

## Winchester City Council

# Equality Impact Assessment Template (EIA)

### Section 1 - Data Checklist

When undertaking an EIA 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     | N/A  |
| 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    | Internal consultees included Finance, Legal, Procurement and Estates teams.<br><br>The key external consultee is Winchester City Football, Club who is intended to be the long-term operator of the facility. Others include the Football Foundation and Hampshire FA. |
| 3 | Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?   | No     | This project is significantly enhancing opportunity and access to facilities for certain protected groups.   |
| 4 | Do you have any concerns regarding the implementation of this policy or project?<br><br><i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>  | No     | Input to the planning and development of this project from the Football Foundation and Hampshire FA has helped address any concerns and ensure a robust and comprehensive proposal.  |
| 5 | Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?                                      | No     | National data on participation in physical activity identifies various under-represented groups. Two of these are females and disabled people, both of which are   |

|   |   | Yes/No | Please provide details  |
|---|---|--------|---|
|   |   |        | positively supported to participate through this 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    | Key partners in this project are the Football Foundation and Hampshire FA, who bring national and regional perspective and extensive experience of projects such as this. |
| 7 | Are there any other issues that you think will be relevant?   | No     | N/A   |

## Section 2 - Your EIA form

|                              |  |                                       |  |  |
|------------------------------|--|---------------------------------------|--|--|
| <b>Directorate:</b><br>Place | <b>Your Service Area:</b><br>Economy & Community | <b>Team:</b><br>Community & Wellbeing | <b>Officer responsible for this assessment:</b><br>Steve Lincoln | <b>Date of assessment:</b><br>10 February 2023 |
|------------------------------|--|---------------------------------------|--|--|



|   | <b>Question</b>  | <b>Please provide details</b>  |
|---|--|--|
| 1 | What is the name of the policy or project that is being assessed?                              | Winchester City Football Club (WCFC) artificial pitch  |
| 2 | Is this a new or existing policy?  | New  |
| 3 | Briefly describe the aim and purpose of this work.   | Installation of an artificial grass pitch on the site that the club currently occupied by WCFC at North Walls.   |
| 4 | What are the associated objectives of this work?   | <ul style="list-style-type: none"> <li>Increased accessibility of facilities and wider participation in sport.</li> <li>High quality, sustainable facilities.</li> </ul>   |
| 5 | Who is intended to benefit from this work and in what way?                                     | <ul style="list-style-type: none"> <li>Facilities such as this suit all ages and abilities.</li> <li>There is specific benefit for females (through link with Winchester City Flyers FC) and under 16s, older adults and disabled people through targeted programmes.</li> </ul>   |
| 6 | What are the outcomes sought from this work?   | <ul style="list-style-type: none"> <li>Sports facilities such as this enable our residents to live healthy and fulfilled lives.</li> <li>Reduced health inequalities.</li> <li>A wide range of physical and cultural activities for all ages and abilities.</li> <li>There would be opportunities to host inter-school tournaments and skills workshops for under 16s (youth leagues, coaching programmes, affordable open sessions), older adults (walking and veterans football), as well as disability football.</li> </ul> |
| 7 | What factors/forces could contribute or detract from the outcomes?                             | <ul style="list-style-type: none"> <li>Availability of external partnership funding.</li> <li>Stability of WCFC.</li> <li>Effective maintenance and upkeep of the facility.</li> <li>Strength of relationship between WCFC and other local clubs using the facility.</li> </ul>  |
| 8 | Who are the key individuals and organisations responsible for the implementation of this work? | <ul style="list-style-type: none"> <li>Steve Lincoln, Calum Drummond and Graeme Todd (WCC)</li> </ul>  |

|   |   |   |
|---|---|---|
|   |   | <ul style="list-style-type: none"> <li>• WCFC</li> <li>• The Football Foundation</li> </ul>                             |
| 9 | Who implements the policy or project and who or what is responsible for it? | <ul style="list-style-type: none"> <li>• Steve Lincoln, Calum Drummond and Graeme Todd (WCC)</li> <li>• WCFC</li> </ul> |

