

Appendix D
EQUALITY SCREENING

Equality Impact Assessment guidance should be considered when completing this form.

POLICY/FUNCTION/ACTIVITY	LEAD OFFICER
Refurbishment of Tennis Courts, an Increased Participation Project	Anthony Jones

A. What is the aim of this policy, function or activity? Why is it needed? What is it hoped to achieve and how will it be ensured it works as intended? Does it affect service users, employees or the wider community?

Park tennis venues across Runnymede Borough Council (RBC) are in need development as tennis court conditions are below a playing standard. The condition across all courts varies with some having broken nets, some with holes in the playing surface and poor fencing surrounding some venues.

All courts do not need to be booked and are free to use meaning that RBC do not have annual usage figures. There is also a lack of coaching on the courts, which means there is no clear pathway for residents who want to progress.

RBC would like to apply for funding from the Lawn Tennis Association (LTA) to upgrade three park venues which will benefit the community (Gogmore Farm Park, Ottershaw Park and Victory Park). The improvement of tennis facilities meets the priority of the Health and Wellbeing Strategy, by providing good quality, low-cost sports and recreational facilities to residents of the borough.

A charge for use of the courts will be introduced to contribute to the ongoing maintenance costs and will contribute towards their suitability; and the proposed charging model will ensure those who are in financial hardship will still be able to access their local courts.

RBC will be able to develop a community programme that will target all sections of the community by providing tennis for people on universal credits, projects targeting residents with disabilities, female only tennis and walking tennis to name a few. A coaching programme will be developed in partnership with local tennis providers creating a strong pathway to take tennis aspirations further.

To ensure this programme works as intended RBC will manage the courts and tennis providers in-house to maintain control of park tennis delivery across the borough.

B. Is this policy, function or activity relevant to equality? Does the policy, function or activity relate to an area in which there are known inequalities, or where different groups have different needs or experience? Remember, it may be relevant because there are opportunities to promote equality and greater access, not just potential for adverse impacts or unlawful discrimination.

The Protected Characteristics are; Sex, Age, Disability, Race, Religion and Beliefs, Sexual Orientation, Marriage and Civil Partnership, Gender Reassignment, Pregnancy and Maternity.

Playing tennis in parks is a good way to keep residents physically active over their lifetime as tennis can be enjoyed by a wide range of abilities, ages, and fitness levels. In terms of health in-equalities RBC will be able to use tennis as a vehicle to target those most in need with the goal of improving their health and wellbeing.

Sport England data highlights that people who have a disability or long-term health condition are less likely to take part in sport or physical activity. With the development of the courts RBC will be able to develop tennis projects that will target residents with disabilities and build on events such as the annual Sportability Festival which was created to get people with disabilities more active.

Lower levels of physical activity can also be seen amongst women and girls, people 75 and over, families from the low socio-economic backgrounds, people that face prejudice e.g. LGBTQ+ and minority backgrounds (please refer to the section 1 on scoping document) . Subject to demand, RBC will look to address need by developing local tennis projects or coaching opportunities to increase participation in the above group.

If funding is successful, RBC will be able to offer 125 hours of additional coaching for the community, allowing RBC for example: run four 6-week projects targeting older people, people with a disability, low-income families, and people from the LGBTQ+ community. A budget of £3,500 will be put towards tennis equipment for those who face financial hardship.

If the policy, function or activity is considered to be relevant to equality then a full Equality Impact Assessment may need to be carried out. If the policy function or activity does not engage any protected characteristics then you should complete Part C below. Where Protected Characteristics are engaged, but Full Impact Assessment is not required because measures are in place or are proposed to be implemented that would mitigate the impact on those affected or would provide an opportunity to promote equalities please complete Part C.

C. If the policy, function or activity is not considered to be relevant to equality, what are the reasons for this conclusion? Alternatively, if there it is considered that there is an impact on any Protected of Characteristics but that measures are in place or are proposed to be implemented please state those measures and how it/they are expected to have the desired result. What evidence has been used to make this decision? A simple statement of 'no relevance' or 'no data' is not sufficient.

