

# equality impact assessment stage 1 quick check questionnaire



If you are planning on making a change to an existing service or policy, or launching something new, fill out this quick questionnaire to find out if you need to complete a full equality impact assessment. You can also use this form to check your current services or policies.

To find out more about the legal background to equality impact assessments, or for advice on which of your current services should be assessed, read our equality impact assessment help notes.

## Section 1: About you and your service area

<b>Your name:</b>	Sarah Sleigh
<b>Your service area:</b>	LOPS
<b>Your director/line manager:</b>	Richard King
<b>Your cabinet member:</b>	Liz Little

## Section 2: About your plans

<b>Name of service/policy you are assessing:</b>	Beacon Park Tennis Court
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<b>Is it?</b> (please delete as appropriate)
<ul style="list-style-type: none"> <li>▪ A proposal to close a service</li> </ul>

<b>Who are the main users of your service/policy?</b> (please delete any that are not appropriate)
<ul style="list-style-type: none"> <li>▪ Mixture of residents and visitors</li> <li>▪ Users of a specific service (e.g. leisure centre customers)</li> <li>▪ Older people</li> <li>▪ Young people</li> <li>▪ Other (please specify)</li> </ul>

Beacon Park has featured tennis courts in one way or another for 85 years. In order to continue in safe public use significant investment is required to the facilities so the Council must decide how this can be achieved in the most effective way.

BPT are willing to take on the management and maintenance of the tennis courts from LDC and promote and increase the opportunities and use of the tennis courts for the benefit of Lichfield district residents.

This supports the principle of devolvement, community ownership and is an approach that has been successfully developed previously by LDC with the transfer of public open space

The district council has 3 options all detailed below, with option 3 being the recommended option:

- 1) To keep the tennis courts open and for the council to refurbish them at its own cost.

## Appendix B – Equalities Impact Assessment

- 2) To continue to make the tennis courts available for public use until they have to be closed for health and safety reasons.
- 3) To transfer the courts to BPT on a 21-year lease so that they can significantly improve the courts using externally funded grants.

The Tennis For Free (TFF) initiative began in February 2016 and was introduced to increase participation in tennis for all ages. Since its launch there has been 1072 unique users of the facility with 162 unique users since March 2019. The total attendances since the launch in February 2016 is 5574 (average 41 per week) and attendance since March 2019 is 630 (average 27 per week). Lichfield Spires Netball Club and Lichfield Cathedral School are also regular users of the courts.

Beacon Park Tennis (BPT) is registered in England and Wales as a Charitable Incorporated Organisation. The team have a strong desire to see the continued use of the facilities for the general public. Since its inception BPT has been in dialogue with LDC to bring forward a new arrangement for the management of the tennis courts in Beacon Park.

### Section 3: Will your plans impact on any particular groups?

**3a:**  Please fill in all boxes that apply in the table below. If any boxes don't apply, please leave blank.

**Hints & tips** Think about who will benefit from or be affected by your plans/policy. Will any particular group be negatively affected, or not able to use the service? For further guidance please see Section 3 of the help notes.

Impact of plans	Will your plans have a positive impact on this group? If so please explain why?	Will your plans have a negative impact? If so please explain why? <input checked="" type="checkbox"/> If there is a negative impact on any group(s), please complete section 4 for each group.
<b>Groups of users</b>		
<b>Age ranges (indicate range/ranges)</b>	TFF and BPT have demonstrated significant participation from all age groups.	All age ranges will be affected by the closure of the tennis courts if they are not refurbished in the near future.
<b>Disability (physical, sensory or learning)</b>		
<b>Gender/sex</b>	TFF and BPT have demonstrated significant participation from women and girls.	Women and girls, will be affected by the closure of the tennis courts if they are not refurbished in the near future
<b>Transgender/gender reassignment</b>		
<b>Race (includes ethnic or national origins, colour or nationality)</b>		
<b>Gypsies and travellers</b>		
<b>Refugees / asylum seekers</b>		
<b>Sexual orientation</b>		
<b>Marriage and civil partnerships</b>		
<b>Religion or belief (includes lack of belief)</b>		
<b>Pregnancy and maternity</b>		
<b>Carers or the people cared for (dependants)</b>		
<b>Other (please specify)</b>		

### 3b: Further details

<b>Please use this space to provide further details if necessary</b>
Loss of the facility would have a Health and Wellbeing impact on some of the Councils identified target groups.

## Section 4: Can you justify and evidence, or lessen any impact?

**4a:** ☒ If you have identified a negative impact(s) on any group(s) please complete the below table for each affected each group. If any boxes don't apply, please leave blank. If you didn't identify any negative impact(s) on the previous page, skip to section 6.

