

Equality Impact Assessment for service changes / budget proposals



Name of service	Sports Services
Lead officer and Contact details	Edwin James , Town Hall
List of other(s) involved	Equality officer: Irene Kszyk Finance officer: N/a

What is this EIA about?

(Please tick✓)

Budget proposal for existing service or service contract to achieve savings	<input type="checkbox"/>
Budget proposal for new or additional service expenditure	<input type="checkbox"/>
Commissioning a new service or service contract	<input type="checkbox"/>
Changing or removing an existing service or service contract	<input checked="" type="checkbox"/>

Step 1: The proposal (how you propose to change the service)

Question 1:

What is the proposal/proposed change?
<p>The closure of Western Park Golf Course, if decided, could save the Council in excess of £100,000 a year, making a significant contribution to the Council's revenue savings requirements, as result of national government cuts to public expenditure. The sale of some of the land currently used by the Golf Course could potentially generate a capital receipt while still maintaining large element of green space.</p> <p>In March 2013 the first public consultation began, asking the public whether they think Leicester City Council should continue to subsidise the two council owned municipal golf courses in the City: Humberstone Heights and Western Park. The Council received a total of 2,773 responses. 90%of the responses supported the continuation of the subsidy for Golf Courses, which in the year 2013/14 cost the council in excess of £185,000.</p>
Who will it affect and how will they likely be affected?
<p>Western Park Golf Course users, golf members, residents locally. Loss of amenities will raise concerns from local residents as to what will replace golf. For users, closure will/could mean dispersal of friends and social aspects attached to playing golf. A large percentage of users are 60+ which may raise issues into the health benefits for those individuals.</p>

Question 2:**What is the equality profile of current service users?**

Western Park Golf Club is generally less popular and has fewer members than Humberstone Heights Golf Course. Below is a breakdown of Golf membership.

Across Humberstone Heights and Western Park Golf Clubs there are 560 members, of these members 28 were junior members and 17 were female members.

Humberstone Heights Golf Club has 307 members

Western Park Golf Club has 253 members

Golf membership by postcodes:

63 % golf course members are city residents

37% golf course members are country residents

Casual Golf usages average

Western Park Golf Course average usage = 22,795 per annum

Humberstone Heights Golf Course average usage = 28,823 per annum

Do you anticipate any changes to your service user profile as a result of your proposal/proposed change? If yes, how will it change?

Loss of facility could see no golf provision by the City Council for the west side of the city, although there is provision across the county border in the west. The reduction could/would see a decline in junior development and opportunities generally to play social golf. However there is alternative provision outside the city available which is readily accessible by public transport. There are other golf courses in and around the City which offer a competitively priced non-member 'pay and play' and membership facilities within a 14 mile radius of Western Park Golf Course. Golf Courses such as Beedles Lakes, Birstall, Forest Hill, Scraftoft and Whetstone all provide 'pay and play' services at very similar prices to Western Park and Humberstone Heights.

Question 3:

Potential equality Impact					
<p>Based on any evidence and findings, use the table below to identify if any individuals or community groups who identify with any of the 'protected characteristics' are likely to be positively or negatively affected by the proposed project or programme, describe what the impact is likely to be, how significant that impact is for individual or group well-being, and for negative impacts, what mitigating actions can be taken to reduce or remove negative impacts?</p> <p>a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination</p> <p>b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed</p> <p>c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why</p>					
	Positive impact	Negative impact	Describe the likely impact of the project or programme on people with this protected characteristic.	How likely is it that people with this protected characteristic will be affected? What are the key factors that determine who will be affected?	For negative impacts, what mitigating actions can be taken? This needs to be included in the action plan.
Age		<input checked="" type="checkbox"/>	Older people and juniors would not play golf and get the social and health benefits.	Because of alternative provision they would be able to continue playing golf. May lose contacts with relationships formed. May find travelling or costs of alternatives a barrier.	Encouraging members to join or play at Humberstone Heights Golf Course. To help identify other options where they can play golf in and around the city. Please see attached document.

NB Any Actions you identify through completing this EIA, you must add to the Action Plan at the end.

Disability		<input checked="" type="checkbox"/>	Disabled access to the golf range, changing rooms, toilets, pro shop, 9 hole and 18 hole courses are not a problem. However there is no lift to give access to the 1 st floor at Humberstone Heights where the bar and club house is situated.	Wheelchair users may not be able to use the bar area or have meals in the club house or be involved in social events.	When investment is made into Humberstone Heights Golf Course, a lift must be considered from the outset.
Gender Reassignment			Impact not known regarding this question as no one highlighted this as an issue		
Marriage and Civil Partnership			Impact not known regarding this question as no one highlighted this as an issue		
Pregnancy and Maternity			Impact not known regarding this question as no one highlighted this as an issue		
Race			Impact not known regarding this question as no one highlighted this as an issue		

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Religion or Belief			Impact not known regarding this question as no one highlighted this as an issue		
Sex		<input checked="" type="checkbox"/>	There are 245 members who are 60 and over including 25 who are 80 and over which is liable to have key impact on the health of older users. Of the 245 members only around 15 are women.	May lose contacts with relationships formed. May find travelling or cost of alternatives a barrier.	Encouraging members to join or play at Humberstone Heights Golf Course. To help identify other options where they can play golf in and around the city. There are cheaper options available Please see attached document.
Sexual Orientation			Impact not known regarding this question as no one highlighted this as an issue		

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Question 4:

Will any particular area of the city be more affected by the proposal than other parts of the city? What area and why?

