

**Winchester City Council**  
**Equality Impact Assessment (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?	N	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?	Y	The steering group included officers from the Community and Natural Environment teams, alongside key external stakeholders.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	N	Production of the strategy involved extensive consultation with many stakeholders. This included consideration of the needs of various protected groups and the strategy proactively addresses these issues.
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>	N	The significant knowledge and experience brought to the steering group by Sport England and national governing bodies (NGB) ensures that all issues should be adequately addressed.

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		Yes/No	Please provide details
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?		Accessible data from <a href="#">Sport England's Active Lives survey</a> shows that groups with protected characteristics have lower levels of physical activity. The strategy works to address inclusion and equitable access for these groups.
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?	Y	The council has had previous playing pitch strategy documents and has significant experience of developing and running sports facilities for public use.
7	Are there any other issues that you think will be relevant?	N	N/A

## Section 2 - Your EqIA form

<b>Directorate:</b> Place	<b>Your Service Area:</b> Economy & Community	<b>Team:</b> Community & Wellbeing	<b>Officer responsible for this assessment:</b> Steve Lincoln	<b>Date of assessment:</b> 15 December 2025
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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?	Sports Facility Assessment and Playing Pitch Strategy (PPS) 2025-2040
2	Is this a new or existing policy?	Update of an existing strategy.
3	Briefly describe the aim and purpose of this work.	<ul style="list-style-type: none"> <li>• Provide robust evidence on the current and future supply and demand of all outdoor sports pitches within the Winchester district.</li> <li>• Provide a clear strategic framework for the maintenance and improvement of existing outdoor sports pitches and ancillary features.</li> <li>• Help guide investment, funding bids, planning applications and decision making; and</li> <li>• Provide detail and inform the Local Plan (including future reviews).</li> </ul>
4	What are the associated objectives of this work?	<ul style="list-style-type: none"> <li>• Understand current and future demand.</li> <li>• Assess whether existing provision meets the standards required by national governing bodies; and</li> <li>• Address barriers to participation.</li> </ul>
5	Who is intended to benefit from this work and in what way?	All users of sports facilities across the district, both individuals and clubs/organisations. Also, people who don't

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		currently participate due to physical barriers – this strategy aims to remove barriers to participation.
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> <li>• Ensure facilities are available for schools, clubs, and informal community use.</li> <li>• Sustainable management; and</li> <li>• Secure developer contributions and other funding.</li> </ul>
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> <li>• Changes in demand for certain activities.</li> <li>• Birth rates and house build rate.</li> <li>• Level of co-operation of local stakeholders.</li> <li>• Availability of external funding.</li> </ul>
8	Who are the key individuals and organisations responsible for the implementation of this work?	WCC Community and Natural Environment teams. Parish councils and other operators of sports facilities.
9	Who implements the policy or project and who or what is responsible for it?	Lead responsibility sits with the Community team, but the PPS informs work carried out by the Natural Environment, Estates and Planning teams.

		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?	<b>Y</b>	<b>N</b>	There is no perceived potential to impact individuals or communities on the basis of race differently in a negative way.

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10b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
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	N	Facilities require separate areas for male and female and some of the older facilities don't provide the specification expected in 2025. This is high on the agenda of NGBs and, where this is an issue, it is identified in the strategy.
11b	What existing evidence (either presumed or otherwise) do you have for this?	Women remain less active than men (around 58% versus 63%, but female participation is growing at a greater rate than male - <a href="#">Sport England's Active Lives survey</a> ).		
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	N	<p>Access for people with a disability can be a significant barrier to participation in sport. This is another high priority issue for national governing bodies, whose funding for / endorsement of facilities would require evidence of suitable provision for people with a disability</p> <p>The strategy identifies many clubs and facilities that provide for people with a disability, as well as any development needs to accommodate this group.</p>
12b	What existing evidence (either presumed or otherwise) do you have for this?	Disabled adults are almost twice as likely to be inactive (43% compared to 23% for non-disabled adults) - <a href="#">Sport England's Active Lives survey</a> .		

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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	There is no perceived potential to impact individuals or communities on the basis of sexual orientation differently in a negative way.
13b	What existing evidence (either presumed or otherwise) do you have for this?	Gay men and bisexual adults are both more likely to be active than heterosexual adults - <a href="#">Sport England's Active Lives survey</a> .		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	<p>Some sports require specific provision for young people. The strategy addresses current and future needs and identifies shortfalls that should be addressed.</p> <p>Participation in certain sports reduces with age but the strategy ensures provision of adequate facilities for a number of sports that are popular amongst older people, such as swimming, bowls and racket sports.</p>
14b	What existing evidence (either presumed or otherwise) do you have for this?	Activity levels generally decrease with age, with the sharpest decrease coming at age 75+ (to 43%). However, activity levels continue to grow among older adults - <a href="#">Sport England's Active Lives survey</a> .		
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	People from certain ethnic groups have cultural objections to changing or exercising in public, though this issue is addressed through management practice rather than facility adaptation.

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15b	What existing evidence (either presumed or otherwise) do you have for this?	Ethnic minority groups have lower activity rates (55–58%) compared to White British adults (65%) - <a href="#">Sport England's Active Lives survey</a> .		
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	Many sports venues still have strictly gendered changing rooms (male/female) without private or gender-neutral options.
16b	What existing evidence (either presumed or otherwise) do you have for this?	This is a contentious issue, which NGBs have been struggling with in recent years. Policy positions have changed a number of times.		
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	There is no perceived potential to impact individuals or communities on the basis of marriage and civil partnership differently in a negative way.
17b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
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	Changing rooms, toilets, or rest areas need to be easily accessible or comfortable to allow for use by pregnant women or those with infants.  Other issues for pregnant women or those with infants are generally addressed through management practice rather than facility adaptation.
18b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		

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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	<ul style="list-style-type: none"> <li>Facilities that don't provide separate changing/showering areas for male and female.</li> <li>Facilities that don't provide suitable access for people with a disability.</li> <li>Insufficient facility provision to meet the needs of young or older people.</li> <li>Changing rooms, toilets, or rest areas need to be easily accessible or comfortable to allow for use by pregnant women or those with infants.</li> </ul>									
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: N</td></tr> <tr><td>Sex: N</td></tr> <tr><td>Disability: N</td></tr> <tr><td>Sexual orientation: N</td></tr> <tr><td>Age: N</td></tr> <tr><td>Gender reassignment: N</td></tr> <tr><td>Pregnancy and maternity: N</td></tr> <tr><td>Marriage and civil partnership: N</td></tr> <tr><td>Religious belief: N</td></tr> </table>	Race: N	Sex: N	Disability: N	Sexual orientation: N	Age: N	Gender reassignment: N	Pregnancy and maternity: N	Marriage and civil partnership: N	Religious belief: N
Race: N													
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Religious belief: N													
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	The strategy will not directly result in any discrimination. However, it could indirectly, if facilities developed because of the strategy do not take appropriate account of the needs of protected groups. All facility proposals brought forward by the council, or supported by the council, will be required to demonstrate this through an EqIA specific to the project.											
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	The strategy proactively addresses the needs of protected groups and identifies actions to meet those needs and tackle shortfalls in provision.									

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Signed by completing officer	Steve Lincoln, Service Lead: Community & Wellbeing
Signed by Service Lead or Corporate Head of Service	Susan Robbins, Corporate Head of Economy and Community