

Diversity impact assessment

Appendix 1

TITLE Name / description of the issue being assessed	New 3G Football Turf Pitch and Changing Pavilion at Anchorians Sports Ground
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DATE Date the DIA is completed	28 August 2020
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LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Bob Dimond, Head of Sport Leisure, Tourism and Heritage
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1 Summary description of the proposed change

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

The proposal is for a £1.3m new development at Anchorians Sports Ground consisting of a 3G Football Turf Pitch and four team changing pavilion.

2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

The decision to develop the site at this time is based on demand and need for more 3G FTPs in Medway in accordance with the Playing Pitch Strategy and Local Football Facility Plan for Medway.

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		x	
Disabilty		x	
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			

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Race		x	
Religion/belief			
Sex		x	
Sexual orientation			
Other (eg low income groups)			

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

The Football Foundation is particularly keen to develop artificial turf pitches, which has supported the biggest single increase to participation of any form of football facility investment they have undertaken. The impact at grassroots level is significant, particularly among under-represented groups including women and girls, people with a disability and BAME communities. Development of the site will result in temporary closure of the current grass football pitches in this area for an anticipated 4-6 months. This will mean the temporary loss of grass pitches for those clubs that use them during the 2020-21 football season. However, there are a number of other grass pitches available across Medway.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

Medway Council operates a number of grass football pitches and teams that currently use Anchorians will have the option to use an alternative grass pitch during the closure.

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Inform Medway Norse and the local football leagues of the proposed development and impact on using the current grass football pitches at this time	JH	September 30 th 2020
Contact teams direct that currently use Anchorians as their home pitch for weekend match-play and support them in accessing an alternative Council pitch in the meantime	JH	October 1 st , 2020

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Invite those teams affected to come back and use the new 3G FTP once built

BD

December
31st, 2020

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

It is recommended to proceed with the development of building a new 3G FTP and four team changing pavilion at Anchorians Sports Ground to ensure there is adequate 3G FTPs in Medway to meet the demand of local clubs for training and match-play purposes, and to actively promote available alternative grass pitches to relevant teams during the building period.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Date

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC:	phone 2406	email: annamarie.lawrence@medway.gov.uk
C&A:	phone 1173	email: michael.hood@medway.gov.uk
BSD:	phone 2472	email: lesley.jones@medway.gov.uk
PH:	phone 2636	email: david.whiting@medway.gov.uk