



Equality Impact Analysis

Title of policy, function or service	Sports Facilities Strategy 2015-2025
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Type of policy, function or service:	Existing (reviewed) <input type="checkbox"/> New/Proposed <input checked="" type="checkbox"/>
Version	v.01- November 2014

Background

This Equality Impact Analysis considers the potential impacts, both positive and negative, of Watford Borough Council's draft Sports Facilities Strategy 2015-2025

Watford Borough Council has developed a 10 year Sports Facilities Strategy to set out the goals for the future of sports facilities within the borough. It outlines a number of strategic priorities based on a robust evidence base and is supported by engagement and consultation with the community and other stakeholders during the summer and autumn of 2014.

The strategy recognises the interaction between sports facilities and other strategic areas of work within the borough, in particular:

- planning policy and the borough's Local Plan, which sets out the future direction for development in Watford and where green and open space will be protected, including green belt
- the review of the council's property portfolio to ensure it is being used to best deliver a mixed, sustainable portfolio for the town and the local community
- public health, including the council's sports development programme and the links to the identified health priorities for Watford

Overall, the strategy highlights that there are a number of issues for Watford in terms of its current outdoor provision:

- mixed experience of clubs / organisations in terms of members, volunteers , finances (i.e. some are thriving, some struggling)
- many clubs do not have their own bases and are reliant on the council for facilities, which is not necessarily sustainable in the longer-term
- facilities are poor quality in many locations - this includes buildings such as club houses but also pitches / playing surfaces
- usage 'peaks; at certain time - especially Sunday mornings - meaning that demand outstrips supply and that there are other periods in the week when facilities are under used or not used at all
- length of leases for some clubs is often too short and restricts clubs from obtaining grants and being able to plan long-term
- lack of artificial turf pitches - which would help 'weather proof' both training and matches
- lack of training facilities
- poor quality changing rooms

The strategy identifies three strategic goals that address the issues highlighted by both the evidence base and engagement and consultation

Strategic goal 1:

To ensure that Watford has a network of accessible, high quality, high capacity, well maintained, well used and financially and environmentally sustainable sports facilities, capable of accommodating local demand, complemented by good quality changing and social accommodation, on a limited number of strategically located sites – known as “Strategic Sports Sites

The strategic sports sites are:

- **River Colne (EAST)**
(incorporating Radlett Road Playing Fields / Knutsford Playing Fields / Watford RUFC / Glen Rovers GAA / Top Golf – The Colne River Park)

- **Cassiobury site (WEST)**
(incorporating Fullarians RFC / Sun Postal FC / Watford Grammar School / Herts Bowls / West Herts Hockey)

- **Holywell (SOUTH)**
(incorporating King George V Playing Fields, W3RT/ Watford Cycle Hub / Schools / Football / Cricket)

- **Woodside (NORTH)**
(incorporating Woodside Playing Fields, Leisure Centre / SLM / WTCC / Bowls – Indoor and outdoor / Football / Cricket / Boxing / Schools)

Strategic goal 2:

To promote the development of financially sustainable multi-sport clubs offering inclusive opportunities for players of all ages and abilities and both sexes

Strategic goal 3:

To develop new forms of provision for traditional sports in partnership with their governing bodies, in order to attract new participants and encourage past participants to return to their former sport, promote more mid-week participation and reduce the peaking of demand for pitches and other facilities at the weekend, particularly Sunday mornings

Sports Facilities Strategy action plan

The Sports Facilities Strategy is supported by an action plan that will guide the delivery its ambitions and strategic goals through identifying actions and the outcomes they will deliver. These actions are also prioritised so that there is clear direction on the expectations on delivery timescales.

Focus of the Equality Impact Analysis

This EIA, therefore, considers the potential equality related impacts, both positive and negative of the Sports Facilities Strategy 2015-2025, including the associated action plan, on the people in the groups or with the characteristics protected in the Equalities Act 2010, should Watford Borough Council's Cabinet approve the strategy in December 2014.

These are:

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex (gender)
8. Sexual Orientation
9. Marriage and Civil Partnership.

The analysis will take into account engagement and consultation undertaken and the profile of the Watford population.

