

## Appendix D - Equality Impact Assessment (EQIA)



The characteristics protected by the Equality Act 2010 are:

<b>Disability</b>	<b>Age</b>	<b>Sex (gender)</b>
<b>Gender reassignment</b>	<b>Marriage/civil partnership</b>	<b>Pregnancy/maternity</b>
<b>Race</b>	<b>Sexual orientation</b>	<b>Religion/belief</b>

*By law we must have due regard to the need to:*

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

In effect, this means that we need to ensure that our policies and services are fair, equitable and proportionate and where possible mitigate against any adverse impacts on people from the different protected characteristics.

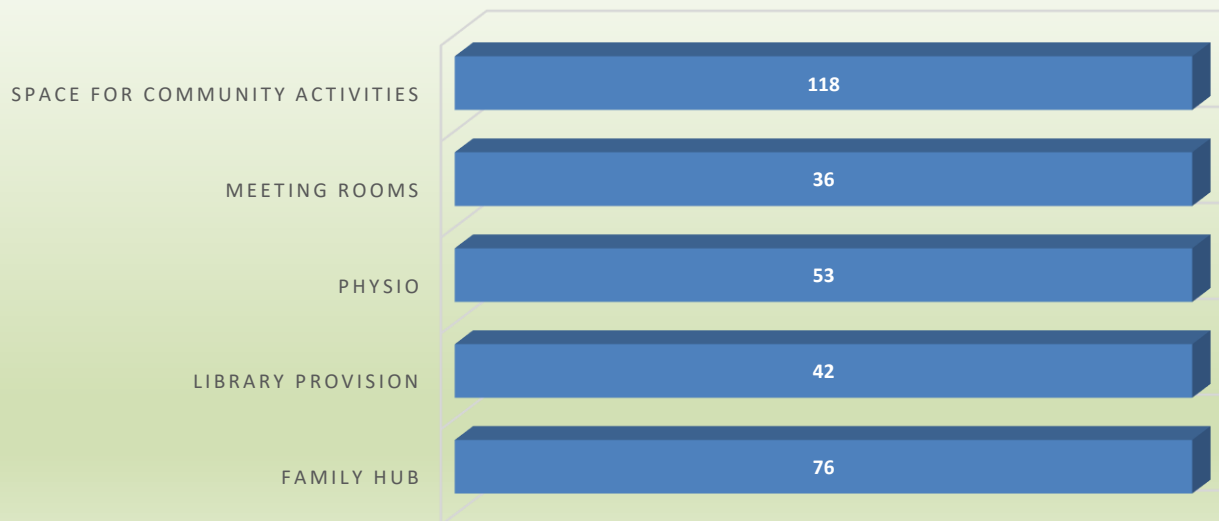
In addition to the above protected characteristics you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but for an organisation such as Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.

The Rural-Urban definition, defines the rurality of very small census based geographies. Census Output Areas forming settlements with populations of over 10,000 (which are urban), while the remainder are defined as one of three rural types: *town and fringe, village or hamlet and dispersed*.

<b>Details</b>	
<b>Service or policy title</b>	Stowmarket, Health, Education and Leisure Facilities Project (SHELF)
<b>Lead officer</b> <i>(responsible for the policy or service/function)</i>	Kate Parnum
<b>Officers carrying out the EQIA</b> <i>(at least one must have done EQIA training and it is recommended that an officer responsible for the policy or service/function is involved in completion)</i>	David Price
<b>Is this new or a revision?</b> <i>(If revision state when previous EQIA undertaken)</i>	This is a new EQIA following <a href="#">Initial Screening Assessment</a> on 6 May 2022
<b>Is this the first time this policy or function has been assessed?</b>	See above
<b>Date of completing this EQIA</b>	2 October 2023

