

# HDC Due Regard (Equality Analysis) Template

Due Regard (Equality Analysis) is an on-going proactive process which requires us to consider the effect our decisions are likely to have on local communities, service users and employees, particularly those most vulnerable and at risk of disadvantage.

This template has been designed to assist in the collation of information and evidence required to support the 'Due Regard' process when introducing new policies/procedures/functions and services or reviewing existing ones.

For help with this template please view the guidance document, which contains advice to assist you when you are considering the impact (both positive and negative) of the proposed actions on each of the protected equality characteristics.

**Name of policy/procedure/function/service being analysed: Built Sports Facilities Strategy (BSFS)**  
**Department and section: Strategic Planning**  
**Name of lead officer: Matt Bills**  
**Other people involved (assisting or reviewing – including any service users or stakeholder groups etc.): Sports Clubs, Operators, NGBs Steering Group (Officers, LRS, Sport England)**  
**Date assessment completed: August 2019. Updated March 2020.**

<p><b>Step 1: Defining the policy/procedure/function/service</b></p> <p>Is this a new, amended or reviewed policy? What are the aims, objectives and purpose and how will they be achieved? What are the main activities and which communities are likely to be affected by these activities? What are the expected outcomes?</p> <p>The BSFS is a new strategy for Harborough District Council.</p> <p>Harborough District Council and its partners have a clear stated objective of improving the health and wellbeing of the communities across the district. The network of sports facilities will be an essential element in the delivery of these objectives and the purpose of this Built Sports Facilities Strategy (BSFS) is to identify the needs and guide the investment which will be required from now up to 2031. The BSFS affects the whole community of the district including: individuals; Clubs, groups / bodies representing them and stakeholders in the area. It covers all sections of the community, including those with protected equality characteristics, living in all parts of the district.</p> <p>The strategy is intended to inform not only planning documents and development management decisions by the Council, but also recreation infrastructure planning by the partners, and to support funding bids by both the Council and other providers.</p> <p>Harborough District Council will support clubs and external providers with guidance on the strategic requirements, external funding and</p>
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the planning process where there is an identified need for new or improved sport and recreation facilities. The main sports and recreation facility investment priorities are considered in the Strategy but other priorities for community and village halls (of less than 3- badminton court size) have been considered through consultation by Community Partnerships Team with Parish Councils and Village Hall Committees .

The strategy has been developed using the best practice approach advocated in the Sport England Assessing Needs and Opportunities Guidance (ANOG) which has included: site visits to all sports facilities and meetings with the managers of the strategically important ones; consultation with local clubs, national governing bodies of sport, local facility providers, Town and Parish councils and Harborough District Council; and modelling future needs based on population projections. It also takes account of previous relevant community consultation undertaken by the Council.

### **Step 2: Data collection & evidence**

What relevant evidence, research, data and other information do you have and is there any further research, data or evidence you need to fill any gaps in your understanding of the potential or known affects of the policy on different communities? Include quantitative data as well as qualitative intelligence such as community input and advice.

This strategy considers the built facilities used by the community for sport and physical activity. The approach to this assessment and the development of the recommendations reflects the guidance contained in the Assessing Needs and Opportunities Guidance of Sport England of 2014 (Sport England, 2014). It specifically considers the impact of the proposed housing contained within the emerging Local Plan. The forecast populations have been developed from bespoke modelling work undertaken for the strategy and take into account both the proposed housing and what is likely to happen to the demography of the existing population.

Geographical sub areas were specifically designed and agreed for the preceding Playing Pitch Strategy (Harborough District Council , 2018) as there was no simple fit with any of the other sub areas being used by the district council. The sub areas also needed to reflect the practical experiences of the sports across the district to take account of:

- the distance and travel time to sports sites.
- the need to assess the supply and demand relating to the anticipated housing growth in each area of the district.

The sub areas chosen for the Playing Pitch Strategy also work effectively for this built facilities strategy and therefore form the basis of the assessment.

The assessment of each facility type draws on a number of different elements:

- The findings from the site audits, including an assessment of the used capacity of the facilities and management considerations;
- The theoretical demand for facilities based on various modelling tools such as those on the Sport England Active Places Power website;
- The results of consultation with local clubs, national governing bodies of sport, and site managers;
- Issues associated with facility quality, accessibility for the community etc.;
- The future population characteristics;
- The Council's policies on participation, and sports development objectives;
- The resources which may be available to meet the future requirements;
- The network of facilities and housing growth.