This screening assessment will need to be referred to the Equality Group for challenge before sign-off.

Date completed:

Sign-off by senior manager:

EQUALITY IMPACT ASSESSMENT

SCOPING

1. What aspects of the policy function or activity are particularly relevant to equality? Other aspects should not necessarily be excluded from the assessment, but attention should be focused on the most important areas and include which of the equality strands the policy function or activity is relevant to. Diversity within the strands should also be considered. Please consider whether any comments made in Part B of the Screening form are relevant here.

To ensure the community tennis offer is inclusive and targets inequality in the borough, the following will have to be taken into consideration when developing a community programme: Low socio-economic backgrounds - Households in receipt of benefits will be able to receive a free/discounted annual pass so they are able to benefit from the development of the courts.

Sex and religion – With demand, develop female/male only sessions to increase participation amongst women and girls or religious groups. Some religions require sexes to remain separate so to remove this barrier will help to better engage and make the tennis offer more inclusive.

Disability – it has been highlighted that people with a disability are less active, the development of the tennis courts will allow for tennis providers to deliver specialised sessions to this cohort, RBC will be able to work with tennis providers and external stakeholders such as Active Surrey to provide inclusive training.

Minority backgrounds – RBC will work with external stakeholders such as Surrey Minority Ethnic Forum and community champions to engage the seldom herd communities across the borough, for example RBC will look to engage with Muslim women, Gypsy, Roma and Travellers, residents from Black African and Caribbean backgrounds as they might not be aware of the opportunities available to them.

Older People – RBC will be able to develop senior tennis leagues, tournaments and sessions such as walking tennis for older residents, focusing on the benefits of the sport to increase physical activity amongst this age group. It is anticipated that people of all ages will benefit from this initiative.

2. Set out the available evidence that will help you assess the impact of this policy function or activity on equality. This could include service-level monitoring data, analysis of complaints/enquiry records, existing user feedback, data obtained from external sources and information about the local community. You may find it useful to compare your service-user statistics against the [Runnymede population profile](#).

With the introduction of wheelchair accessible access gates, RBC will be able to monitor the usage of the courts against the population. Impact can be measured by the amount of standard and concessionary passes sold, genders tied to each account and postcodes of where residents live.

Projects that target groups known to be more inactive, RBC will use Sport England, LTA, and Active Surrey data to compare against.

3. What consultation and involvement has been undertaken in relation to this (or a similar) policy, function or activity and what are the results? If none have been carried out, what consultation will be needed? Data may be available from recent consultation activities on a related policy or Equality impact assessment.

RBC engaged with the LTA and Elmbridge Borough Council on the successes and challenges regarding the project. Elmbridge Borough Council (EBC) who received funding from the LTA to develop their tennis courts have seen a positive impact on participation with membership sales and play and play bookings significantly increasing from 2021 compared to 2022. EBC have also seen less non-attendance (no shows) and less complaints since the introduction of the new tennis offer. The LTA provided RBC with similar case studies successful upgrades in Woking and also access gate technology.

4. Are there any gaps in the information established from the consultation and involvement undertaken and referred to in Part 3? If so, set out how these gaps will be filled?

RBC will need to engage with communities that face the most inequalities to ensure the tennis does not exclude residents that are most in need:

- People aged 75+
- Black and Ethnic Minorities
- People with a disability
- People in Low socio-economic backgrounds

The above groups have been highlighted in Sport England's '[Uniting the Movement](#)' strategy and Active Surrey's '[Movement for Change](#)' strategy as priority groups stakeholders should focus on to tackle inactivity and inequality across the country and Surrey.

Where it is not possible to fill information/data gaps in time to inform this assessment, specific action points will need to be included in the action plan section Part 10 below, with a focus on monitoring the actual impact of the policy function or activity.

ASSESSING IMPACT

It is essential to consider not just the intended consequences of the policy but also any unintended consequences and barriers that might prevent it being effective for people within any of the Protected Characteristic groups.