Description
<p><b>What exactly is proposed?</b> <i>(Describe the service/policy and the changes that are being planned)</i></p> <p>The proposed Masterplan brings together three key sites. Each of the sites are operated by different organisations, which consist of a high school, leisure centre, three sports clubs and a children’s nursery. The sites although they are well operated do not benefit from all opportunities which could be created in terms of partnership working, that would include better sharing of facilities to maximise the use of the sites both during the day and at night.</p>
<p><b>Why?</b> <i>(Give reasons why these changes are being introduced)</i></p> <p>This is an exciting opportunity which has become available to be able to collaborate and provide community services with several key partners. To achieve this the project will look to invest in sport, leisure facilities and wellbeing provision which will serve Stowmarket and surrounding villages with the right facilities.</p>
<p><b>What will the effect of the changes be?</b> <i>(Describe which people, communities, localities etc. will be affected by the changes)</i></p> <p>Although part of the provision is on Stowmarket High School these provisions/facilities will be a public provision for all ages and demographics. This will be a positive impact as the provisions will be accessible and inclusive. This is part of the holistic approach for services and for local provision to adapt delivery to become more collaborative and inclusive as outlined in the Council’s Sports and Physical Activity Strategy refresh. There is strong case from the engagement and local sports clubs for this provision to come forward, and a strong willingness to adapt, provide greater provision for inclusivity.</p> <p>A full engagement in 2022 which was responded to by 165 people from Sports Clubs, Employees, Local Schools, Residents and Visitors, the feedback and comments from the survey showed:</p> <p>Please tick which services or provisions you would like most to see in the wellbeing and health hub?</p> <ul style="list-style-type: none"> <li>(a) Family hub</li> <li>(b) Library provision</li> <li>(c) Physio</li> <li>(d) Meeting rooms</li> <li>(e) Space for community activities</li> </ul>

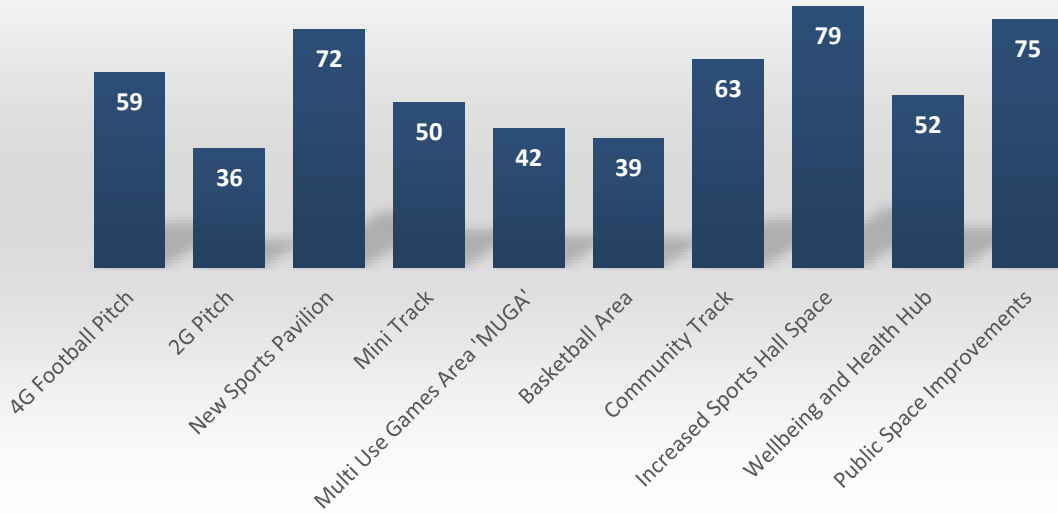
## WELLBEING HUB PROVISION



Please select the elements within the draft masterplan that you would most likely use (noting this is still a concept design)?

- a) 4G football pitch
- b) 2G pitch
- c) New sports pavilion
- d) Mini track
- e) Multi Use Games Area 'MUGA'
- f) Basketball area
- g) Community track
- h) Increased sport hall space
- i) Wellbeing and health hub
- j) Public space improvements

