

Appendix 5

The Equality Impact Assessment (EIA) Tool

Please ensure you have read the [guidance pages](#) prior to completing this tool

Document Control

Control Details:	Helen Wallace Project Manager
Title of EIA/ Decision (DDM):	Forest Recreation Ground Sports Zone Improvement Project
Budget booklet code (if applicable):	
If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
Name of author (Assigned to Pentana):	Helen Wallace Project Manager
Department:	Major Projects
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Division:	GreenSpace & Natural Environment
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Strategic Budget EIA:	No
Exempt from publication:	No
Date decision due to be taken:	22 nd June 2023

Document Amendment Record

Version	Author	Date
	Helen Wallace	17/04/2023
	Eddie Curry	25/04/2023

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Nasreen Miah	Equality & Employability Consultant	25/04/2023

Eddie Curry	Head of Green Space & Natural Environment	10/05/2023
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Glossary of Terms

Term	Description
BME	Black and Ethnic Minority Groups

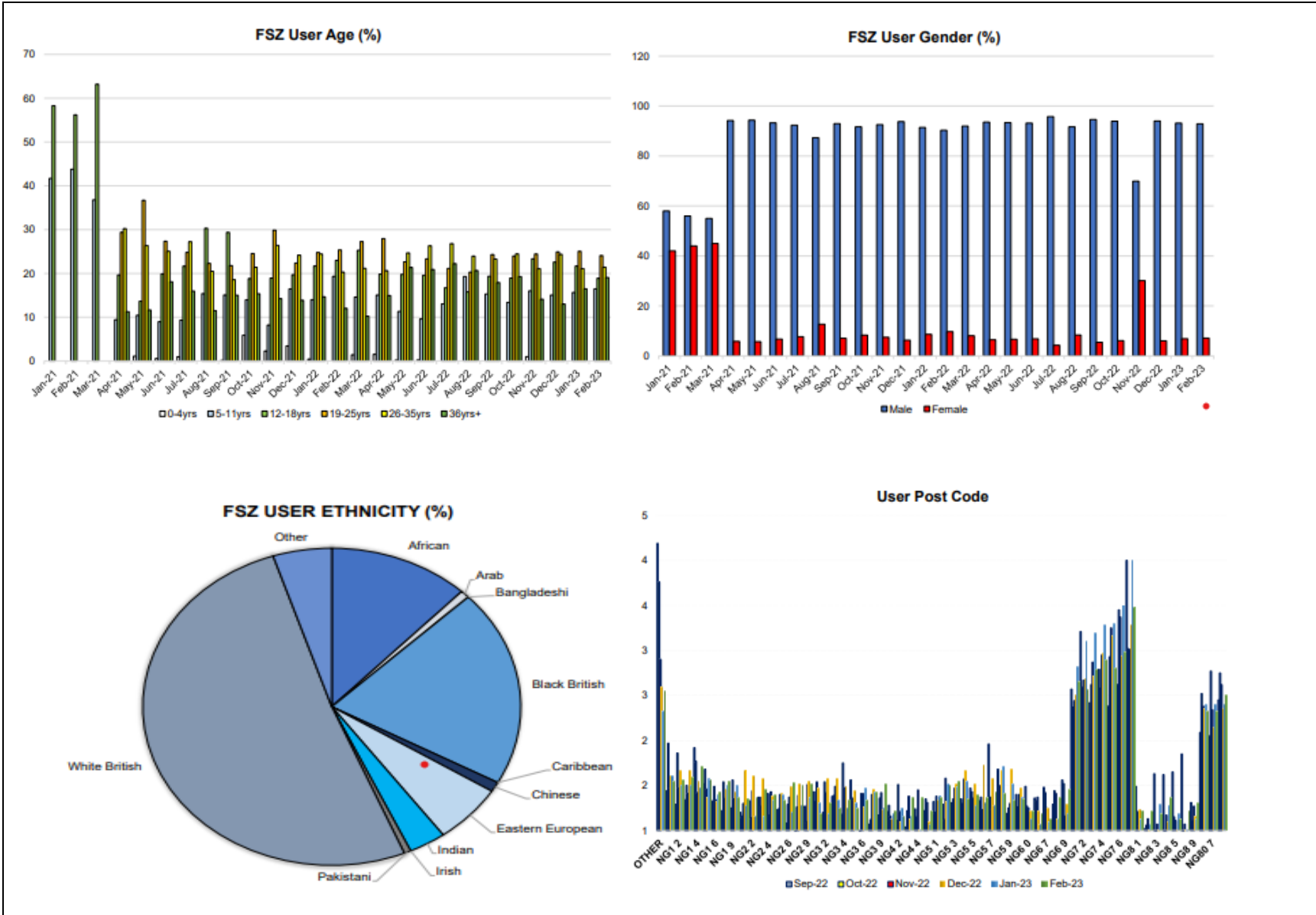
Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