Engagement and consultation

A significant programme of engagement and consultation was undertaken with stakeholders in the summer and autumn of 2014.

1. early engagement with clubs / groups and organisations that currently use the identified strategic sports sites in advance of the draft strategy being considered by Watford Borough Council's Cabinet (July / August 2014)
2. engagement and consultation following approval of the draft strategy by Watford Borough Council's Cabinet (September - November 2014)

This engagement and consultation focused on gathering feedback on the strategy and whether stakeholders felt it would achieve improved outcomes for the borough and the local community.

A separate engagement and consultation report has been produced, which provides an overview of findings. Overall the findings show that people are in support of the strategy and its strategic goals for sports facilities in Watford. Whilst concerns are expressed on some specific issues - such as how local groups maintain their individual identity, managing demand for any new facilities and infrastructure to support any new strategic sports sites - there is broad support for the direction of the Strategy and recognition that change is required to deliver improvement.

Through the engagement and consultation, the majority of representation has been received from stakeholders directly involved in running or supporting local sports clubs / groups / organisations and equality information is not available in terms of these respondents. Nor do the majority of clubs/ groups / organisations hold equality data on their membership or those who participate in sport through their activities. Therefore, the council has not specific equalities data relating to the users of Watford's outdoor sports facilities.

Given this, and the large number of clubs / groups / organisations undertaking sports related activities in the borough, which provide opportunities for participation across the Watford community, an understanding of the impact of the Sports Facilities Strategy needs to consider the composition of the Watford population.

What we know about the Watford population

Population	The size of Watford's population at the time of the census in 2011 was 90,300 . This is around a 13% increase in population since the last census in 2001 when the population was 79,726. The current mid-year estimate (2013 revised) puts the population at 93,700 .
Population density	<p>The population density for Watford is 4,282 people per square kilometre. This makes it the most densely populated district in England and Wales. However, in comparison with some metropolitan boroughs, particularly those in and around the outskirts of London, the density is relatively low.</p> <p>This population density does mean that its green spaces and facilities for outdoor activity are highly valued by the local population and are seen as of high importance by the council because of the contribution they make to the quality of life in the borough.</p>

<p>Age bands</p>	<p>Watford continues to be a relatively young population - particularly in comparison to the rest of Hertfordshire.</p> <p>The largest populations by age band in Watford are:</p> <ul style="list-style-type: none"> • 25-29 (8,000) • 30-34 (8,100) • the numbers in each successive age-band fall progressively until there are estimated to be 1,600 who are 85+. <p>The median age in Watford is 35 - no change since 2001. This is the lowest median age in Hertfordshire and is the fifth lowest median age in the Eastern region (47 local authority areas in total). The median age for the UK is 39.</p> <p>Watford has the fourth highest percentage population of 0-4 year olds in the Eastern region and the sixth highest 0-14 year olds. In comparison, Watford has the third lowest percentage population of 65+ in the region.</p>
<p>Households</p>	<p>The average household size in Watford is 2.4. This is average for the region.</p> <p>Number of households The ONS data, based on the census, says that there were 36,681 households in Watford at the time of the Census; as of March 31 2014 the figure was 38,195..</p> <p>Watford had the fourth highest percentage change in households - +14.6% - in the Eastern region from 2001 to 2011.</p> <p>Household Composition</p> <ul style="list-style-type: none"> • Most frequent household = single people aged under pensionable age. <ul style="list-style-type: none"> • Grown from 17.5% in 2001 to 21.1% in 2011 (overtaken married couples with children) • Lone parents - significant rise in the number and % of lone parents (from 4.9% in 2001 to 7.2% in 2011) • One person pensioner households – declined in both numbers and percentage (from 12.2% 2001 to 10.0% in 2011) <p>Household tenure</p> <ul style="list-style-type: none"> • Privately rented housing: <ul style="list-style-type: none"> • increased from 3,170 homes in 2001 to 7,371 homes in 2011, from 9.8% to 20.1% of the housing stock • Homes owned outright: <ul style="list-style-type: none"> • decreased from 26.1% to 24.4% • Homes being purchased with a mortgage: <ul style="list-style-type: none"> • decreased from 46.1% to 37.2% • Social housing <ul style="list-style-type: none"> • remained static as % of the total housing stock (16.3% in both 2001 and 2011) yet it has increased in number from 5,266 in 2001 to 5,987 in 2014 •