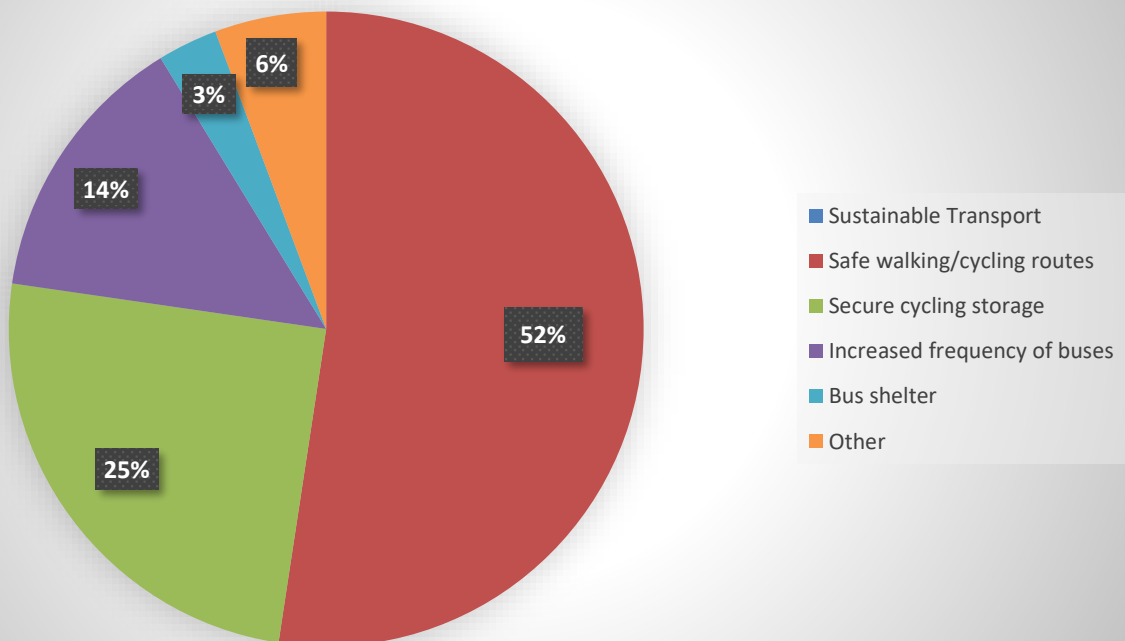
### Elements most liked form the Masterplan



What would encourage you to use sustainable transport?

- (a) Safe walking and/or cycling routes
- (b) Secure cycling storage at the location
- (c) Increased frequency of bus provision
- (d) Bus Shelter
- (e) Other

### Sustainable Transport



Economic case - The scheme will be designed for services to share spaces and facilities

and for all elements of the scheme to be sustainable and fit for purpose. The provision will be available to both schools and the community maximise its use and long-term economic viability

Commercial case – The scheme will be designed to maximise use of all elements of the site to ensure full and constant use. Whilst first and foremost a community focused development, where income is generated from activities and facilities on site it is intended to be recycled for use within the site to maintain the high quality of facilities and spaces and also to further build and enhance wellbeing opportunities through local partnerships and clubs' delivery.

Financial case – Opportunities for external capital funding to support development will be maximised, there is an ambition to work towards a cost neutral position for the Council in terms of running costs and as above income generated will be re invested back into the site and its long-term management.

Governance case – This project has clear governance in place with external and internal stakeholders ensuring that the project is delivered to meet identified outcomes.

The Councils emerging Wellbeing strategy identified the need to focus on a range of health outcomes post pandemic and physical activity and sport will play a key role in delivering such outcomes. This project specifically embeds the outcomes from the refreshed Leisure, Sport, and Physical Activity Strategy (SLPA), and using the Communities' strategy of 10 different approaches to create great places to live and to empower local people and communities to shape what happens in their area. As a growing town Stowmarket was identified in the Leisure Sport and physical Activity Strategy as requiring more sports facilities.

**How will it be implemented?** *(Describe the decision making process, timescales, process for implementation)*

Cabinet to approve final masterplan, full business case, cost plan and funding strategy.

Mid Suffolk Council to approve the final masterplan, full business case, cost plan and funding strategy to develop the scheme to RIBA 7.

- September 2022 - Public engagement including focused engagement with pupils in the area
- February 2023 - Pre-planning application submitted; Design and further funding approved at Cabinet
- March 2023 - Planning application
- October 2023 - Mid Suffolk Planning Committee
- November 2023 - Full Business Case and funding strategy to Cabinet and Council
- March 2024 – Approval by Cabinet to commence works and final sign off on funding
- April 2024 - Commence Contractor procurement
- May 2024 – Appoint Contractor
- May 2024 – Full schedule and programme of works to be agreed
- June 2025 – Phased site completion

<p><b>When is it due to start?</b> <i>(Planned start of new/revised policy/service)</i></p> <p>The new facilities should be open to the public for first use by Spring 2025</p>
<p><b>Any other relevant details</b></p> <p>N/A</p>

