


Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer or www.somerset.gov.uk/impactassessment

Organisation prepared for (mark as appropriate)						
Version	1.2		Date Completed	1/7/2024		
Description of what is being impact assessed						
<p><u>Devolution of sports and leisure facilities at Yeovil Recreation Centre to Yeovil Town Council.</u></p> <p>This EIA assesses the impact of Yeovil Recreation Centre being devolved to the town council on the 1st August 2024. It only assesses the impact of the initial transfer of services and assets in their current state rather than focusing on what could happen in the future as it is expected that were Yeovil Town Council to decide to make changes to service provision in the future they would carry out their own equality impact assessment to evaluate the potential impacts.</p> <p>The facilities to be devolved to Yeovil Town Council at Yeovil Recreation Centre include:</p> <ol style="list-style-type: none"> 1. Artificial Grass Pitch (Hockey and Football) 2. Athletics Arena 3. Football Pitches 4. Mini Golf 5. Pavilion Building including community room and changing room facilities 6. Pitch and Putt 7. Tennis Courts 8. Children’s Play Area 9. Multi-Use Games Area 10. Café 11. Public Toilets 12. Green Spaces 13. Car Park 						

This assessment provides details about current use of the site by protected groups. The facilities are currently used by a wide range of sports clubs, schools and community groups as well as being used by individuals and families.

Six staff would also transfer under TUPE transfer as part of the devolution of Yeovil Recreation Centre. Casual staff who also work at the site would not transfer under TUPE but Yeovil Town Council has offered these staff continued employment. Equality data for the staff who would be impacted as a result of the facilities being devolved has been considered but is not included in this equality impact assessment due to the risk of identifiable data.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

Data from the Office of National Statistics, Census 2021, Area Profiles and Index of Multiple Deprivation 2019

These data sets have been used to consider the impacts of devolution of facilities at Yeovil Recreation Centre to Yeovil Town Council. Some key statistics from these data sets include that Yeovil Central ward, where the Recreation Centre is located, has a slightly higher percentage of people with disabilities, 20.1%, than across the rest of Somerset, 18.7% (Area Profiles). Yeovil Central ward also has a much higher percentage of people whose ethnicity is not white British than elsewhere in Somerset at 16.7% compared to 8.71% across the whole of Somerset. Yeovil Central ward likewise has a slightly higher percentage of people who are religious compared to the whole of Somerset at 55.6% of the population compared to 52% county-wide (Area Profiles). The ratio of sex in the population of Yeovil Central Ward also differs slightly to the county wide level. 50.4% of the population is female and 49.6% is male, compared to 51.1% and 48.9% respectively across Somerset (Area Profiles, Census 2021). In Yeovil Central Ward 10.8% of households in Yeovil Central ward do not own a car or van (Somerset Intelligence Area Profiles). It is also worth noting that Yeovil Recreation Centre is within walking distance of neighbourhoods ranked within the top 10% nationally for deprivation (Index of Multiple Deprivation 2019).

Protected characteristics data held by the Council relating to staff

The equality data for staff who would be impacted has been fully considered but is not included in this assessment due to the risk of identifiable data. As a public authority and employer Yeovil Town Council will be under the same obligations as Somerset Council to uphold equalities standards from an employment perspective.

Information about community groups, clubs and local schools who currently use the facilities

Data showing whether individual users of the site have protected characteristics is not collected so this data does not exist to inform this impact assessment. However, we do have some information about the community groups, sports clubs and local schools who use the site which can be used to provide an indication of some instances where protected groups may be impacted by devolution of the facilities at the site.

Age: The site is widely used by children. Seventeen schools are known to use the site for sports activities. The majority of football teams who use the site are youth football teams and there are other youth sports teams who use other facilities on site including the artificial grass pitch for hockey and the athletics track for athletics. There are also classes on site specifically for younger children including Rugby Tots and children's yoga classes. People of all ages take part in activities at the site, with various adults' sports teams and classes using the site. There are also groups aimed specifically at elderly users of the site including U3A Croquet and Golden Oldies.

Disability: Three SEN schools use the site for various activities. There are also groups such as a bi-weekly Alzheimer's Cafe who meet on site, and NHS support meetings.

Pregnancy and Maternity: There is a Squats and Tots group who use the outdoor areas at the site.

Race and Ethnicity: There are cultural ethnic minority groups who have used the site as a meeting place previously.

Sex: There are both male and female only sports teams who use the site but there are significantly more male only teams than female only teams.

Armed Forces: Royal Navy Athletics have previously used the athletics arena on site.