Projections	<p>The ONS interim 2012-based subnational population projections are an indication of the future trends in population over the next 10 years.</p> <ul style="list-style-type: none"> • Watford's population is projected to be 103,000 by 2021 • Births are projected to be double deaths each year
Ethnicity	<p>The White British population has decreased from 2001 to 2011 and is now 62% of the Watford population.</p> <p>All ethnic categories except for White British and White Irish have increased over the time period, with notable percentage increase in White Other, Indian, Pakistani and Black African.</p>
Education	<p>A skilled workforce supports the economic development and employment aspirations for Watford. Year on year results show that there is an increasing trends in both GCSE results for pupils in Watford and the qualifications of the working age population.</p> <p>In the academic year 2011/12, 92.2% of pupils in Watford achieved 5 or more GCSEs graded A* to C, compared to the national average of 81.8%,</p> <p>There has been a mostly increasing trend in Watford over the last few years in NVQ qualifications held and these again increased during 2012. Watford's working age population has the second highest percentage (43.7%) in Hertfordshire of those with qualifications at NVQ 4 and above (St. Albans is the highest with 52.9%); this is also higher than both the 40.4% average in Hertfordshire and the England average of 34.2%.</p> <p>There are fewer people with no qualifications and significantly more people with Level 4/5 qualifications (degree level).</p>
Health	<p>Watford's population enjoys better health than the Eastern Region and England overall with nearly 85% of the population stating that they have 'good health' and just under 14% recording a disability.</p> <p>However, there are health issues that need addressing in the borough, some of which are related to improving people's physical activity - see 2 below. These have been identified by the borough's Health and Wellbeing Partnership as:</p> <ol style="list-style-type: none"> 1. Improving access to help with alcohol related issues 2. Increase exercise & weight Management referrals (NOTE: this may focus on specific gender, ages and/or communities) 3. Improve availability of screening in Primary Care for TB & Sexual Health (NOTE: this may be through wider community engagement) 4. Safe Healthy Food 5. Continued focus on delivering health outcomes through safe and healthy homes 6. Local or Emerging issues that arise from further or local research

Participation in sport in Watford

Local area estimates of adult participation in sport and active recreation

These results are taken from the Active People Survey that tracks the number of people taking part in sport at a local authority level.

It measures the percentage of the adult (age 16 and over) population in a local area who participate in sport and active recreation, at moderate intensity, for at least 30 minutes on at least 12 days out of the last 4 weeks (equivalent to 30 minutes on 3 or more days a week). The survey is conducted through telephone interviews

The results below are for a 24 month rolling period: (Apr 2012 - Apr 2014) across 1,000 residents.

	Watford	Hertfordshire
	% participation	
Sex		
Male	23.8%	32.5%
Female	24.1%	24.1%
Age		
16-34 years	31.2%	38.5%
35-54 years	24.8%	29.2%
55+	11.9%	17.4%
Disability		
Yes	9%	14.2%
No	26.1%	30.7%
Ethnicity		
White	24.3%	28.5%
BME	22.5%	25.7%
Population overall	23.8%	27.8%

This shows that participation in Watford could be improved across the community as a whole but there are some particular groups whose participation is significantly below that of the county average. This is also the case compared with the national picture.

How will the council ensure equality is promoted by the Sports Facilities Strategy 2015-2025

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the Sports Facilities Strategy:

1. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
3. **foster** good relations between people who share a relevant protected characteristic and people who do not

1. Positive impacts

The Sports Facilities Strategy 2015-2025 will deliver a number of positive impacts for the Watford community, including those sharing protected characteristics.

- **Improved sports facilities with good quality amenities that cater for the needs of users (both participants and spectators), including those related to the protected characteristics.**

For example, sufficient male / female changing rooms, access for people with disabilities or age related infirmities, facilities appropriate for both the young and adults.

