



# Equality Impact Assessment Toolkit (January 2021)

## Section 1: Your details

EIA lead Officer: Neil Price

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Head of Section: Damian Walsh

Chief Officer: Andrew McCartan

Directorate: Neighbourhoods – Leisure Services - Golf

Date: 27/07/2021

## Section 2: What Council proposal is being assessed?

Recommendations from the following report:

### **Future of Golf Provision – Update Report**

The recommendations are as follows:

**To note the work being progressed on the Arrowe Park Sports Village feasibility study with FMG Consulting Ltd.**

**To note the work and outcomes of the full drainage assessment undertaken by consultant STRI (Sports Turf Agronomists).**

**Establish a member working group to develop options for the future of municipal golf. Outcomes and recommendations to be presented back to this Committee in November 2021.**

**Request the Director of Neighbourhoods to undertake a full review of the current pricing and membership structure relating to golf to enable recommendations for a new membership/'pay and play' structure for the 2022/23 financial year to be presented back to this Committee in November 2021.**

**Section 2a: Will this EIA be submitted to a Committee meeting?**

Yes

If 'yes' please state which meeting and what date

Tourism, Communities, Culture & Leisure Committee 27 July 2021

Hyperlink to where your EIA is/will be published on the Council's website

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

**Section 3: Does the proposal have the potential to affect.....** (please tick relevant boxes)

Yes **Services**

**The workforce**

Yes **Communities**

Yes **Other** (stakeholders, user groups, golf clubs, Invigor8 members, visitors to the region)

If you have ticked one or more of above, please go to section 4.

**None** (please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:** Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
<b>To note the work being progressed on the Arrowse Park Sports Village feasibility study with FMG Consulting Ltd.</b>					
Age – across all age groups Disability Socio – economic Workforce	Positive impact – full details unknown at present as the FMG report has not been completed, however should a sports village concept be approved/delivered the positive impact will be to create additional new, modern fit for purpose facilities that encompass all community needs across all age ranges. The socio-economic impact will be to provide affordable leisure facilities so that underrepresented and disadvantaged groups are not ‘priced out’ of attending the site. Full EIA to be undertaken in conjunction with the report to be submitted in November.	NA - Positive impact	Neil Price	On-going	Monitoring through report from FMG and recommendations on how best to proceed.  FMG is an external specialist
Age – across	Negative impact – as above, cannot be	Ensure that the facility mix is	Neil Price	On-going	FMG

all age groups Disability Socio - economic	quantified until the FMG report has been completed and submitted, however there are potential negative impacts to the groups noted. Some notes on mitigation will assist officers with the FMG report and will be considered. Full EIA to be undertaken in conjunction with the report to be submitted in November.	broad and encompasses all user groups (ages) Ensure that any recommendations for a sports village address equalities impacts (e.g. access and egress), and consultation is undertaken with relevant groups. Ensure that the activities remain affordable		following receipt of report from FMG	Neil Price to lead on report for November
<b>To authorise and establish a Member working group to collaboratively develop options for the future of municipal golf. Outcomes and recommendations to be presented back to this Committee in November 2021.</b>					
Age Socio- economic Disability Workforce	Positive Impact – No impacts currently as this is a request to undertake further scoping and development of options as part of a working group. Full EIA to be undertaken in conjunction with the report to be submitted in November.	N/A - Positive impact	Damian Walsh		Committee Resources  Leisure Lead
Age Socio- economic Workforce	Negative Impact - No impacts currently as this is a request to undertake further scoping and development of options as part of a working group. Full EIA to be undertaken in conjunction with the report to be submitted in November.	If required, mitigation will be developed in response to the nature of the potential impact and presented with any proposals or options in November.	Damian Walsh		Committee Resources  Leisure Lead

**Officers to commission a review and recommend a new Membership/ 'Pay and Play' fee review in terms of golf access/membership (Invigor8) for the 2022/23 financial year.**

Socio - economic	Positive Impact – potential to ensure that the Council facilities are affordable and accessible in terms of fees and charges. Creation of a less complicated membership offer		Neil Price		Leisure resource
Socio - economic	Negative Impact – If the fees are increased too quickly and the increase is perceived as too high by the users. This may result in decreased user numbers and people accessing the service.	Potential for a phased approach to fee increase Benchmark locally to ensure value for money. Increase the quality of the provision so that any increases can be justified. There is a potential to decrease fees to attract more off-peak users	Neil Price		Leisure resource

**Section 4a: Where and how will the above actions be monitored?**

Monitoring of impacts associated with the above actions will be the responsibility of the project owner and/or delegated as and when appropriate. Measures and indicators will be developed as the proposals emerge and will be relevant and proportionate to the action being proposed. For example, usage figures will be closely monitored and reported in light of any changes in pricing structure to ensure we do not discourage participation or disadvantage any one or more groups of people.

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

Negative impacts highlighted where possible.  
Further potential negative impacts will be considered for the submission of the final report in November.

We will engage with user groups across a wide section of the community to engage with our Golf offer in the Borough and to increase participation of all underrepresented groups. We aim to provide an accessible, inclusive, safe and positive service for all and this will be a material consideration when developing any proposal. We will ensure that all engagement activities are accessible and inclusive.

**Section 5: What research / data / information have you used in support of this process?**

Independent report undertaken by FMG.  
Performance data.  
Financial data – indicating subsidy levels for a non-statutory service.  
Benchmarking with other golf clubs  
Site visits to other golf clubs/sports villages etc.  
Information from the National Governing Body

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

**No** – (please delete as appropriate) N.B. No consultation will take place as a result of this report or it's direct recommendations.

**If 'yes' please continue to section 7.**

**If 'no' please state your reason(s) why:**

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 7: How will consultation take place and by when?**

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

**Section 8: Have you remembered to:**

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**