Please use the Grid included below to assess the impact of the Policy/function/action on each of the Protected Characteristics. When completing the assessment, please bear in mind the following questions;

- 1. What are the main findings of your consultation and involvement activities, and do they demonstrate problems that need to be addressed? For example, could the policy,**

function or activity outcomes differ according to people’s ethnic group, disability, gender, religion/belief, sexual orientation, or age? For instance, there might be evidence of higher or lower participation/uptake by different groups.

- 2. If there is a disproportionate impact on one group, is it appropriate and consistent with the objective?** For instance the policy may include lawful positive action or other methods to address particular needs or may be considered to be a proportionate means of achieving a legitimate aim

Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		High	Low	
Age	X					The tennis investment could potentially benefit residents of all ages, but from the data we hold of the groups who engage in activities the least, there would be a positive impact on the young and teenage girls, young women and women and men over the age of 75.
Disability	x					There could be a positive impact on anyone with a disability, based on the types of activities that are expected to be provided, such as wheelchair tennis, walking tennis. Coaching may also assist those who may not want to engage in match tennis and may encourage continued participation in tennis.
Gender Reassignment			X			
Marriage / Civil Partnership			X			
Pregnancy / Maternity		X				Tennis is great way for women to become active post pregnancy. Walking tennis is low impact which is a great form of mild exercise that women can use to improves their health and wellbeing.
Race	X					The investment will have a positive effect on race within the community as engaging residents from e.g., Black and Asian backgrounds to take up tennis will help to tackle inequality as highlighted by Sport England.
Religion / Belief	X					Same sex tennis lessons and sessions may benefit both men and women whose religion or beliefs require a separation of men and women when undertaking sports.
Sex	X					As reported in paragraph 1 above, single sex tennis sessions will be provided, to allow those residents who feel more comfortable playing tennis in a single sex environment, or where religious beliefs require prefer to play tennis
Sexual Orientation			x			

5. Does the policy, function or activity miss potential opportunities to promote equality or positive attitudes to (and between) different Protected Characteristics or communities?

It is unclear at this stage whether opportunities have been missed in terms of promoting equality or positive attitudes.

A regular review of the policy may assist in establishing where further action is required in order to promote equality and positive attitudes.

ADDRESSING THE IMPACT: ACTION PLANNING, MONITORING AND REVIEW

6. Does the policy, function or activity require reconsideration or amendment? If not, explain the reasons for this conclusion. If an adverse impact has been identified, you will need to set out the justification for continuing the policy, function or activity or outline measures to mitigate the impact.

If established, the tennis programme will be continually reviewed by officers.

7. What actions have you identified as a result of this equality impact assessment? These might include improving data collection in order to give a clearer picture of your service-users, physical adjustments to a building, arranging for information to be sent out to individuals in alternative formats or languages, or consulting with a wider group of people to understand the impact of the policy.

The actions identified as a result of this assessment are:

- Ensure RBC collects demographic data on service users at sign up to demonstrate impact the offer is having.
- Engage with external stakeholders and community champions to target seldom herd communities in Runnymede.
- Continuously use feedback to improve the parks tennis offer in Runnymede.

8. Action Plan (where applicable): Who will be responsible for completing these actions and in what timescale? How will you review the actual impact of this policy function or activity?

Provide details of timescale and actions for review, and details of how the actions will be evaluated to measure if expected outcomes are achieved in practice. You may have identified 'triggers' that would indicate a problem with the policy, function or activity and suggest a revision is needed.

The development of the courts will be project managed by the LTA and lead council officer. If funding is successful, development work will be scheduled to start in 2023.

Once development works have been completed the community programme and coaching offer will be managed internally by the Community Development team. Officers will set annual targets for usage, membership sold, income, bookings, and nonattendance. This will be tracked monthly to monitor the programme. Officers will publish an annual report to Community Services Committee for scrutiny.

This assessment will need to be referred to the Equality Group for challenge.

Date completed: 5 September 2022

Sign-off by an authorised Officer/Manager: