

Equality Impact Assessment (EIA)

Engagement and our equality duty

Whilst [the Gunning Principles](#) set out the rules for consulting ‘everyone’, additional requirements are in place to avoid discrimination and inequality.

Cheshire East Council is required to comply with the Equality Act 2010 and the Public Sector Equality Duty. The Equality Act 2010 simplified previous anti-discrimination laws with a single piece of legislation. Within the Act, the Public Sector Equality Duty (Section 149) has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, by consciously thinking about equality when making decisions (such as in developing policy, delivering services and commissioning from others)
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, by removing disadvantages, meeting their specific needs, and encouraging their participation in public life
- foster good relations between people who share a protected characteristic and people who do not

The Equality Duty helps public bodies to deliver their overall objectives for public services, and as such should be approached as a positive opportunity to support good decision-making.

It encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people’s needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people’s opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

Complying with the Equality Duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve providing a service in a way which is appropriate for people who share a protected characteristic, such as providing computer training to all people to help them access information and services.

The Equality Act identifies nine 'protected characteristics' and makes it a legal requirement to make sure that people with these characteristics are protected from discrimination:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Applying the equality duty to engagement

If you are developing a new policy, strategy or programme you may need to carry out an Equality Impact Assessment. You may be able to ascertain the impact of your proposal on different characteristics through desk-based research and learning from similar programmes, but you also need to carry out some primary research and engagement. People with protected characteristics are often described as 'hard to reach' but you will find everyone can be reached – you just need to tailor your approach, so it is accessible for them.

Contacting the [Equality and Diversity mailbox](#) will help you to understand how you can gain insight as to the impacts of your proposals and will ensure that you help the Council to comply with the Equality Act 2010 and the Public Sector Equality Duty.

Section 1 – Details of the service, service change, decommissioning of the service, strategy, function or procedure

Proposal Title	Update Playing Pitch and Open Spaces Strategy (PPOSS)
Date of Assessment	01.02.2024
Assessment Lead Officer Name	Chris Allman
Directorate/Service	Place/Neighbourhood Services
Details of the service, service change, decommissioning of the service, strategy, function or procedure.	<p>The primary purpose of the PPOSS is, to provide a strategic framework, to ensure that the provision of outdoor playing pitches meets the local and community needs of the existing and future residents as well as visitors to Cheshire East.</p> <p>The Strategy has been produced in accordance with national planning guidance and provide robust and objective justification for future playing pitch provision throughout the borough.</p> <p>Developing a strategic approach to the analysis of playing pitch and outdoor sport supply and demand is necessary to:</p> <ul style="list-style-type: none"> • Protect playing pitches and outdoor sport against development pressures on land in, and around, urban areas. • Identify pitch (natural grass and artificial) and outdoor sport supply and demand issues in relation to predicated population changes. • Address ‘demand’ pressures created as a result of specific sports development pressures e.g. growth of mini soccer and wider use of artificial grass pitches. • Focus limited financial resources into the areas of greatest demand.
Who is Affected?	<p>The study area is the entire Cheshire East local authority area. However, analysis areas (or sub areas) are also used to allow for more localised analysis in addition to the assessment for the Borough as a whole.</p> <p>For this purpose, three areas have been established via grouping the aforementioned towns/centres together, with a further individual breakdown provided where necessary</p>

<p>Links and impact on other services, strategies, functions or procedures.</p>	<p>The PPOSS will act as a tool for Cheshire East Council and partner organisations to guide resource allocation and set priorities for pitch and outdoor sports in the future.</p> <p>It provides robust evidence for capital funding. As well as proving the need for developer contributions towards pitches, outdoor sport facilities and ancillary facilities, a PPOSS can provide evidence of need for a range of capital grants.</p> <p>It helps in the achievement of the Council's corporate plan and particularly in relation to the 'green' priority, the key for open green space, that outlines that the Council 'will lead communities to protect and enhance the environment, tackle the climate emergency and drive sustainable development'.</p> <p>It helps with the protection of pitch and outdoor sports facilities to ensure that opportunities are not lost in the future due a lack of facilities.</p>
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Section 2- Information – What do you know?