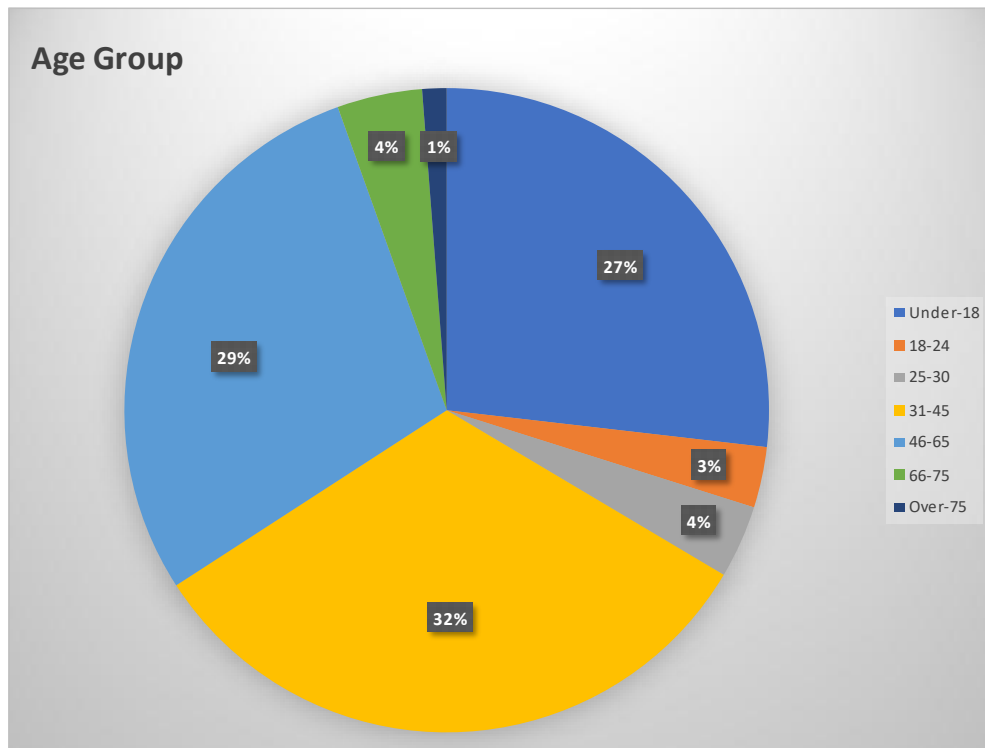
**Data about the population**

**What is the demographic profile or make up of the community you are serving?** *(A brief overview of quantitative data used and qualitative research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used, suggested sources of information can be found at the end of this document)*

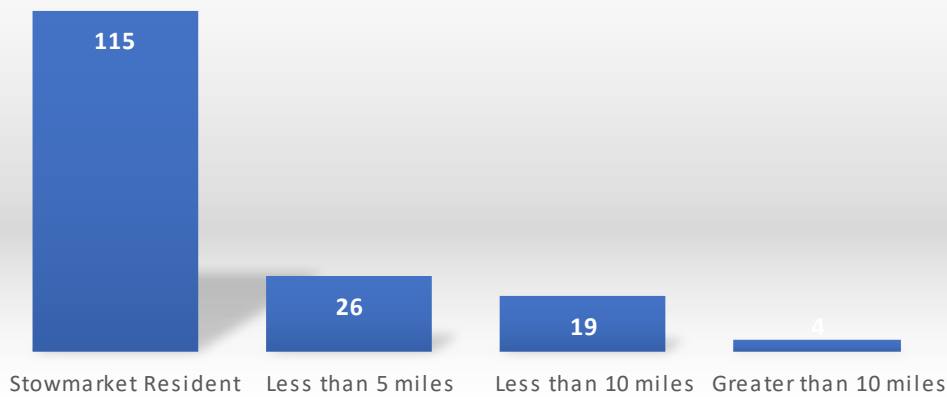
Linked profiles:

- Population
- Health

From the 2022 engagement activities the demographic of respondents' age/locality to the site were:



## Distance from the site



During our survey we've received the following comments in response to Disability and Health:

