

## Winchester City Council

# Equality Impact Assessment Template (EqIA)

### Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	NO	
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	YES	Engagement with officers in legal, procurement and finance has taken place. Planning permission has also be secured for the development which involved further statutory and not statutorily consultees.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	NO	Public consultation on the new pavilion scheme has been positive – some objections were raised to the planning application but these related to the sustainability measures of the building.
4	Do you have any concerns regarding the implementation of this policy or project?  <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	NO	
5	Does any accessible data regarding the area which your work will address identify any areas of	NO	

		Yes/No	Please provide details
	concern or potential problems which may impact on your policy or project?		
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	YES	This is a construction project that Estate Team has extensive experience of completing. The operation and management of the new pavilion facility will fall to the NERT Team which again has extensive experience running this type of facility.
7	Are there any other issues that you think will be relevant?	NO	

## Section 2 - Your EqIA form

<b>Directorate:</b>	<b>Your Service Area:</b>	<b>Team:</b>	<b>Officer responsible for this assessment:</b>	<b>Date of assessment:</b>
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	<b>Question</b>	<b>Please provide details</b>
1	What is the name of the policy or project that is being assessed?	King George V Pavilion
2	Is this a new or existing policy?	Replacement of two existing old facilities with a new larger pavilion
3	Briefly describe the aim and purpose of this work.	To provide modern, efficient, fit for purpose changing and club room facilities to support the use of the KGV football and cricket pitches.
4	What are the associated objectives of this work?	The new pavilion will provide accessible changing rooms, enable the development of girls and women's football and increase use by junior football clubs and disability cricket
5	Who is intended to benefit from this work and in what way?	The KGV football and cricket pitches are well-used facilities: the Girls League hosts approx. 20 teams a weekend, Littleton FC 3, Winchester Youth 4, University 3 teams every Wednesday plus approx. 10 individual teams.
6	What are the outcomes sought from this work?	Increase participation in sport and physical activity from a diverse range of people. To grow and develop grass-roots club football, especially for girls and women To create a multi-sport and community hub facility
7	What factors/forces could contribute or detract from the	Lack of community support will detract from the success of

	outcomes?	the pavilion. Lack of take up of the facilities could mean the diversity of people using the new pavilion is not achieved.
8	Who are the key individuals and organisations responsible for the implementation of this work?	Winchester City Council and Winchester Town Forum. Estate Team will lead the construction of the new facility NERT will be responsible for overseeing the ongoing the operation and management of the pavilion and pitches
9	Who implements the policy or project and who or what is responsible for it?	As above

		Please select your answer in <b>bold</b> . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	<b>N</b>	
10b	What existing evidence (either presumed or otherwise) do you have for this?			
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	<b>N</b>	
11b	What existing evidence (either presumed or otherwise) do you have for this?	Community impact assessment completed along with review of existing hirers		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> <li>• <i>Physical access</i></li> <li>• <i>Format of information</i></li> <li>• <i>Time of interview or consultation event</i></li> </ul>	Y	<b>N</b>	

	<ul style="list-style-type: none"> <li>• <i>Personal assistance</i></li> <li>• <i>Interpreter</i></li> <li>• <i>Induction loop system</i></li> <li>• <i>Independent living equipment</i></li> <li>• <i>Content of interview)</i></li> </ul>			
12b	What existing evidence (either presumed or otherwise) do you have for this?			
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	<b>N</b>	
13b	What existing evidence (either presumed or otherwise) do you have for this?			
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	<b>N</b>	
14b	What existing evidence (either presumed or otherwise) do you have for this?			
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	<b>N</b>	
15b	What existing evidence (either presumed or otherwise) do you have for this?			
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	<b>N</b>	
16b	What existing evidence (either presumed or otherwise) do you have for this?			
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	<b>N</b>	
17b	What existing evidence (either presumed or otherwise) do			

	you have for this?			
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	
18b	What existing evidence (either presumed or otherwise) do you have for this?			

19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief:
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	.		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	

Signed by completing officer	Susan Robbins
Signed by Service Lead or	

Corporate Head of Service	
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