What do you know?	What information (qualitative and quantitative) and/or research have you used to commission/change/decommission the service, strategy, function, or procedure?
Information you used	<p>The PPOSS has been prepared by a partnership of sports organisations with the Council as the lead organisation. The sports organisations have a vested interest in ensuring existing playing fields, pitches and ancillary facilities, as well as other outdoor sports can be protected and enhanced. Many of the objectives and actions will be delivered and implemented by sports organisations in addition to the Council.</p> <p>A Steering group was established that had representatives from the key departments within the council (Planning, Green Spaces and ANSA) as well as Sport England and the National Governing bodies for sport (England Cricket, Football Foundation, British Cycling, England Hockey and Rugby as well as number of others)</p> <p>In total 223 sports clubs were contacted and consulted with around their current and future needs, this was split between Summer Sports which was undertaken in August 2023 and Winter Sports which was undertaken in November 2023.</p>
Gaps in your Information	where this PPOSS differs from previous ones is that it includes a wider variety such as crown green balls, which in turn will make it more inclusive

3. What did people tell you?

What did people tell you	What consultation and engagement activities have you already undertaken and what did people tell you? Is there any feedback from other local and/or external regional/national consultations that could be included in your assessment?
Details and dates of the consultation/s	Where known, all outdoor sports facilities are included within the PPOSS, irrespective of ownership, management and use. Sites were initially identified using Cheshire East's previous PPS and Sport England's Active Places web-based database, with the Council

<p>and/or engagement activities</p>	<p>and NGBs supporting this process by checking and updating this initial data as well as by supplying their own affiliation data and booking information.</p> <p>For each site, the following details are recorded in the project database:</p> <ul style="list-style-type: none"> ◀ Site name, address (including postcode) and location ◀ Ownership and management type ◀ Security of tenure ◀ Community availability ◀ Total number, type and quality of provision ◀ Usage levels, including gender, age and accessibility provision. <p>For playing pitch sports, Sport England’s guidance uses the following definitions of a playing pitch and playing field. These definitions are set out by the Government in the 2021 ‘Town and Country Planning (Development Management Procedure) Order’.</p>
<p>Gaps in consultation and engagement feedback</p>	<p>A number of clubs didn’t respond to the request for information,</p>

4. Review of information, consultation feedback and equality analysis

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of information used to inform the proposal	What did people tell you? Summary of customer and/or staff feedback	What does this mean? Impacts identified from the information and feedback (actual and potential). These can be either positive, negative or have no impact.
Age			PPOSS identifies the facilities required to manage the current and demand for adult, junior and youth sport. Also identifies need for outdoor sport, in which the older population are more likely to participate, such as bowls and tennis.
Disability			
Gender reassignment			Provide increased access to sports provision and facility access for any gender, including that of consideration for individuals during gender reassignment. For example, by considering design and provision of suitable changing and toilet facilities.
Pregnancy and maternity			Provide increased access to facilities for pregnant and nursing mothers. For example, by ensuring provision of baby changing and toilet facilities

Race/ethnicity			Sports provision and access to facilities should be available and promoted to all residents and visitors, regardless of religion or belief.
Religion or belief			Sports provision and access to facilities should be available and promoted to all residents and visitors, regardless of religion or belief.
Sex			
Sexual orientation			Sports provision and access to facilities should be available and promoted to all residents and visitors regardless of sexual orientation.
Marriage and civil partnership			n/a

5. Justification, Mitigation and Actions

Mitigation	What can you do?
<p>Please provide justification for the proposal if negative impacts have been identified?</p> <p>Are there any actions that could be undertaken to mitigate, reduce or remove negative impacts?</p>	<p>Actions to mitigate any negative impacts or further enhance positive impacts</p> <p>There are no negative impacts other than the availability of the provision across the borough, as previously stated the strategy provide an overarching framework for the council, in order to support the numerous different sports clubs that exist within the borough.</p>

<p>Have all available options been explored? Please include details of alternative options and why they couldn't be considered?</p> <p>Please include details of how positive impacts could be further enhanced, if possible?</p>	<p>N/A</p>
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6. Monitoring and Review -

Monitoring and review	How will the impact of the service, service change, decommissioning of the service, strategy, function or procedure be monitored? How will actions to mitigate negative impacts be monitored? Date for review of the EIA
Details of monitoring activities	As this refers to a strategy, it is not possible to ensure that every item listed is incorporated into an overarching EIA. There are no direct deliverables identified by the council as part of the strategy, the impacts on equality will be monitored when individual schemes are presented.
Date and responsible officer for the review of the EIA	March 25- Head of Neighbourhood Services

7. Sign Off

When you have completed your EIA, it should be sent to the [Equality, Diversity and Inclusion Mailbox](#) for review. If your EIA is approved, it must then be signed off by a senior manager within your Department (Head of Service or above).

Once the EIA has been signed off, please forward a copy to the Equality, Diversity and Inclusion Officer to be published on the website. For Transparency, we are committed to publishing all Equality Impact Assessments relating to public engagement.

Name	Chris Allman
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OFFICIAL

Signature	
Date	01.02.2024

8. Help and Support

For support and advice please contact EqualityandInclusion@cheshireeast.gov.uk