

# Community Impact Assessment Form

<b>Name of Strategy/Policy:</b>	Stop the weekend working at the Sports Facilities	
<b>Officer Name(s):</b>	Tamzin Percival	
<b>Job Title &amp; Location:</b>	Assistant Operations Manager Henrietta Street	
<b>Department/Service Area:</b>	Operations	
<b>Telephone &amp; E-mail Contact:</b>	01706 252518 tamzinpercival@rossendalebc.gov.uk	
<b>Date Assessment:</b>	<b>Commenced:</b> 29.11.10	<b>Completed:</b> 30.11.10

## 1. Impact Assessment – Policy and Target Outcomes

- a) Summarise the main aims/objectives of the strategy, policy, procedure, project or decision.

The primary role for Council full-time staff in carrying out weekend duties is the opening and closing of changing rooms and generally supervising activities at sports facilities. It currently costs approximately £9000 per annum in over-time payments to reimburse staff for carrying out these duties. The proposal under consideration is that alternative arrangements are put in place in relation to the opening and closing of these facilities.

- b) Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

- c) Main or intended groups identified as beneficiaries, targets or users of (or affected in any other way) this strategy, policy, project, procedure or decision?

Main beneficiaries:

Those affected - sports clubs using the facilities and full time staff.

- d) Please detail below specific equality groups who will be the main beneficiaries, targets and users of this strategy, policy, project, procedure or decision, or who will be affected in any other way.

Key equality groups as main beneficiaries or affected in any other way (where appropriate):

Youths and children who play in junior league matches.

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- e) To assist with the assessment you may need to consider collecting the following information, before completing the table in Section 2:

Staff consultation Cost for overtime working or enhanced pay to staff. Use of the football clubs themselves to manage the facilities
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- f) Is further consultation, data collection or research still required?

Yes

No

(If yes then complete Action Plan)

Key Actions (note responsible officer(s)): Consultation with sports clubs.
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## 2. Impact – Evidence

Using the table below please tick whether you have evidence that the policy/strategy/decision has a negative, positive or neutral impact **from an equalities perspective** on any of the equality groups listed below. **Throughout this document please also give consideration to the wider community cohesion impacts within and between the groups identified.**

		<b>Positive Impact</b> – (It could benefit)	<b>Negative Impact</b> – (It could disadvantage)	<b>Reason</b>	<b>Neutral Impact (Neither)</b>
<b>Gender</b>	Women	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
<b>Race (Ethnicity or Nationality)</b>	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
	Chinese or other ethnic people	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
	White people	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
<b>Disability</b>	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
<b>Sexuality</b>	Lesbians, gay men and bisexuals	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
<b>Gender Identity</b>	Transgender people	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
<b>Age</b>	Older people (60+)	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
	Younger people (17-25), and children	<input type="checkbox"/>	<input type="checkbox"/>	The primary role of the parks and opens spaces staff is the opening and closing of the changing rooms. Parents,	<input checked="" type="checkbox"/>

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		<b>Positive Impact</b> – (It could benefit)	<b>Negative Impact</b> – (It could disadvantage)	<b>Reason</b>	<b>Neutral Impact (Neither)</b>
				coaches and users of the facility will need to ensure there is adequate supervision of young people.	
<b>Belief</b>	Faith groups *	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
<b>Other Groups (e.g. carers, rurally isolated, gypsies &amp; roma travellers, people on low incomes)</b>		<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>

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### 3. Impact – Nature/Type

- a) Could you further improve the strategy, project, policy, procedure or decision's positive or neutral impact? If “Yes”, this should be detailed in the Action Plan.

YES  NO

- b) You need to think about how you can mitigate any adverse or negative impact(s) of the proposal, or how you might use the policy, strategy, project, procedure or decision to promote a positive impact. You must consider whether you have identified that this proposal has a:

Key actions:

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#### 4. Impact Assessment - Summary

##### Key Findings

Please list the major outcomes/results/findings of this assessment in relation to equality which require action by the Council detailing these in the Action Plan at the back at this document. If no specific actions have been identified please detail your key findings below:

##### Key Findings:

It currently costs £9,000 in overtime costs for the opening and closing of facilities. It is proposed to make alternative arrangements in relation to the opening and closing of the facility.

Clubs themselves were to take over this function there would be a need to review if this resulted in more damage, there would need to be clear communication to parents and coaches that Council staff would not longer be on site

#### 5. Impact Assessment – Further Action

Please give the details of the monitoring/evaluation/review process that has/will be set up to check the successful implementation of the policy, project, strategy or decision including improved outcomes/impact and identify the review date.

##### Evaluation/ monitoring/ review process:

If clubs take over this function then it would be necessary to inspect the facilities each Monday after weekend games to assess the cleanliness and condition of the changing rooms and toilets. It would also be necessary to monitor and evaluate the amount of public feedback.

Review Date: April 2012 (after next football season)

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## 6. IMPACT ASSESSMENT ACTION PLAN

Please list below any recommendations for action that you plan to take as a result of this impact assessment (refer to Sections 3 & 4).

Issue	Action required	Lead officer	Timescale	Resource implications	Comments
Consult with Clubs and the Leisure Trust in relation to the viability of taking over the opening and closing of facilities at the week end.	Contact with directly affected clubs.	T. Percival	By end March 2011	Officer time	It may still be considered better to keep the function in house, in which case consultation with clubs is not necessary.
Widely communicate any change in practice in relation to opening and closing	Communication with users	T. Percival	By end of March 2011	Officer time	

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