The project seeks to improve the facilities at the forest recreation ground sports zone by transforming the existing sandbased pitch into a new 3rd generation rubber crumb pitch and by improving the access controls around and routes within the site. These improvements will include improved security and reception facilities and a new accessible ramp leading up to the higher level Football Pitch and Multi Use Games Area.

1. b. Information used to analyse the equalities implications

The Forest Sports Zone Team collect user details from every booking of the facility. The records below show that the site is heavily utilised and by a wide spread of the community and has a high numbers of BME and Female groups alongside other white participants. The facility currently doesn't provide for many disabled groups, but plans are developing to address this by incorporating coaching sessions on the Multi Use Games Area as this will be more suitable for wheelchair users.



1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
	People from different ethnic groups	x			The new facilities will improve access and opportunities for all the community to partake in sports development activities. This will include improved access ramps and security / reception improvements alongside the delivery of a programme of targeted sports coaching activities.	The facilities at the Forest Sports Zone are open to all the community and this includes delivering dedicated sessions that meet the needs of many hard-to-reach communities / groups. This will include sessions focused for women only and sessions for older people and wheelchair users will be delivered.	The Forest Sports Zone site team carry out detailed customer analysis and produce quarterly monitoring reports that detail all the community use of the facilities. It is proposed that this monitoring will continue to help measure the impact of the new facility improvements.
	Men	x					
	Women	x					
	Trans	x					
	Disabled people/ carers	x					
	Pregnancy and maternity	x					
	Marriage/Civil Partnership						
	People of different faiths/ beliefs and those with none	x					
	Lesbian/ Gay/ Bisexual people	x					
	Older	x					
	Younger	x					
	Other (e.g. looked after children, cohesion/ good						

	relations, vulnerable children/ adults), socio-economic background. <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>					access routes within the site.	
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1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

The new facilities will enhance the user experience for all the community who use the facility. The improvements will also improve the access and security around the site so this will also help to attract new user groups to the facility. Further engagement with disability groups will be carried out in order to confirm a new programme of activities. This EIA will be updated once the project has been confirmed and starts to move towards delivery.

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	Site staff at the sports zone will be trained to ensure they understand the details of the Equality Act	Forest Football in the Community Trust	31/03/2024	

Advance equality of opportunity between those who share a protected characteristic and those who don't	The opportunity for all the community to access the facility will be actively encouraged at all times. The Forest Sports Zone management team will review the facility utilisation and will develop activity programmes to attract users from underrepresented groups	Forest Football in the Community Trust	31/03/2024	
Foster good relations between those who share a protected characteristic and those who don't	The Forest Sports Zone management group will continue to build local partnerships and develop new opportunities to build relations between user groups - The Forest Sports Zone management team will review the facility utilisation and will develop activity programmes to attract users from underrepresented groups	Forest Football in the Community Trust	31/03/2024	
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	The new facilities will help to enhance the opportunities for woman and girls to access the dedicated training session and the new facilities	Forest Football in the Community Trust	31/03/2024	

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details):</p> <p>Helen Wallace Project Manager</p>	<p>Date sent for advice: 17/04/2023</p>
<p>Approving Manager Signature:</p> <p>Eddie Curry Head of GreenSpace & Natural Environment</p>	<p>Date of final approval: 11/05/2023</p>

**For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747**

Nottingham City Council

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.