

EQUALITY IMPACT ASSESSMENT FORM

THE COUNCIL'S EQUALITIES STATEMENT

This Council recognises that people have different needs, requirements and goals and we will work actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce.

We will also work to create equal access for everyone to our services, irrespective of ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, use of Welsh language, BSL or other languages, nationality, responsibility for any dependents or any other reason which cannot be shown to be justified.

NAME OF NEW OR REVISED PROPOSAL *	Disposal of two playing fields within the grounds of the former Bedwellty Comprehensive School.
DIRECTORATE	Communities
SERVICE AREA	Community & Leisure Services
CONTACT OFFICER	Michael Headington

***Throughout this Equalities Impact Assessment Form, 'proposal' is used to refer to what is being assessed, and therefore includes policies, strategies, functions, procedures, practices, initiatives, projects and savings proposals.**

INTRODUCTION

The aim of an Equality Impact Assessment (EIA) is to ensure that Equalities and Welsh Language issues have been proactively considered throughout the decision making processes governing work undertaken by every service area in the Council as well as work done at a corporate level.

It also helps the Council to meet its legal responsibilities under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the Welsh Language (Wales) Measure 2011 and supports the wider aims of the Well-being of Future Generations (Wales) Act 2015. There is also a requirement under Human Rights legislation for Local Authorities to consider Human Rights in developing proposals.

Specifically, Section 147 of the Equality Act 2010 is the provision that requires decision-makers to have 'due regard' to the equality implications of their decisions and Welsh Language Standards 88-97 require specific consideration of Welsh speakers under the Welsh Language Standards (No.1) Regulations 2015.

The Council's work across Equalities, Welsh Language and Human Rights is covered in more detail through the [Equalities and Welsh Language Objectives and Action Plan 2016-2020](#).

PURPOSE OF THE PROPOSAL

1	<p>What is the proposal intended to achieve? <i>(Please give a brief description of the purpose of the new or updated proposal by way of introduction.)</i></p> <p>The Council has identified the need to dispose of two football fields situated within the grounds of former Bedwellty Comprehensive School, Aberbargoed.</p> <p>Bedwellty Comprehensive School was closed in 2005 and subsequently demolished. The playing fields were fallow however; in 2015 these were brought back into beneficial use by CCBC for use by Fleur-de-Lys AFC as the ground conditions at their previous home ground were unsatisfactory.</p>
2	<p>Who are the service users affected by the proposal? <i>(Who will be affected by the delivery of this proposal? e.g. staff members, the public generally, or specific sections of the public i.e. youth groups, carers, road users, people using country parks, people on benefits etc.)</i></p> <p>The disposal of these playing fields would impact on the following:</p> <ul style="list-style-type: none"> • Fleur-de-Lys AFC who are the current and sole users of the facility; • The local residents; • The local community.

IMPACT ON THE PUBLIC AND STAFF

3	<p>Does the proposal ensure that everyone has an equal access to all the services available or proposed, or benefits equally from the proposed changes, or does not lose out in greater or more severe ways due to the proposals?</p> <p><i>(What has been done to examine whether or not these groups have equal access to the service, or whether they need to receive the service in a different way from other people?)</i></p> <p>The current users of the facility have indicated that they would like to return to playing sport within the heart of their community i.e. at Fleur-de-Lys. This can be accommodated by ensuring that underutilised facilities at Trelyn Park, Fleur-de-Lys are brought back into beneficial use for the community as a whole. No shortfall of provision has been identified within the locality.</p>
	<p>Actions required:</p> <ol style="list-style-type: none"> 1. Undertake consultation exercise with Fleur-de-Lys Rugby Football Club and establish a working partnership between the two clubs; 2. Convert the second rugby pitch at Trelyn Park into dual use; 3. Review this consultation stage Equality Impact Assessment following consideration of consultation responses received.