Recommendation 1: as and when any new sports facilities are developed an equality impact analysis should be undertaken to ensure that positive benefits are addressed and any potential negative ones identified and mitigated where possible

- **Providing a strategic framework to support the delivery of sports activities in the borough and, through this, support local clubs and organisations secure funding and other resources to create and maintain high level sports activities that meet the needs of the community**

The framework set out in the Strategy provides additional assurance for local clubs and organisations on the future direction of sports facilities in Watford, which is important when bidding for funds/ resources. Through these bidding processes, the clubs and organisations will be expected to indicate how they will address inclusivity and remove barriers to participation.

- **Strengthen links between sports facilities and sports development to ensure that where gaps in provision are identified these can be jointly addressed**

For example, encouraging provision of sports activities for groups identified as under-represented in sporting activities. This could be linked to specific health priorities associated with identified groups

Recommendation 2: Continue to strengthen the links between sports facilities and the development of sports activities to meet the needs of the Watford community and ensure that these remain inclusive and catering for the needs of the whole community so that there are no barriers to participation

- **Explore opportunities to introduce new forms of sports that will appeal to people across the protected characteristics**

The Strategy identifies the opportunity to explore new forms of traditional sports. These could, potentially, open up participation to groups that traditionally do not engage in sports activities.

Recommendation 3: Where new forms of sports are introduced they should be encouraged to ensure they are inclusive and do not create any barriers to participation

- **Explore how the strategic approach outlined in the strategy can provide an effective link to the public health agenda in Watford**

Census data indicates the level of health related issues in Watford and it is known that certain groups do not participate as actively in sport as others and in a way that would support improved health outcomes. This includes older people, people with disabilities, black and minority ethnic communities

Recommendation 4: Ensure that the public health agenda for Watford engages with the delivery of this Strategy and that opportunities are identified to shape any new facilities in a way that encourages healthier lifestyles particularly amongst those groups whose participation is traditionally lower

- **The delivery of the sports facilities strategy will support fostering of good relations between people who share a relevant protected characteristic and people who do not**

Through enabling improved quality facilities that support the delivery of a range of sports activities the Strategy provides scope for improved community relations by offering accessible places where people will want to meet, spend time and take part in team and group activities. There might also be opportunities for social / community activities on the sites which would enhance the role they could play in fostering good relations

2. Negative impacts

In relation to the impact of the Sports Facilities Strategy, the following negative impacts can be identified.

- **Access to the proposed strategic sports sites**

The Sports Facilities Strategy consultation and engagement highlighted access to the strategic sites as a potential issue. Whilst this might be relevant to the population as a whole, there are some groups with protected characteristics who might be more impacted by accessibility issues. In particular, this would include people with disabilities and both older (who might have age related infirmities) and younger people (who would be reliant on public transport to get them to sites)

- **Focus on strategic sports sites & satellite sites might result in the loss of some current facilities**

Whilst this is not explicit within the Strategy as detailed decisions are not covered, engagement and consultation raised concerns of some groups / organisations that their current arrangements in terms of facilities might not continue in future. If this were to be the case, this EIA would need updating to understand the implications of any loss of facilities

- **Focus on traditional sports might be to the detriment of minority or newly emerging sports**

Any new facilities would need to ensure there is a degree of flexibility to the provision to ensure it can accommodate sports beyond those identified as 'traditional'

- **New facilities might cost more to use than current ones and thus some people within the protected characteristics who also face low income might not be able to participate**

At this stage it is not possible to know what level of hire charge etc might be associated with any new facilities but affordability should be taken into account so that cost does not become a barrier

3. Overall conclusion

Considering the information within this report and both the positive and negative impacts together, this analysis shows that Sports Facilities Strategy will overall deliver positive impacts for the Watford community.

This is because new facilities can be designed to take into account the needs of those with protected characteristics, where applicable and these outweigh the potential negative impacts identified

Recommendation 5: to update this EIA in light of future development related to the Strategy's implementation