There is not a leisure centre in the immediate Humberstone and Hamilton area which means that the closure of Humberstone Heights Golf Course could have a greater impact locally on reducing public access to sport and leisure provision. Alternatively Western Park area is near to the Braunstone and New Parks leisure centres. Consultation responses revealed that Humberstone Heights Golf Course was slightly more popular than Western Park. 682 responses stated that they exclusively played golf at Humberstone Heights, compared with 601 responses for Western Park. Golf club members and users will be encouraged to attend the city council's alternative course at Humberstone Heights or any of the other county available courses identified. Following The Closure of Western Golf Course we would expect to see an increase in both membership numbers as well as 'pay and play' users. This is likely to result in a reduced Council subsidy.

For example, Government policies, proposals or other types of changes to current provision by public agencies; external economic impacts such as the recession continuing and the economic down turn increasing.

Question 5:

Is it likely that there may be other sources of negative impacts affecting service users over the next three years that need to be considered? What might compound the negative effects of this proposal? Describe any additional negative impacts over time that could realistically occur.

None identified at this time.

Question 6:

Will staff providing the service be affected by the proposal/proposed changes? If yes, which posts and in what way?

There is 1 x part time cleaner post, it is likely that those hours can be transferred to an alternative vacant position.

There are 4 x green staff identified at Western Park in a pool of 7 across the two courses, and these are managed by Parks Services. HR advice has been taken about the implications should the decision be made to close a course.

Step 2: First consultation on the proposal

Consulting potential service users on the proposal will provide you with an opportunity to collect information from them on the equality impacts they think may occur as a result of the proposed change, positive as well as negative. For negative impacts, this is an opportunity for them to identify how best to mitigate any negative impacts on them that they think may occur.

Question1:

What consultation on the original proposal has taken place?

When, where and who with?

On the 11th March, a consultation process began, to gain insight into both public and users views on whether the council should continue to subsidise Humberstone Heights and Western Park Golf Courses. The consultation closed on 8th April 2014. The public were asked to respond either through the Council's consultation hub on the council website or fill in a short questionnaire, which was available at both golf courses, in all the Council leisure centres and at the Customer Services Centre. In total 2,773 responses were received.

Teams from both Humberstone Heights and Western Park Golf Courses were invited to meet with the City Mayor and Assistant Mayor, to discuss the future of the golf clubs. The City Mayor wrote to the clubs following this meeting requesting a business plan or a vision document defining some ideas for a more sustainable future. Whilst both clubs took the opportunity to present some ideas to improve the financial position of their representative Golf Courses, Humberstone Heights also presented an online business plan for consideration.

Question 2:

What potential impacts did consultation stakeholders identify?

The Council received 115 letters from members of the public who had concerns and comments about the future of the golf courses and the impact a decision to close one or both courses would have on their local neighbourhood. The common concerns and comments highlighted in these letters were; loss of green space and the affect this would have on the environment, the cost of playing golf at an alternative club along with comments highlighting the health benefits which come with playing golf.

What positive equality impacts were identified? For people with which protected characteristics?

Benefits of golf to health and wellbeing as well as the social benefits for people with which protected characteristics: Please see Question 3 Potential Equality Impact.

What negative equality impacts were identified? For people with which protected characteristics?

Loss of health benefits social interaction, potential cost of alternatives for people with which protected characteristics: Please see Question 3 Potential Equality Impact.

Question 3:

Did stakeholders indicate how positive impacts could be further promoted? How?

None put forward.

Did stakeholders indicate how negative impacts could be reduced or removed? How?

Stakeholders feedback indicated that Western Golf Course should not be closed.

Date completed ...18TH April 2014

NB Any Actions you identify through completing this EIA, you must add to the Action Plan at the end.

Step 2: The second consultation on the proposal

Consulting potential service users on the proposal will provide you with an opportunity to collect information from them on the equality impacts they think may occur as a result of the proposed change, positive as well as negative. For negative impacts, this is an opportunity for them to identify how best to mitigate any negative impacts on them that they think may occur.