4. What are the impacts of the proposals?					
Protected Group		Positive Impact?	Negative Impact?	No Specific Impact	What will the impact be? If the impact is negative how can it be mitigated? (action)
Gender	Male	X			
	Female	X			There is potential for the club to expand and be fully inclusive regardless of gender.
	Transgender	X			The Council is sensitive to issues around changing facilities, but has not had any representations' or engagement on this issue to date.
Religion				X	There is no evidence available currently to suggest that there will be a negative impact on any of these protected characteristics. Following the consultation process, this will be reviewed and updated and any impact identified will be mitigated.
Race				X	
Disability				X	
Sexual Orientation				X	
Age	Older People				
	Children and Younger People (Under 25)	X			The relocation of Fleur-de-Lys AFC from Bedwellty School Playing fields to Trelyn Park can only have a positive impact on younger people who participate in sport. The facilities are enhanced and would give opportunities to access other sporting activities such as rugby, which is an integral part of the sport currently played at the park. Having the football club relocated to Trelyn Park could also increase local participation in sport.
Marriage & Civil Partnership				X	There is no evidence available to the Council currently to suggest that there will be a negative impact on any of these protected characteristics. Following the consultation process this will be reviewed and updated and any impact identified will be mitigated,
Pregnancy & Maternity				X	No direct impact.
Socio-economic Background		X			The relocation of Fleur-de-Lys AFC to Trelyn Park could have a positive impact on the local economy. There are opportunities for the two clubs to form a Sport Association and access funding not only to enhance facilities at the park but to grow both clubs and bring more spectators etc. to the locality. In addition, if the land at Bedwellty is sold for affordable housing development, this could bring employment opportunities to the locality and thus enhance the local economy.

	Positive Impact?	Negative Impact?	No Specific Impact	Impact on the seven well-being goals
Well Being of Future Generations (Wales) Act 2015	X		X	<p>The seven well-being goals show the kind of Wales we want to see. Together they provide a shared vision for public bodies to work towards.</p> <p><u>A Prosperous Wales</u> If sold for residential development, the disposal of the playing fields will increase employment opportunities for the area and enhance affordable housing provision. This will also have a positive impact on the local and surrounding economy.</p> <p><u>A Resilient Wales</u> The proposed disposal of the playing fields would not have any detrimental impact on the bio-diversity of the surrounding environment. Trees etc. would be protected via the planning process.</p> <p><u>A Healthier Wales</u> The re-location of the sole known users of the facility would have a positive impact on physical activity and well-being. This would present a significant number of opportunities for both clubs using the facilities at Trelyn Park.</p> <p><u>A More Equal Wales</u> The disposal and relocation of the sole users would have a positive impact. This would create opportunities for the clubs to form an overarching sports association and access grants to enhance and improve the clubs and the existing facilities e.g. the pavilion.</p> <p><u>A Wales of Cohesive Communities</u> More users at Trelyn Park will ensure that the underutilised facilities are brought back into beneficial use for the community.</p>

	X			<p>This in itself will create a more attractive and safe environment. If both clubs work closer together and form an overarching sporting association, this will also generate community links.</p> <p><u>A Wales of Vibrant Culture and Thriving Welsh Language</u> There is no evidence to suggest that the disposal of the playing fields would have any detrimental effect on culture, heritage or the use of the Welsh language. However the re-location of Fleur-de-Lys AFC to Trelyn Park could encourage participation in sport and recreation.</p> <p><u>A Globally Responsible Wales</u> The proposed disposal of the playing fields will have a positive impact and make significant contributions to the well-being of residents. If the site is sold for residential development, it will bring employment opportunities to the local area, increase affordable housing levels and thus enhance the local economy. It will also provide opportunities for both clubs to increase participation in sport and physical activity and with increased users at Trelyn Park, create a safer and enhanced environment.</p>
	X			