Who have you consulted with to assess possible impact on protected groups and what have they told you? If you have not consulted other people, please explain why?

No site users or protected groups have been consulted as the only change because of the devolution process will be the change of provider running the service. If Yeovil Town Council were to make changes in the future which impacted on equalities it would be for Yeovil Town Council to assess the impact.

Staff and trade unions have been consulted on devolution as part of the TUPE process.

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
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<p>Age</p>	<p>Groups of all ages use the facilities at the site, but particular age groups may be more impacted than others.</p> <ul style="list-style-type: none"> ○ Children: Schools use the site for athletics events as well as football and hockey. There is also a home education group and a YMCA youth group which likewise use the site. ○ Older people: Social isolation is a known issue in older age groups. There are several community groups which meet on site at the Yeovil Recreation Centre which help to reduce social isolation including Age UK, GoldenOldies and the U3A. <p>The facilities on site accommodate a wide age range. The site has a Flagship Playspace and younger children's playpark, along with a multiuse games area which are all currently free open access. During the school holidays the grounds team mark out free games at the bottom of the site for children. The football pitches are currently available in different sizes, supporting youth and adult matches. There are four designated coach parking bays which are used by school groups and other community groups.</p> <p>In the immediate term devolution is not expected to have a greater impact on any age group than others. However, it is unknown whether in the future Yeovil Town Council will make any changes to the provision of services and facilities at Yeovil Recreation Centre and there is a risk that any future changes could have an impact on different age groups. It will be for Yeovil Town Council as a public authority to assess the equalities impacts of any changes they decide to make and there may also be future opportunities that Yeovil Town Council take which</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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	<p>continue to improve access and increase inclusion for different age groups in the future.</p>			
<p>Disability</p>	<p>Yeovil Central ward has a slightly higher percentage of people with disabilities, 20.1%, than there is across Somerset, 18.7% (Area Profiles). The Recreation Centre provides a space for activities for people with disabilities such as a bi-weekly Alzheimer’s Café and athletics and other sports sessions for children with SEND, including through local SEN schools who use the site. Paralympians also currently use the athletics track for training sessions.</p> <p>All sports facilities on site and the John O’Donnell pavilion are currently disability and wheelchair accessible. There is also free disabled parking and access to lockable public disabled toilets. Within the pavilion there are also two disabled cubicles which are open to the public and disabled changing rooms and showers.</p> <p>Devolution is not expected to have a more significant impact on members of the public with disabilities than other groups in the short term as nothing is expected to immediately change at the Recreation Centre. However, it is unknown whether in the future Yeovil Town Council will make any changes to the provision of services and facilities at the Centre and there is a risk that any future changes could have an impact on people with disabilities. It will be for Yeovil Town Council as a public authority to assess the equalities impacts of any changes they decide to make and there may also be future opportunities that Yeovil</p>	<p>⊗</p>	<p>□</p>	<p>□</p>