The local sports clubs were identified through:

- Club details held by Harborough District Council
- Club details held by Leicestershire and Rutland Sport
- The relevant national governing bodies of sport
- The leisure centres
- Facility managers at school and other sites e.g. Fleckney Sports Centre
- Web research

### **Step 3: Consultation and involvement**

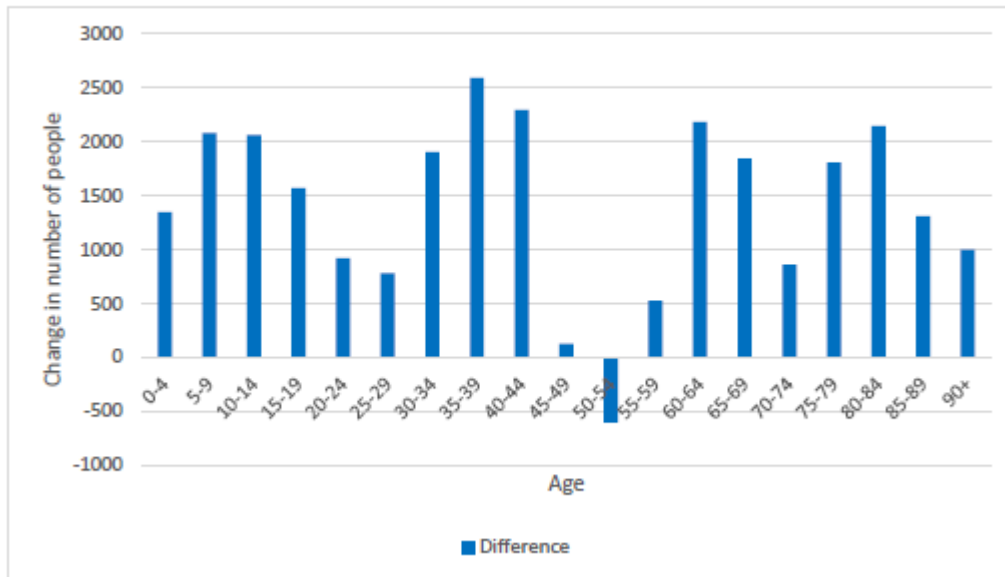
Have you consulted and if so outline what you did and who you consulted with and why.

Direct contact was made by the consultants via e mail or via a club's own web site contact form where this information was available. The leisure centres, facility managers and national governing bodies also contacted their local clubs on behalf of the study with a cover note and link to the online survey form. All of the known clubs were therefore given the opportunity to complete the online survey form about their club, the facilities they use, their aspirations and any issues.

*Figure 2: Sport and Physical Activity Levels (Sport England , 2019)*

Where	Percentage rates of activity November 2017-18 per 1000 population aged 16 years and over			Change from November 2015-16
	Active (150+ minutes a week) %	Fairly Active (30-149 minutes a week) %	Inactive (<30 minutes a week) %	
Harborough	64.7	12.9	22.3	No change
Leicestershire	60.0	13.0	27.0	No change
East Midlands	61.2	12.5	26.3	No change
England	62.6	12.3	25.1	More people active

*Figure 7: District wide population change 2017-2031*



**Step 4: Potential impact**

Considering the evidence from the data collection and feedback from consultation, which communities will be affected and what barriers may these individuals or groups face in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities and also the potential impact on Community Cohesion. Remember people have multiple characteristics so the impact of a policy on a particular community may impact people within the community differently. Where possible include numbers likely to be affected.

The BSFS seeks to identify demand and supply of facilities for each sport. It does not make a differentiate on the grounds of Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation.

This Sports Facilities Strategy forecasts the future needs for sport and recreation up to 2031 and takes into account the housing requirements in the recently adopted Harborough Local Plan 2011-2031 (Harborough District Council, 2019).

It is a complementary strategy to the Harborough District Playing Pitch Strategy 2018 (Harborough District Council , 2018) which forms part of the Local Plan evidence base and has already proven valuable in guiding local priorities, investment and policies.

The assessment methodology follows the Sport England Assessing Needs and Opportunities Guidance (ANOG) (Sport England, 2014), including consultation with the local clubs, parish councils and national governing bodies of sport, as well as Harborough District Council. A key driver for the production of this document is to deliver an evidence base which can support the planning policy for the Harborough Local Plan. The strategy will help the Council and its partners to:

- Understand provision needs now and in the future.
- Determine planning applications.
- Ensure that the management and maintenance of sports facilities is appropriate and sustainable.
- Prioritise local authority capital and revenue investment, including S106 and any future Community Infrastructure Levy (CIL).
- Prioritise and support bids for external funding to assist in the delivery of sporting infrastructure.
- Identify the role of the education sector in supporting the delivery of community sporting facilities.
- Contribute to the aims and objectives of improving health and well-being and increasing participation in sport.

Achieving this will guarantee the effective delivery of sport and leisure services across the district and ensure that a network of sports facilities is in place to cater for the needs of the current and future population.

Accessibility of facilities both inside and outside the District is taken into account when assessing the demand for sport.

The preferred option of the Council is that Indoor Bowls is not provided as part of a renovated or new Leisure Centre provision. This may have a detrimental effect on participation in a sport that is predominantly played by older persons .