5	<p>In line with the requirements of the Welsh Language Standards. (No.1) Regulations 2015, please note below what effects, if any (whether positive or adverse), the proposal would have on opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</p> <p><i>(The specific Policy Making Standards requirements are Standard numbers 88, 89, 90, 91, 92 and 93. The full detail of each Standard is available on the Equalities and Welsh Language Portal)</i></p> <p>The disposal of the two playing fields at the former Bedwellty Comprehensive School will not have any effects on opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</p>
	Actions required: None

INFORMATION COLLECTION

6	<p>Is full information and analysis of users of the service available?</p> <p><i>(Is this service effectively engaging with all its potential users or is there higher or lower participation of uptake by one or more groups? If so, what has been done to address any difference in take up of the service? Does any savings proposals include an analysis of those affected?)</i></p> <p>This proposal only effects the known users of the facility i.e. Fleur-de-Lys AFC.</p>
	Actions required: None

CONSULTATION

7	<p>What consultation has taken place?</p> <p><i>(What steps have been taken to ensure that people from various groups have been consulted during the development of this proposal? Have the Council's Equalities staff been consulted? Have you referred to the Equalities Consultation and Monitoring Guidance?)</i></p> <p>Full public consultation is proposed in accordance with the Playing Fields (Community Involvement in Disposal Decisions) (Wales) Regulations 2015 and associated Regulations.</p>
	Actions required: 1. Full consultation in accordance with the above legislation.

MONITORING AND REVIEW

8	<p>How will the proposal be monitored? <i>(What monitoring process has been set up to assess the extent that the service is being used by all sections of the community, or that the savings proposals are achieving the intended outcomes with no adverse impact? Are comments or complaints systems set up to record issues by Equalities category to be able analyse responses from particular groups?)</i></p> <p>After the consultation period has ended, all representations will be formulated into a 'decisions report', which will summarise all representations received. This will then be presented to Cabinet, who will decide whether the playing fields should be disposed of or not. The EIA will be updated accordingly.</p>
	<p>Actions required:</p> <ol style="list-style-type: none"> 1. Prepare Cabinet Report when consultation period has ended outlining all the representations received during the process. 2. Review this consultation stage EIA following consideration of consultation responses.
9	<p>How will the monitoring be evaluated? <i>(What methods will be used to ensure that the needs of all sections of the community are being met?)</i></p> <p>This will be monitored via the questions included within the consultation.</p>
	<p>Actions required:</p>
10	<p>Have any support / guidance / training requirements been identified? <i>(Has the EIA or consultation process shown a need for awareness raising amongst staff, or identified the need for Equalities or Welsh Language training of some sort?)</i></p> <p>No</p>
	<p>Actions required: None</p>
11	<p>Where you have identified mitigating factors in previous answers that lessen the impact on any particular group in the community, or have identified any elsewhere, please summarise them here.</p> <p>Any responses received via the consultation process would be considered and mitigated against to lessen any potential impact.</p>

Summary of Proposed Actions:

1. Undertake consultation exercise with Fleur-de-Lys Rugby Football Club and establish a working partnership between the two clubs;
2. Convert the second rugby pitch at Trelyn Park into dual use;
3. Review this consultation stage Equality Impact Assessment following consideration of consultation responses received;
4. Undertake full consultation exercise as set out within the Playing Fields (Community Involvement in Disposal Decisions) (Wales) Regulations 2015 and associated Regulations;
5. Prepare Cabinet report when consultation period has ended outlining all the representations received during the process;
6. Review this consultation stage EIA following consideration of consultation responses.

12 **What outcome does this Equality Impact Assessment suggest you take?** You might find that more than one applies. Please explain why you have come to this decision.

Outcome 1	X	No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the policy despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination.

	<p>Our Assessment is Outcome 1 – No major change needed</p> <p>We have reached this conclusion as no negative impacts have been identified during the process. There are a number of actions proposed and this assessment will be kept under continuing review throughout the consultation process.</p>

Completed by:	Michael Headington
Date:	20 th June 2018
Position:	Green Spaces & Transport Services Manager