### Disability and Health Comments



- Stowmarket High School should have no jurisdiction over any of the well-being services. They are unbelievably poor and have let down many students and staff in recent history with well-being issues.
- Mental health services
- GP drop in service or at least a community nurse.
- Something to do with mental health
- I think an easy read information base would be brilliant. Easy reads are useful for not only people with disabilities but also children; people who's first language isnt English
- More medical facilities
- Selection of service along with Physio like Oestopath; Chiropractor; Acupuncture etc I cant fit this all in ;but your plans. You havent got a changing places toilet at the pavilion. This means anyone in a wheel chair who uses a hoist or anyone who requires support to get changed or used the toilet cant. You do have a disabled changing room will this have a shower; changing bed and hoist? Will this be open when the pavilion is open? You already have a disability football team this could be opened up to more disabilities; you could be the first disabled Suffok rugby team too.
- Please make the tracks useable for all wheels; not just running. We have local roller skaters who cant train on bumpy tracks.
- Kids activity playground that is accessible to all children with disabilities
- Disability sports equipment

### What is the profile or make up of your service users by protected characteristics?

*(Where this data is available. If it is not currently available state any plans to collect this in future)*

As these provision/facilities will be open to the public we've collated data from the Chilton Ward of the Stowmarket area as a baseline for the profile.

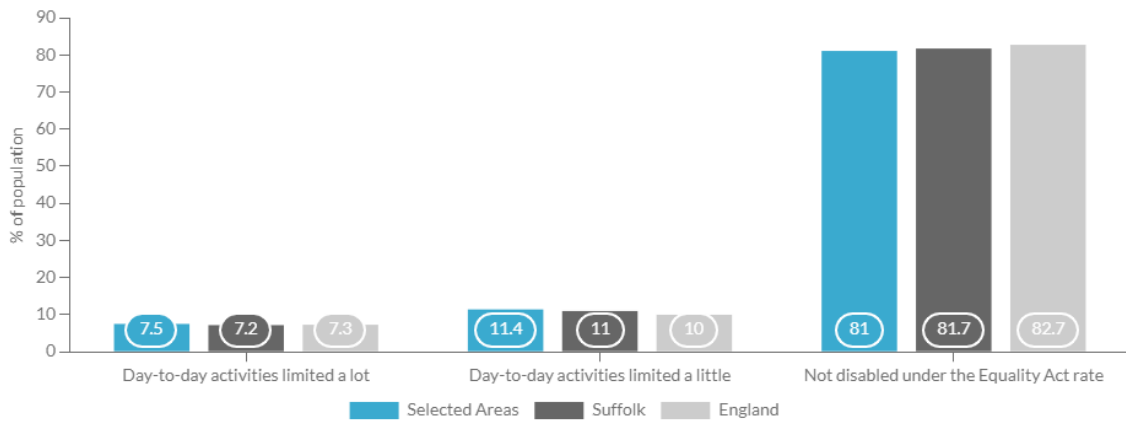
## Appendix D - Equality Impact Assessment (EQIA)



The linked profiles give a full population and health profile for the Chilton Ward area, we have provided the tables/graphs for ease of assessment. This is census data so that we can understand the impact whether positive or negative on the protected characteristics. However, there is no data on three of the protected characteristics – sexual orientation, pregnancy and gender reassignment of this level.

### Disability

Disabled under the Equality Act (2021)



Source: ONS



	Selected Areas	Suffolk	England
Day-to-day activities limited a lot	823	55,084	4,140,357
Day-to-day activities limited a lot (%)	7.5	7.2	7.3
Day-to-day activities limited a little	1,250	83,903	5,634,153
Day-to-day activities limited a little (%)	11.4	11	10
Not disabled under the Equality Act	8,864	621,701	46,715,538
Not disabled under the Equality Act (%)	81	81.7	82.7