|     |  |  |          |   |
|-----|--|--|----------|---|
|     |  | 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> | Facility would be available for use by all and is designed to be accessible to all.   |
| 10b | What existing evidence (either presumed or otherwise) do you have for this?  | <ul style="list-style-type: none"> <li>• Football Foundation and Hampshire FA endorsement of the project.</li> </ul>   |          |   |
| 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> | Proposed programmes would actively engage females and increase opportunities to participate. Winchester City Flyers FC is a female football club and an active partner in the project.                                    |
| 11b | What existing evidence (either presumed or otherwise) do you have for this?  | <ul style="list-style-type: none"> <li>• Football Foundation endorsement of the project.</li> <li>• Draft programme for use of the facility.</li> <li>• Support of Winchester City Flyers FC.</li> </ul> |          |   |
| 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> <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> | Y  | <b>N</b> | <p>Artificial pitches are more accessible for people with a disability, so delivery of this project would positively affect them.</p> <p>There would be disability football sessions built into the programme of use.</p> |
| 12b | What existing evidence (either presumed or otherwise) do you have for this?  | <ul style="list-style-type: none"> <li>• Football Foundation endorsement of the project.</li> <li>• Draft programme for use of the facility.</li> </ul>  |          |   |

|     |   |   |   |   |
|-----|---|---|---|---|
|     |   | <ul style="list-style-type: none"> <li>Hampshire FA involvement in planned delivery of disability football sessions.</li> </ul>                     |   |   |
| 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   | N | Facility would be available for use by all.   |
| 13b | What existing evidence (either presumed or otherwise) do you have for this?   | <ul style="list-style-type: none"> <li>Football Foundation endorsement of the project.</li> </ul>   |   |   |
| 14a | Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?                               | Y   | N | Artificial pitches are more suitable than grass for walking football, so delivery of this project would positively affect older people by increasing suitable venues during the winter months.<br><br>There would be walking football sessions built into the programme of use. |
| 14b | What existing evidence (either presumed or otherwise) do you have for this?   | <ul style="list-style-type: none"> <li>Football Foundation endorsement of the project.</li> <li>Draft programme for use of the facility.</li> </ul> |   |   |
| 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   | N | Facility would be available for use by all.   |
| 15b | What existing evidence (either presumed or otherwise) do you have for this?   | <ul style="list-style-type: none"> <li>Football Foundation endorsement of the project.</li> </ul>   |   |   |
| 16a | Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?              | Y   | N | Facility would be available for use by all.   |
| 16b | What existing evidence (either presumed or otherwise) do you have for this?   | <ul style="list-style-type: none"> <li>Football Foundation endorsement of the project.</li> </ul>   |   |   |
| 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   | N | Facility would be available for use by all.   |
| 17b | What existing evidence (either presumed or otherwise) do you have for this?   | <ul style="list-style-type: none"> <li>Football Foundation endorsement of the project.</li> </ul>   |   |   |
| 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 | Facility would be available for use by all.   |
| 18b | What existing evidence (either presumed or otherwise) do you have for this?   | <ul style="list-style-type: none"> <li>Football Foundation endorsement of the project.</li> </ul>   |   |   |

|                                 |  |     |   |   |       |      |             |                     |      |                      |                          |                                 |                   |
|---------------------------------|--|-----|---|---|-------|------|-------------|---------------------|------|----------------------|--------------------------|---------------------------------|-------------------|
| 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 | <table border="1"> <tr><td>Race:</td></tr> <tr><td>Sex:</td></tr> <tr><td>Disability:</td></tr> <tr><td>Sexual orientation:</td></tr> <tr><td>Age:</td></tr> <tr><td>Gender reassignment:</td></tr> <tr><td>Pregnancy and maternity:</td></tr> <tr><td>Marriage and civil partnership:</td></tr> <tr><td>Religious belief:</td></tr> </table> | Race: | Sex: | Disability: | Sexual orientation: | Age: | Gender reassignment: | Pregnancy and maternity: | Marriage and civil partnership: | Religious belief: |
| 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?   | N/A |   |   |       |      |             |                     |      |                      |                          |                                 |                   |
| 22                              | Do any negative impacts that you have identified above impact on your service plan?  | Y   | N |   |       |      |             |                     |      |                      |                          |                                 |                   |

|  |  |
|--|--|
| Signed by completing officer   |                       |
| Signed by Corporate Head of Service Economy & Community<br><br>24/2/23 | Susan Robbins<br><br> |