

## Equality impact assessment form for quick COVID 19 decisions only

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| <b>Directorate</b>                         | Communities and Place (Leisure and Culture)   |
| <b>Service area</b>                        | Parks and Active Living   |
| <b>Proposal</b>                            | Resumption of Grass Football  |
| <b>Reason for proposal</b>                 | To resume the taking of football bookings, following revised Covid-19 Government Guidance |
| <b>Sign off (Director/Head of Service)</b> | Claire Davenport/Duncan Cowie   |
| <b>Date of assessment</b>                  | 24/08/2020  |

*Please read the support notes before completing your assessment that are set out in Appendix 1.*

### The form

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

#### The assessment team or name of individual completing this form

Stuart Kitchen – Parks Development Officer

Other team members if appropriate

| Name          | Job title               | Organisation       | Area of expertise              |
|---------------|-------------------------|--------------------|--------------------------------|
| Sarah Webster | Community Parks Officer | Derby City Council | Parks Management               |
| Paul Randle   | Community Parks Officer | Derby City Council | Parks Management               |
| Mick McNaught | Community Parks Officer | Derby City Council | Parks Management (operational) |
|               |                         |                    |                                |

### Step 1- setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side- tracked.

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| 1. What are the main aims, objectives and purpose of the decision you want to make?  | To resume bookings for football, to provide opportunities for play, physical and social development and physical activity. To benefit health and wellbeing.   |
| 2. Why do you need to make this decision?  | Because these facilities have been closed since March due to the Government lockdown to prevent the spread of Covid-19 and manage the pressure on the National Health Service resulting from the Covid-19 epidemic. |
| 3. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements? | The reopening of these facilities will be managed by the Parks Team in line with Government Guidance  |
| 4. Who are the main customers, users, partners, colleagues or groups affected by this decision?  | Children, Young People and Adults who use play football.  |

### Step 2 – collecting information and assessing impact

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| 5. Who have you consulted and engaged with so far about this change, and what did they tell you? Who else do you plan to consult with? – tell us here how you did | We have held a socially distanced open meeting with Derbyshire Football Association and Derby Junior League representatives to |
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| <p>this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.</p> | <p>discuss all aspects of this reopening. The decision being taken is to reopen these existing facilities which have been closed in line with government guidance. In line with the guidance, the resumption of grass roots football will follow FA and government guidance to reduce the risks involved. Reopening these facilities will benefit disadvantaged groups within the community who may not have the resources or ability to travel outside of the City, but will once again be able to enjoy the physical exercise that football provides close to home. This will provide the opportunity for both physical and mental health and well-being benefits, after the strain and anxiety some will have felt during lockdown, and may continue to feel due to the resulting economic uncertainty, potentially affecting jobs and income.</p> |
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6. Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. Only fill in the mitigation box if you think the decision will have a negative impact and then you'll need to explain how you are going to lessen the impact.

|   | What do you already know?   | Positive impact | Negative impact | Mitigation - what actions will you take to lessen impact? |
|---|---|-----------------|-----------------|---|
| <p><b>Age</b> – older and younger people</p>  | <p>The reopening of these facilities will benefit people of all ages. There is a large programme of junior football providing the opportunity for physical and social wellbeing, football academies which provide learning and development opportunity for young people and also senior adult football. Parents and grandparents can derive enormous pleasure from their children and grandchildren playing football.</p> |                 |                 |   |
| <p><b>Disability</b> – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical</p> | <p>The reopening of these facilities will benefit disabled people who play football as there will once again be the opportunity to enjoy the physical and social; benefits of these facilities close to home.</p>   | <p>✓</p>        |                 |   |