**Hints & tips** Is there something you can do to reduce or alter any negative impact you have identified? *For example when we changed waste and recycling collections to kerbside collections, we offered disabled/less able people assisted collections.* Please list all the evidence you have gathered to support your decision(s) – this could include customer feedback, statistics, comparable policies, consultation results. If you don't have any evidence, please carry out appropriate studies and research to gather the evidence you need to support your decision(s). If you have no/insufficient evidence or cannot gather any, you will need to complete a full EIA. For further guidance, see Section 4 of the help notes.

<p><b>Actions you need to take</b></p> <p><b>Groups of users</b></p>	<p><b>We will make the following change(s) to the service/policy to reduce the negative impact.</b>                      Explain the change(s) and the evidence you have to support your decision?                      ☒ Use section 4b below if you want to give more details.</p>	<p><b>We won't make changes as we can justify our decision and there are sound reasons behind our decision.</b> Justify why and detail the evidence you have gathered to support your decision. ☒ Use section 4c below if you want to give more details.</p>	<p><b>There is a negative impact, and we cannot justify it and/or have no, or insufficient, evidence to support our decision.</b></p> <p>☒ You will need complete a full equality impact assessment. See the help notes for more details.</p>
<p><b>Age ranges (indicate range/ranges)</b></p>	<p>A recommendation is being taken to Cabinet to transfer the Tennis Courts to Beacon Park Tennis (BPT) for a 21-year lease for the tennis courts so that BPT can carry out the regeneration project and provide low-cost tennis and multi-sport services on the site.</p>		
<p><b>Disability (physical, sensory or learning)</b></p>			
<p><b>Gender / sex</b></p>	<p>A recommendation is being taken to Cabinet to transfer the Tennis Courts to Beacon Park Tennis (BPT) for a 21-year lease for the tennis courts so that BPT can carry out the regeneration project and provide low-cost tennis and multi-sport services on the site.</p>		
<p><b>Transgender / gender reassignment</b></p>			

<b>Race (includes ethnic or national origins, colour or nationality)</b>			
<b>Gypsies and travellers</b>			
<b>Refugees / asylum seekers</b>			
<b>Sexual orientation</b>			
<b>Marriage and civil partnerships</b>			
<b>Religion or belief (includes lack of belief)</b>			
<b>Pregnancy and maternity</b>			
<b>Carers or the people cared for (dependants)</b>			
<b>Other (please specify)</b> <b>Women and Girls</b> <b>Young People</b> <b>Older Adults</b>	A recommendation is being taken to Cabinet to transfer the Tennis Courts to Beacon Park Tennis (BPT) for a 21-year lease for the tennis courts so that BPT can carry out the regeneration project and provide low-cost tennis and multi-sport services on the site.		

#### 4b: Further details on changes

<b>Please use the space below to give more details on the changes you will make, if necessary:</b>
BPT’s goal is to extend the longevity of Lichfield’s public tennis courts and ensure they are not closed as a public facility due to deteriorating playing conditions.

#### 4c: Further details on justification

<b>Please use the space below to give more details on the justification/evidence you have gathered, if necessary:</b>
The total regeneration project will cost £208,000 and BPT have already secured this in donations and funding from the LTA, HS2 and Sport England. The project has a sustainable business plan generating revenue from ‘pay as you go’ usage, school bookings and annual passes, as well a regular income stream from the Spires Netball club. Their P&L projections demonstrate that they will have sufficient funds in ten years’ time to cover the costs of future resurfacing work.

### Section 5: Your action plan

**Help notes** If, as a result of this assessment, you are going to adapt your plans or policy, please include details below. Please include a quick action plan and key dates that will show how you will review your decisions and when. Please include responsibility and expected outcomes. For full guidance on how to complete this section, please refer to the help notes.

Recommendation to Cabinet to agree to a 21 year lease arrangement with Beacon Park Tennis Charitable Incorporated Organisation for the tennis courts in Beacon Park. - Sept 2019
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5 For help or guidance contact Colin Cooke on 01543 308121 or Alison Bowen on 01543 308129 or email [colin.cooke@lichfielddc.gov.uk](mailto:colin.cooke@lichfielddc.gov.uk) or [alison.bowen@lichfielddc.gov.uk](mailto:alison.bowen@lichfielddc.gov.uk)

**Section 6: Record your actions** (delete as appropriate)

I have sent this to Policy and Performance for publication on the intranet and on <a href="http://www.lichfielddc.gov.uk">www.lichfielddc.gov.uk</a>	Yes
Date completed: 29 August 2019	