Summary of potential positive and negative impacts on protected characteristics

Protected Characteristic	Positive	Negative	None	Reasons for decision
Age	x	x		<p>The Sports Facilities Strategy has both positive and negative impacts in terms of age.</p> <p>Positive impacts</p> <ul style="list-style-type: none"> • As outlined in this EIA, the Sports Facilities Strategy sets the strategic direction for sports facilities in Watford over the next 10 years that will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved facilities with better access will benefit the whole community and foster good relations between people with and without a protected characteristic • New provision can be designed to ensure issues that might make it difficult for older people to access sports facilities and participate in activities are taken into account • New forms of sport can be identified to appeal to older and younger people and to take into account any age related limitations to participation (e.g. shorter game length, smaller playing area) • Job opportunities that could be generated by the strategic sites will benefit people of working age • Opportunity to link to improved health outcomes through effective working on the public health agenda <p>Negative impacts</p> <ul style="list-style-type: none"> • Older and younger people might find it harder to get to a strategic site if they are unable to drive / have access to a car – consideration of

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<p>accessibility will need to be taken into account when more detailed work is undertaken on delivery</p> <ul style="list-style-type: none"> Possible impact if new facilities cost significantly more to hire
Disability	x	x		<p>The Sports Facilities Strategy has both positive and negative impacts in terms of disability.</p> <p>Positive impacts</p> <ul style="list-style-type: none"> As outlined in this EIA, the Sports Facilities Strategy sets the strategic direction for sports facilities in Watford over the next 10 years that will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved facilities with better access will benefit the whole community and foster good relations between people with and without a protected characteristic New provision can be designed to ensure issues that might make it difficult for people with disabilities to access sports facilities and participate in activities are taken into account New forms of sport can be identified to appeal people with disabilities and to take into account any barriers to participation (e.g. shorter game length, smaller playing area, equipment adaptations) Opportunity to link to improved health outcomes through effective working on the public health agenda

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<p>Negative impacts</p> <ul style="list-style-type: none"> • People with disabilities might find it harder to get to a strategic site if they are unable to drive / have access to a car – consideration of accessibility will need to be taken into account when more detailed work is undertaken on delivery. • Possible impact if new facilities cost significantly more to hire
Ethnicity	x			<p>The Sports Facilities Strategy has positive impacts in terms of ethnicity</p> <p>Positive impacts</p> <ul style="list-style-type: none"> • As outlined in this EIA, the Sports Facilities Strategy sets the strategic direction for sports facilities in Watford over the next 10 years that will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved facilities with better access will benefit the whole community and foster good relations between people with and without a protected characteristic • Opportunity to link to improved health outcomes through effective working on the public health agenda
Sex	x			<p>The Sports Facilities Strategy has positive impacts in terms of sex</p> <p>Positive impact</p> <ul style="list-style-type: none"> • As outlined in this EIA, the Sports Facilities Strategy sets the strategic direction for sports facilities in Watford over the next 10 years that will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved facilities with better

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<p>access will benefit the whole community and foster good relations between people with and without a protected characteristic</p> <ul style="list-style-type: none"> • Some facilities do not currently have sufficient facilities for both sexes; this will be addressed through the design of any new facilities • Opportunity to link to improved health outcomes through effective working on the public health agenda
Sexual orientation	x			<p>The Sports Facilities Strategy has positive impacts in terms of sexual orientation</p> <p>Positive impact</p> <ul style="list-style-type: none"> • As outlined in this EIA, the Sports Facilities Strategy sets the strategic direction for sports facilities in Watford over the next 10 years that will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved facilities with better access will benefit the whole community and foster good relations between people with and without a protected characteristic • Opportunity to link to improved health outcomes through effective working on the public health agenda
Religion	x			<p>The Sports Facilities Strategy has positive impacts in terms of religion</p> <p>Positive impact</p> <ul style="list-style-type: none"> • As outlined in this EIA, the Sports Facilities Strategy sets the strategic direction for sports facilities in Watford over the next 10 years that will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved facilities with better access will benefit the whole community and foster good relations between

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<p>people with and without a protected characteristic</p> <ul style="list-style-type: none"> • Opportunity to link to improved health outcomes through effective working on the public health agenda
Pregnancy/maternity	x			<p>The Sports Facilities Strategy has positive impacts in terms in terms of pregnancy / maternity</p> <p>Positive impact</p> <ul style="list-style-type: none"> • As outlined in this EIA, the Sports Facilities Strategy sets the strategic direction for sports facilities in Watford over the next 10 years that will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved facilities with better access will benefit the whole community and foster good relations between people with and without a protected characteristic • Opportunity to link to improved health outcomes through effective working on the public health agenda
Gender orientation	x			<p>The Sports Facilities Strategy has positive impacts in terms of gender orientation</p> <p>Positive impact</p> <ul style="list-style-type: none"> • As outlined in this EIA, the Sports Facilities Strategy sets the strategic direction for sports facilities in Watford over the next 10 years that will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved facilities with better access will benefit the whole community and foster good relations between people with and without a protected characteristic