|   | What do you already know?  | Positive impact | Negative impact | Mitigation - what actions will you take to lessen impact? |
|---|--|-----------------|-----------------|---|
| impairments   |  |                 |                 |   |
| <b>Gender identity</b> - trans and those people who don't identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity. | The facilities being reopened are available to all and provide the opportunity for activity and exercise. These proposals will provide a positive benefit.   | ✓               |                 |   |
| <b>Marriage and Civil Partnership</b>   | The opportunity to enjoy parks and all the health and wellbeing benefits they offer can benefit relationships after the strain and anxiety some will have felt during lockdown.  | ✓               |                 |   |
| <b>Pregnancy and maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers   | The facilities being reopened are available to all and provide the opportunity for activity and exercise. These proposals will provide a positive benefit for exercise and wellbeing, and may be enjoyed by children, enabling the siblings of a new baby to benefit from physical activity. | ✓               |                 |   |
| <b>Race</b> - the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community  | Many minority ethnic communities have been disproportionately affected by the lockdown, often living in areas of greatest deprivation, where there is often less green space. The reopening of football facilities will provide positive health and wellbeing benefits.                      | ✓               |                 |   |
| <b>Religion or belief or none</b> - the effects on religious and cultural communities, customers and colleagues   | The facilities being reopened are available to all and provide the opportunity for activity and exercise. These proposals will provide a positive benefit.   | ✓               |                 |   |
| <b>Sex</b> - the effects on both men and women and boys and girls   | The facilities being reopened are available to all and provide the opportunity for activity and exercise. These proposals will provide a positive benefit.   | ✓               |                 |   |
| <b>Sexual orientation</b> - the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality   | The facilities being reopened are available to all and provide the opportunity for activity and exercise. These proposals will provide a positive benefit.   | ✓               |                 |   |

**Important** - For any of the equality groups you don't have any information about, then please contact our Lead on Equality and Diversity for help. You can also get lots of information on reports completed from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

### Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

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| <b>Outcome 1</b> | ✓ | <b>No major change needed</b> – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken  |
| <b>Outcome 2</b> |   | <b>Adjust the proposal</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?   |
| <b>Outcome 3</b> |   | <b>Continue the proposal</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> <li>• sufficient plans to stop or minimise the negative impact</li> <li>• mitigating actions for any remaining negative impacts</li> <li>• plans to monitor the actual impact.</li> </ul> |
| <b>Outcome 4</b> |   | <b>Stop and rethink</b> the proposal when the EIA shows actual or potential unlawful discrimination  |

Why did you come to this decision?

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the proposal. You also need to make sure that there are actions in the Mitigation Box to lessen the effect of the negative impact. This is so important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is so important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

## Appendix 1

### Equality impact assessment form for quick decisions concerning COVID 19 – please read this section first before you do the assessment

We've adapted our usual equality impact assessment form so you can use it for quick decisions needed concerning COVID 19. Remember it needs to be completed **before** that decision is made, but we hope it will just act as a reminder that we still need to 'pay due regard to equality' under our **Public Sector Equality Duty** as this is still very much in force. The Equality and Human Rights Commission are keeping an eye on examples of discrimination and collecting evidence so it's important we still check for equality impact.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't. Protected characteristics are age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people – this also involves taking account of disabled people's barriers and may involve treating some people more favourably than others to achieve this
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

We usually ask for teams to complete Equality impact assessments, but we realise this is not helpful for quick decisions to do with COVID 19 so you can complete them yourself, if you can't get a team together. Please ask Ann Webster, our Lead on Equality and Diversity for help and advice if you're not sure about something. You'll need to pull together all the information you can about how your proposal affects different groups of people so you can check whether they will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact and what action you will take.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website.** It's a public document so make it easy to understand and no jargon please.

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 Minicom: 01332 640666

#### Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: Tel. tekstowy: 01332 640666

#### Punjabi

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ ਮਿਲੀਕਮ 01332 640666 'ਤੇ ਸੰਪਰਕ ਕਰੋ।

#### Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: Minicom 01332 640666

#### Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم منی کام 01332 640666 پر ہم سے رابطہ کریں۔



Derby City Council

Derby City Council The Council House Corporation Street Derby DE1 2FS  
www.derby.gov.uk

**Contact for help**

Ann Webster – Lead on Equality and Diversity

[ann.webster@derby.gov.uk](mailto:ann.webster@derby.gov.uk) Tel 01332 643722 Mobile 07812301144