do this?	See (10) above. Colleagues who specialise in EqIA will also be consulted.
<b>Monitor and Evaluate</b>	
(14) How will you monitor and evaluate the service/policy/strategy/practice/plan?	As noted previously, this assessment will be treated as a “live” document, with more assessment taking place within the detailed design stage of each phase of the masterplan. Specific action plans will be identified for each phase of work and monitored within the overall scheme of work.

<b>(15) Analysis of impact and potential actions:</b>				
<b>Protected characteristics from the Equality Act 2010</b>	<b>What do you know? Summary of data about/feedback from your service-users and/or staff</b>	<b>What does this mean?</b>		<b>What can you do?</b> <b>All potential actions to:</b> <ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul>
		<b>Positive impacts identified (actual and potential)</b>	<b>Negative impacts identified (actual and potential)</b>	
<b>Age</b>	<p>The following provides a breakdown of the age profile of the 2215 respondents to the 2020 public consultation</p> <p>Under 16 – 0.5%</p> <p>16 – 24 – 3.7%</p> <p>25-34 – 18.7%</p> <p>35-44 – 22.5%</p> <p>45-54 – 21.8%</p> <p>55-64% - 15.2%</p> <p>65-75 – 13.3%</p> <p>Over 75 – 4.3%</p>	Masterplan offers opportunities to provide new facilities for these groups	By being open to all, the site needs to balance the use of facilities by mixed rather than individual user groups.	Consider the encouragement of older people and young people and families in the overall and specific site facilities. Ensure that facilities reflect their needs e.g. shorter trails, opportunities to learn to ride safely, quieter parts of the site..



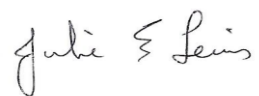
<b>Disability</b>	<p>The following summarises the data from the 2215 respondents to the 2020 public consultation</p> <p>People who consider themselves to be living with a disability</p> <p>Yes – 5.8%</p> <p>No – 91.8%</p> <p>Prefer not to say – 2.4%</p>			<p>Consider design elements that provide opportunity to use facilities alongside other users. Consider whether in some instances specific design elements need to provide for this group only. Consider the consultation responses where issues have been raised and address whether practical solutions can be found.</p>
<b>Sex</b>	<p>Summary data from 2020 public consultation</p> <p>Male – 50.9%</p> <p>Female – 47.1%</p> <p>Prefer not to say - 2%</p>			

<b>Race</b>	White British – 85.7% White Irish - 1.7% White European – 4.4% White and Black Caribbean – 0.3% White and Black African – 0% White and Asian - 0.8% Indian – 0.9% Pakistani – 0.1% Bangladeshi 0% Chinese – 0.3% African – 0.1% Caribbean - 0.1% Arab – 0.1% Prefer not to say 4% Other - 1.5%			
<b>Religion or belief</b>	No data available			
<b>Gender Re-assignment</b>	No data available			

<b>Pregnancy and Maternity</b>	No data available			
<b>Sexual orientation</b>	No data available			
<b>Marriage and Civil Partnership</b>  <b>(Note: only in relation to due regard to eliminating unlawful discrimination)</b>	No data available			

<b>(16) Outcomes of Equality Impact Assessment</b>		
<b>Action</b>	<b>Timescale</b>	<b>Responsibility</b>
Incorporate specific consultation responses into consideration of detailed design solutions.		Project team
Conduct EqIA of individual phases of the masterplan delivery at their inception to identify specialist advice and any further specific consultation.		Project team
Incorporate advice into practical solutions, as design evolves.		Project team
Undertake EqIA of final design of each phase, establishing individual action plans for each phase.		Project team
Deliver individual action plans as the project programme is delivered.		Project team

<b>Date of Next Review</b>	Commencement of detailed phase design (tbc)
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<b>Name and signature of Officer completing the EIA</b>	Debbie Cole, Project Manager
<b>Name and signature of Head of Service</b>	 <b>Julie Lewis</b>

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