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<ul style="list-style-type: none"> <li data-bbox="1122 379 2130 451">• Opportunity to link to improved health outcomes through effective working on the public health agenda

Summary of potential positive impacts and ways in which they can be ensured

Positive Impact	Protected characteristics	Ways to ensure the positive impact
<p>Sports Facilities Strategy's role in enabling the delivery of improved sports facilities within the borough taking into account:</p> <ul style="list-style-type: none"> ○ Accessibility (both in terms of how to access the sites and across the sites themselves) ○ Appropriate facilities for protected characteristics (e.g. sex, disability) 	All	As the strategic sites are brought forward for consideration, then any proposed designs / layouts etc that will be brought together through a site masterplan need to consider the needs of those with protected characteristics as highlighted in this EIA.
<p>Multi sports and new types of sports to take into account the requirements of those with protected characteristics</p> <p>Opportunity to encourage a greater participation level in sports</p>	All – particularly for those with a disability / mobility problems / age related issues	Ensure that when the concept of multi-sport provision and new types of traditional sport are considered that the needs of those with protected characteristics highlighted in this EIA are taken into account. Where possible new provision and activities should be inclusive and address any potential barriers to participation.
<p>Promotion of sports facilities and associated activities</p>	All	Any new provision will need to be supported by an effective promotional programme to ensure people are aware of what is on offer. This should be accessible and easy to follow. This should be identified as part of any programme of re-development etc.
<p>Opportunity to link to improved health outcomes through effective working on the public health agenda</p>	All	Ensure that the public health agenda for Watford is aware of the strategic framework provided by the Strategy and can, therefore, make appropriate links as it develops its areas of work to deliver improved health outcomes.

Summary of potential negative impacts and ways in which they can be removed or mitigated:

Negative Impact	Protected characteristics	Ways to mitigate the negative impact
<p>Access to the proposed strategic sports sites The Sports Facilities Strategy consultation and engagement highlighted access to the strategic sites as a potential issue.</p>	<p>Disability Age</p>	<p>As for positive impact - as the strategic sites are brought forward for consideration, then any proposed designs / layouts etc that will be brought together through a site masterplan need to consider the needs of those with protected characteristics as highlighted in this EIA. Explore green travel strategies and promote these to the community.</p>
<p>Focus on strategic sports sites & satellite sites might result in the loss of some current facilities Whilst this is not explicit within the Strategy as detailed decisions are not covered, engagement and consultation raised concerns of some groups / organisations that their current arrangements in terms of facilities might not continue in future.</p>	<p>All</p>	<p>EIA to be carried out where there is any proposed change to provision.</p>
<p>Focus on traditional sports might be to the detriment of minority or newly emerging sports</p>	<p>All</p>	<p>Ensure any new facilities are flexible to accommodate minority or newly emerging sports and not designed for traditional sports to the exclusion of all other possibilities Engage with sports development / Sports England to understand this area at design stage and research where possible</p>
<p>New facilities might cost more to use than current ones and thus some people within the protected characteristics who also face low income might not be able to participate</p>	<p>All but particularly younger people, older people, people with disabilities who are not working</p>	<p>Difficult to assess at this stage but will be kept as an area to review.</p>

Negative Impact	Protected characteristics	Ways to mitigate the negative impact
Fostering good relations	All	<p>Ensure that the provision within any masterplans for the strategic sites to create opportunities for building good community relations is delivered based on the principles of good design and creating a strong community destination.</p> <p>Engagement on any new facilities could identify community aspirations for the facilities and barriers to participation that could be considered at the design stage.</p>

Monitoring the review

This analysis will be reviewed on an on going basis.

This EIA has been approved by:

Lesley Palumbo

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Date05.01.15.....