

Equality analysis form

If the activity you are planning to analyse is covered by an existing Equality Analysis or a relevant former Equality Impact Assessment, please use Section 2 of the form to highlight any updated information. The updated form should be sent through to the Equality and Diversity Unit for feedback, the start of the online consultation process and publication.

Section 1

Equality Analysis Screening

The following questions will identify whether a full Equality Analysis will be required. Please read the Equality Analysis guidance prior to completing the screening.

1. Name of the activity (strategy, policy, practice etc)

Walled sports area conversion to pitch and recreational sport area

2. Will this activity have the potential to deliver positive outcomes for students, staff and/or visitors from equality groups? Please provide evidence for your answer.

Yes, increasing activities and changing access for all users will improve the inclusivity of the building and surrounding sport facilities.

3. Will this activity have the potential to create negative impacts on students, staff and/or visitors from equality groups? Please provide evidence for your answer.

The area is currently not used, introduction of sport to this area will increase noise pollution. We have considered staffs mental health that could be effected by noise pollution and the area is not in the vicinity of many offices or teaching spaces. The noise from the area will not be constant and will not have a negative impact on the area.

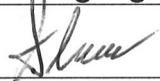
4. Does the activity have the potential to impact equality groups in the following ways:

- Access to or participation in UWE Faculties or Professional Services?
- Levels of representation across the UWE workforce?
- Student experience, attainment or withdrawal?
- Staff experience?

Please indicate YES or NO. If the answer is YES then a full analysis must be carried out. If the answer is NO, please provide a justification.

Yes

Equality analysis screening sign off:

Faculty Dean or Head of Service	
Faculty / service	Centre for Sport
Date	20/07/2016

Please return the completed form back to the Equality & Diversity Unit for feedback and publication

Section 2

Full Equality Analysis

1. Name of the activity (strategy, policy or practice etc)

Walled sports area conversion to pitch and recreational sport area.

Attached is a floor plan of the area.

2. What is the aim of the activity (objective or purpose)?

To increase recreational sporting opportunities for staff, students and visitors to the University.

3. If amending a current activity, what changes are proposed?

The centre for sport are improving a condemned tennis court surface in to a mutli sport games area. Plans also include improving access to the changing areas and to all sport facilities.

To improve access to the facility the Centre for Sport will be installing a ramp to the pitch area and ramp access in to the building. Plans also include widening door ways and creating changing rooms facilities that are wheelchair user friendly.

4. Who is responsible for developing and delivering the activity?

Centre for Sport.

5. What measures will be used to assess whether the activity is successful?

Increase in participation by a variety of methods;

- Women in Sport (semi private facility which may encourage higher usage from females)
- Inclusion sport (race, disability and faith)
- Annual booking and user profile which can be shared with other departments in the University.
- Wheelchair sport on the basketball recreation area to provide individuals with more opportunities.

The centre for sport is incredibly busy during the academic year with student union sport teams, timetabled lessons and centre for sport lead activities.

The addition of the walled garden 3G pitch will ensure we can cater for more student groups including faith group sport teams and leagues. A 3G pitch is a surface created using synthetic fibres and rubbers made to look like grass. Unlike sand based artificial pitches the surface does not cause friction burns and is playable in more conditions.

A taught rebound fence and rebound boards will be put in place to protect the wall and this will be set back from the existing wall. The pitch touchlines will be away from the fence to ensure that play does not go directly against the wall. We will also be using existing post holes so that we do not disturb the wall to much whilst installing the new fence.

The area will have a basketball hoop and a suitable surface for wheelchair users. The centre for sport has also recently purchased sport wheelchairs which will be made available to use in this area. The student calendar has a variety of events and we expect to use the area for feel good February, LGBT month and many more activities.

The centre for sport has a sophisticated booking system and we will be able to use this system to provide data for the University to show which groups are using the area, how often and how many participants were at each session.

A small car park is available next to the pitch and has two disabled spaces which will be available to all users. There are also other car parks within walking distance for all to use.

6. Does the activity have a potentially adverse impact on equality groups, in terms of employment issues and/or service delivery for students and/or staff? In the table below, please give evidence to support your yes or no answers. If the answer is not known, indicate how you will source evidence.

Meeting the public sector equality duty

Please also use the table below to demonstrate whether the activity has the potential to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please use the 'no' column to highlight your responses.

	Yes	No	Not known
Women and men		Alterations are planned for all users.	
Trans people			
Black and minority ethnic groups			
Disabled people	Changing facilities are limited. Parallel works program to achieve fully inclusive and compliant facilities.	Improvements provide a better environment for all. We aim to encourage use from all students and will prioritise	

Younger or older people		bookings to these groups so that the area becomes a social hub around the student union, new accommodation and FBL building.	
People of different religion and beliefs			
Lesbian, gay, bisexual people			
Marriage and civil partnership			
Pregnancy and maternity		<p>Specific access for wheelchairs will be installed and a disabled changing facility. Although plans do not include a hoist for this room we can support this need at our main centre for sport. We will also be installing specialist sport equipment for all users. Attached are diagrams showing the type of equipment we plan to install.</p> <p>We aim to link in with key events from across the University with different student groups and use the area as a venue. Sport and physical activity has the power to bring groups together and we hope to provide a platform for activity for these groups.</p> <p>One of our aims is to use the area for groups that struggle to get in to the Centre for Sport due to the</p>	

		<p>amount of bookings that we currently have. Some of these bookings will come from the faith group sport teams and we hope to see an increase in usage from these groups. The area is also across the road from the student union and new accommodation. We hope that this facility will provide an outdoor social area for all that are in this area. We will be discussing our plans with accommodation services, student union and student enrichment team to ensure that all are aware of the new facility available.</p>	
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7. Please give evidence of how you have engaged equality groups in the equality analysis process. Is further engagement required?

We have spoken to the student union, who have discussed recreational sport on campus with student groups. It has been highlighted from sport strategy meeting groups with students and staff that more recreational sport facilities are needed on campus. This facility will deliver more facilities and we have consulted with the SU on design and the use of the space.

8. What action can be taken to mitigate any potential negative impacts or address different needs? Please comment and then complete an action plan (see appendix 1).

We are providing accessible sport facilities for all. Work is also needed to increase accessible changing facilities and widen door ways for disabled users which we are also progressing as a separate project. The facility will be compliant with the Equality Act 2010 and Sports and Play Construction Association to ensure it is suitable for all users. This scheme greatly improves the area and there are no foreseeable detrimental effects as the works have been carefully designed to have no negative impact.

9. Please indicate the level of equality relevance:

High

Medium

Low

10. Equality analysis sign off:

Faculty Dean or Head of Service	
Faculty / service	
Date	

Please return this form to the Equality and Diversity Unit for feedback, the start of the consultation process and publication.

Equality analysis - action plan

Appendix 1

Name of activity: Walled Sports Area conversion to pitch and recreational sport area

Plan completed by: Mr A Isaac and Mr L Gully

Service / faculty: Facilities – Centre for Sport

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required	Sport strategy and survey by surveyor	Centre for Sport	None	June 2016	KPI achievement	
Consultation	Sport strategy working groups and sport council.	Centre for Sport	None	June 2016	KPI achievement	
Monitoring and review arrangements	CRM system	Centre for Sport	None	Ongoing	Ongoing	
Publication	None	Centre for Sport	None	None	None	
Other actions						

Please return form to the Equality and Diversity Unit