	<p>Town Council take which continue to improve access and increase inclusion for people with disabilities in the future.</p> <p>Whilst most staff always work on site, for staff who currently homework this will likely not be possible in the immediate period after devolution of this service on 1st August as Yeovil Town Council do not currently have an IT setup which enables homeworking. This could potentially particularly disadvantage some staff with disabilities if homeworking helps to provide them with greater accessibility.</p>			
<p>Gender reassignment</p>	<p>Based on the information available and following consideration it is not expected that any impact of devolution would be greater for this protected group than other groups.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Marriage and civil partnership</p>	<p>It is not expected that any impact of devolution would be greater for this protected group than other groups.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Pregnancy and maternity</p>	<p>There are currently baby changing facilities within the pavilion and the site has a play park for toddlers and up which is free open access. There is a Squats and Tots group who use the outdoor grass areas at the site.</p> <p>It is not expected that devolution will have a more significant impact on those going through pregnancy and maternity than other groups in the short term as nothing is expected to immediately change at the Recreation Centre. It is however unknown whether Yeovil Town Council will make any changes to the provision of services and facilities at the Centre in the future and there is a risk that any future changes could</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	<p>have an impact on those experiencing pregnancy and maternity. It will be for Yeovil Town Council as a public authority to assess the equalities impacts of any changes they decide to make and there may also be future opportunities that Yeovil Town Council take which continue to improve access and increase inclusion for people going through pregnancy and maternity.</p>			
<p>Race and ethnicity</p>	<p>There are cultural ethnic minority community groups who have used the Centre as a meeting place in the past. Yeovil Central ward also has a much higher percentage of people from ethnic minority backgrounds than elsewhere in Somerset at 16.7% compared to 8.71% across the whole of Somerset. Data is not collected however about the race and ethnicity of users of the site.</p> <p>Overall, it is not expected that devolution will have a more significant impact on any particular ethnic group as nothing is expected to immediately change at the Recreation Centre as part of devolution in terms of current service provision.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Religion or belief</p>	<p>Yeovil Recreation Centre is located in Yeovil Central Ward. The ward has a slightly higher percentage of people who are religious compared to the whole of Somerset at 55.6% of the population compared to 52% county-wide (Area Profiles). However, users of the site also travel from outside Yeovil Central Ward to the Recreation Centre and the overall percentage of users of the site who are religious is unknown as this data is not collected.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	<p>Overall, the impact on these protected groups is not expected to be significantly greater than the impact all groups would experience as a result of devolution of the service.</p>			
<p>Sex</p>	<p>In Yeovil Central Ward 50.4% of the population is female and 49.6% is male, compared to 51.1% and 48.9% respectively across Somerset (Area Profiles, Census 2021) though many users of the site do also travel to the site from outside Yeovil Central Ward. There are both male only and female only sports teams who use the facilities at the site, though there are significantly more male only sports teams compared to female only sports teams. Therefore, it may be possible to conclude that males could be impacted to a greater extent by the devolution of the facilities, but this does not consider individual users of the site who use the facilities independently, nor does it consider mixed team sports and activities at the site for which the balance of participation by sex is unknown. For example, Somerset Activity and Sports Partnership (SASP) run mixed ability summer rounders sessions for men and women however the participation numbers of each sex are not known. When looking overall at the general public who use the site overall and after consideration of the information available it is not expected that one sex would be greater affected than another by the devolution of the facilities.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Sexual orientation</p>	<p>Based on the limited data available it is not thought that people will be impacted to a greater or lesser extent by the devolution of the facilities based on their sexual orientation.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>Armed Forces (including serving personnel, families and veterans)</p>	<p>Armed Forces groups, such as Royal Navy Athletics, use the facilities from time to time. Given the relatively close proximity of the site to the RNAS Yeovilton base it is also likely that family members of serving personal use the site, though no data on this is collected. It is not however expected that armed forces personnel, families and veterans will be impacted to a greater extent than other groups by the devolution of Yeovil Recreation Centre.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Other, e.g. carers, low income, rurality/isolation, etc.</p>	<p>Low Income: Yeovil Recreation Centre is within walking distance of neighbourhoods ranked within the top 10% nationally for deprivation (Index of Multiple Deprivation 2019) and provides access to green space, sport and social activities for these communities. It should be noted that there is a financial barrier to access with most sporting activities not currently being free to access, although concessionary pricing is offered for those on a low income. The children's play space and Multi Use Games Area are free open spaces which cannot be used for sole use by any group or organisation. There are also two table tennis tables which are free to use during mini-golf hours. Somerset Activity and Sports Partnership (SASP) regularly use the site's sports facilities for 1-1 sessions with disadvantaged youths.</p> <p>Carers: While the majority of staff always work on site, for staff who currently homework this may not be an option in the immediate period after the service is devolved on 1st August as Yeovil Town Council's does not currently have an IT system setup to support working from home. This could especially affect some staff with caring responsibilities if working from home helps them to provide care more flexibly.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Impacted staff and trade unions will be consulted regarding the change to working arrangements and homeworking as part of the TUPE process.	31/7/24	Elizabeth Dawson	This will be monitored through the TUPE Consultation Process	<input type="checkbox"/>
Somerset Council will work with Somerset Association of Local Councils (SALC) to deliver training and development opportunities around equality and diversity including legal and practical responsibilities for Parish and Town Councils.	1/8/24	Elizabeth Dawson	This will be monitored through the Yeovil Devolution Programme	<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

It is possible that there could be negative impacts for groups with a protected characteristics as a consequence of devolution if Yeovil Town Council were to decide to make changes to service provision in the future after devolution of the service and facilities has occurred which had a negative impact for groups with protected characteristics. However, it would be for Yeovil Town Council to conduct their own assessment of any equalities impacts of any decisions they made in the future and as a public authority they are bound by the same legal duties as Somerset Council in relation to equalities.

Completed by:**Jessica Kemmish****Emily Glover**

Date	1/7/2024
Signed off by:	Elizabeth Dawson
Date	4/7/24
Equality Lead sign off name:	Tom Rutland
Equality Lead sign off date:	5/7/24
To be reviewed by: (officer name)	Jessica Kemmish
Review date:	10/8/24