Question1:

What consultation on the final proposal has taken place?
When, where and who with?
Following the first consultation the consultation on a 2nd proposal commenced: to continue to run, maintain and further invest in the golf course at Humberstone Heights and close the golf course at Western Park.
The second round of consultation took place between the 28th July and 24th October 2014 via the council's consultation hub, as well as the Council's golf courses, leisure centres and customer services. Members and casual golf users were able to fill out questionnaires and individual meetings took place with both clubs committees.
The proposal to close one Council Golf Course is based on the following rationale: The first consultation revealed that there was sizable support behind the City Council golf provision. Thus, a number of possible options put forward by officers were carefully considered by The City Mayor – including the closure of one or both municipal golf courses. The continuation of a financially viable and effective golf provision was the Council's primary focus.

Question 2:

What potential impacts did consultation stakeholders identify?
Members of the public who had concerns and comments about the future of the golf courses and the impact a decision to close one or both courses would have on their local neighbourhood. The common concerns and comments highlighted in these letters were; loss of green space and the effect this would have on the environment, the cost of playing golf at an alternative club along with comments highlighting the health benefits which come with playing golf.
What positive equality impacts were identified? For people with which protected characteristics?
Benefits of golf to health and wellbeing as well as the social benefits.
What negative equality impacts were identified? For people with which protected characteristics?
Loss of health benefits social interaction, potential cost of alternatives.

Question 3:

Did stakeholders indicate how positive impacts could be further promoted? How?
No.
Did stakeholders indicate how negative impacts could be reduced or removed? How?
Only as stated in Question 2.

Date completed ...24TH October 2014

NB Any Actions you identify through completing this EIA, you must add to the Action Plan at the end.

Step 3: The recommendation (the recommended decision on how to change the service)

Question 1:

Has your recommended proposal changed from the proposal in Step 1 as a result of consultation and further consideration?

Yes ☒ No ☐ If 'no', go to Question 2.

If yes, describe the revised proposal and how it will affect current service users?
It is proposed that the Council continues to run, maintain and further invest in the golf course at Humberstone Heights and close the golf course at Western Park.
What are the equality implications of these changes? Identify the likely positive and negative impacts of the final proposal and the protected characteristic affected.
<div>Go back to the initial exercise you carried out at the beginning, on understanding your equality profile. Re-visit each characteristic and what has changed as a result of amending your recommendation. Revise potential positive and negative equality impacts accordingly.</div>
See question 3 – Potential Equality Impact
How can any negative impacts be reduced or removed?
There are various 'pay and play' promotions at golf courses around Leicester, such as 2 for 1, discount prices to play with a member or play at off-peak times. For example, Birstall Golf Course offers a 2 for 1 discount which would bring the cost of a round of golf to £15 per person, cheaper than either of the City Council Golf Courses. The majority of golf courses in Leicestershire offer 2 for 1 'pay and play' option in some capacity. Furthermore, a 'County Card' for golf offers discounted 'pay and play' prices at a number of golf courses around the county. Most of these golf courses also offer a lower price if booked through 'Tee Time', an online booking system. Attached is an appendix setting out Golf provision in and around Leicester, describing the type of golf courses, how many miles they are from Western Golf Course, price and membership information as well as bus transportation from Western Park Golf Course.

Question 2:

Are there any actions¹ required as a result of this EIA?

Yes ☒ No ☐

If yes, complete the action plan on the next page.

Date completed ...11/11/14.....

¹ Actions could include improving equality information collected or identifying the actions required to mitigate adverse impacts identified in the EIA.

NB Any Actions you identify through completing this EIA, you must add to the Action Plan at the end.

Step 4: Sign-off

This EIA completed by	Name	Signature	Date
Lead officer	Edwin James	Edwin James	11/11/14
Countersigned by Equalities Officer	Irene Kszyk	Irene Kszyk	11/11/14
Signed off by Divisional Director	Liz Blyth	Liz Blyth	13/11/14

Completion - Keep a copy for your records, and **send an electronic copy** of the completed and signed form to the [Corporate Equalities Lead](#) for audit purposes

EIA Action Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment. These should be included in the relevant service plan for performance management purposes.

Equality Objective	Action required	Target	Officer responsible	By when?
Example: To know equality profile of all service users.	Example: collect monitoring data on disabled users (currently not being provided)	Example: To have data for first performance review	Example: Joe Smith	Example: Start collection of data in April 2013
Monitor golf usage at Humberstone Heights Golf Course	Engage with Western Park Golf Club members encourage and support their transition to HHGC	6 Months following the closure of WPGC	Area Sports Services Manager	6 months after date is set for course to close.
Monitor over time increase take up of users and members at HHCC	Carry out a survey of users and members at HHGC as to the impact of closing WPGC	As above	Area Sports Services Manager	6 months after date is set for course to close.

What to do next?

If this EIA has identified any issues that need to be addressed (such as plugging a data gap, or carrying out a specific action that reduces or removes any negative impacts identified), complete the attached EIA Action Plan to set out what action is required, who will carry it out, and when it will be carried out/completed.

Once your EIA has been completed, (countersigned by the equalities officer/finance officer **and signed off by your Director**) the equality officer will work with you to monitor this action plan.

NB Any Actions you identify through completing this EIA, you must add to the Action Plan at the end.