A number of sports facilities currently being used by the community across the district do not have any security of access, particularly the schools. A priority for these sites is to ensure that the long-term security of community use is achieved, and Sport England has produced guidance (Use Our School), online resources and toolkits to support negotiations (Sport England , 2017).

Local sports clubs need to be supported by partners including the Council, national governing bodies and the County Sports Partnership across a range of areas including management, membership, funding, facilities, volunteers and partnership working for example with volunteer support agencies and local businesses. As part of club development there will be a need to encourage clubs to develop sound business as well as sports development plans. Most clubs would also benefit from considering management models, including registering as Community Amateur Sports Clubs (CASC) or as a Charitable Incorporated Organisation (CIO).

Each community club will have its own equalities and diversity policies according to their National Governing Body. The strategy has been developed using the best practice approach advocated in the Sport England Assessing Needs and Opportunities Guidance (ANOG) which has included: site visits to all sports facilities and meetings with the managers of the strategically important ones; consultation with local clubs, national governing bodies of sport, local facility providers, Town and Parish councils and Harborough District Council; and modelling future needs based on population projections. It also takes account of previous relevant community consultation undertaken by the Council.

### **Step 5: Mitigating and assessing the impact**

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people. Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs have identified can be addressed.

New facilities will be required to be fully compliant with equalities legislation.

The Council will need to demonstrate that decisions it take concerning the future of any participatory sports are policy compliant and meet the needs of the community. Further consideration concerning support that is to be given to clubs will be needed if a club is expected to take additional responsibility for membership and facility management.

To access funding from Sport England or National Governing Bodies clubs will need to demonstrate a commitment to equalities through their adopted policies.

It is not considered that the BSFS will have a detrimental affect on any of the protected groups, indeed there will be a positive impact on most groups with potential additional and better quality facilities in the correct locations. Identified shortfalls can be addressed by using the following accessibility information.

Figure 40: Recommended Provision Guide for new housing developments

Facility type	Quantity per 1000 population	Accessibility	Quality
Sports Halls	0.27 badminton courts fully available at peak time	20 minutes by car	Design and quality to meet Sport England and the relevant national governing body guidance
Swimming pools	9.6 sq m water space fully available at peak time	20 minutes by car	Design and quality to meet Sport England and the relevant national governing body guidance
Fitness facilities (stations)	5.84 stations fully available at peak time	15 minutes by car	Design and quality to meet Sport England guidance
Fitness facilities (studios)	0.08 studios fully available at peak time	15 minutes by car	Design and quality to meet Sport England guidance
Indoor netball courts and associated floodlit outdoor courts	0.02 indoor courts fully available at peak time 0.02 floodlit outdoor courts fully available at peak time	District wide	Design and quality to meet Sport England and the relevant national governing body guidance
Indoor tennis	0.04 indoor tennis courts fully available at peak time	30 minutes by car	Design and quality to meet Sport England and the relevant national governing body guidance
Squash courts	0.04 courts fully available at peak time	20 minutes by car	Design and quality to meet Sport England and the relevant national governing body guidance
Village and community halls	Additional and improved facilities including storage to enable more sports activities to be offered, such as gymnastics and short mat indoor bowls.	10 minutes by car	Design and quality to meet local needs
Walking, cycling and horse riding routes	Towards improvements in the network of walking, cycling and horse riding routes; on site to connect the development to the wider network, and off-site to identified projects	20 minutes by car	Design and quality to meet local needs



**Step 6: Making a decision**

Summarise your findings and give an overview of whether the policy will meet Harborough District Council’s responsibilities in relation to equality, diversity and human rights. Does it contribute to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations?

The BSFS contributes to HDC’s responsibilities in relation to equality, diversity and human rights by ensuring that decisions to relocate, improve or add to the sports facilities within the district are made for the right reasons and are correctly located. This will help improve access to facilities for many of the identified groups, including those in rural communities

**Step 7: Monitoring, evaluation & review of your policy/procedure/service change**

What monitoring systems will you put in place to promote equality of opportunity, monitor impact and effectiveness and make positive improvements? How frequently will monitoring take place and who will be responsible?

The BSFS is intended to inform not only planning documents and development management decisions, but also recreation infrastructure planning and information to support funding bids by both the Council and other providers. All sources of funding and other means of delivery will be required to deliver the facilities needed.

The Strategy will be reviewed on an annual basis to ensure it remains up to date and relevant

## Equality Improvement Plan

### Equality Objective :

**Action: Review BSFS with 12 months of adoption**

**Officer Responsible: M Bills By when: spring 2021**

### Equality Objective :

**Action: ensure investment priorities are directed to those clubs with an up to date equalities policy and can demonstrate a commitment to equality and diversity**

**Officer Responsible: N Hankin By when: Ongoing**

**Signed off by: M Bills**

**Date: 19<sup>th</sup> August 2019**

Once signed off, please forward a copy for publication to Julie Clarke, Equality and Diversity Officer  
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