Date: 2021 Source: ONS

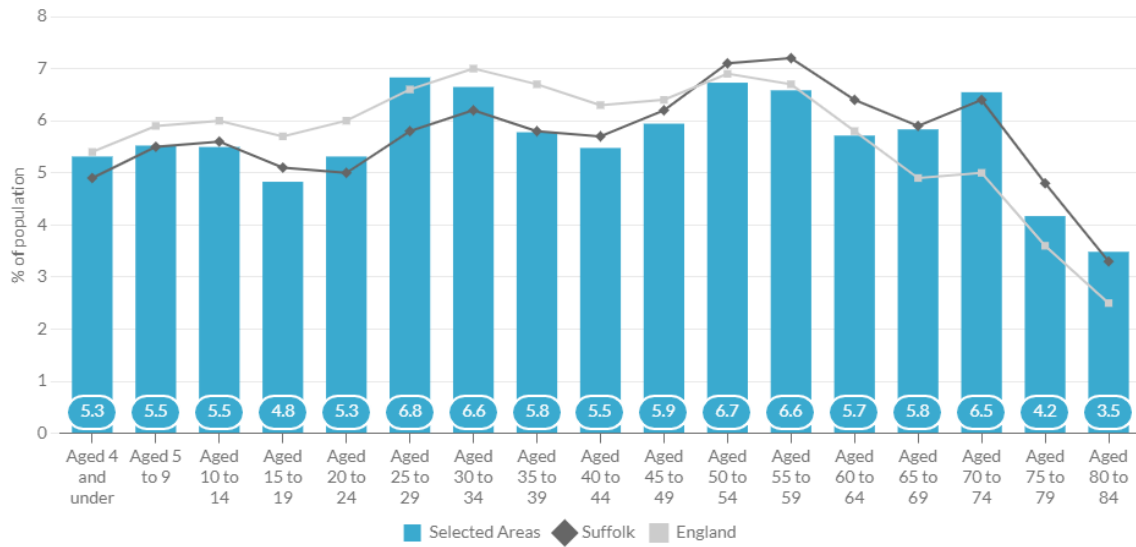
Age:



## Appendix D - Equality Impact Assessment (EQIA)



Population by five-year age groups (2021)



### Religion/belief

	Selected Areas	Suffolk	England
Christian	5,092	358,454	26,167,899
Christian (%)	46.5	47.1	46.3
Buddhist	51	2,792	262,433
Buddhist (%)	0.5	0.4	0.5
Hindu	17	3,024	1,020,533
Hindu (%)	0.2	0.4	1.8
Jewish	6	778	269,283
Jewish (%)	0.1	0.1	0.5
Muslim	45	9,279	3,801,186
Muslim (%)	0.4	1.2	6.7
Sikh	4	770	520,092
Sikh (%)	0	0.1	0.9
Other religion	49	4,019	332,410
Other religion (%)	0.4	0.5	0.6

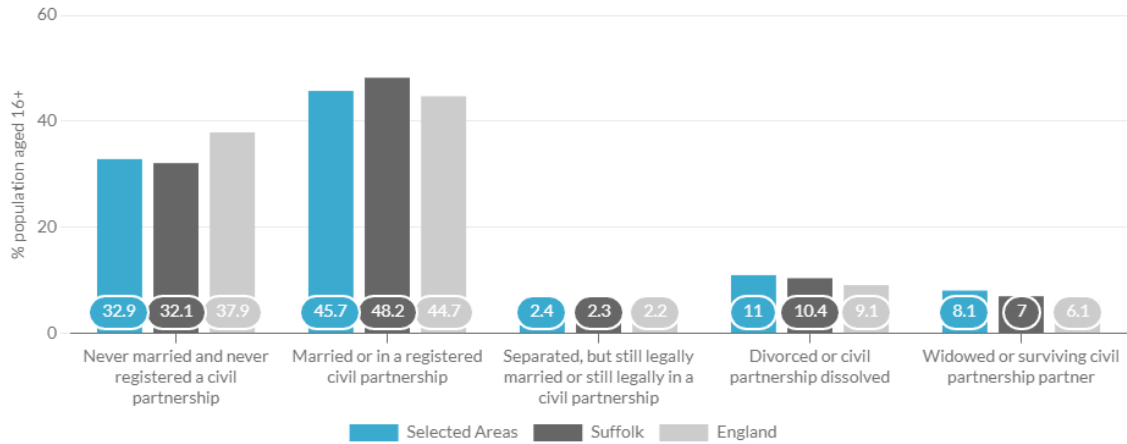
Date: 2021 Source: ONS, Census 2021

### Marriage/civil partnership

## Appendix D - Equality Impact Assessment (EQIA)



Legal partnership status (2021)



### Race

	Selected Areas	Suffolk	England
Asian, Asian British or Asian Welsh	125	17,483	5,426,392
Asian, Asian British or Asian Welsh (%)	1.1	2.3	9.6
Black, Black British, Black Welsh, Caribbean or African	56	10,168	2,381,724
Black, Black British, Black Welsh, Caribbean or African (%)	0.5	1.3	4.2
Mixed or Multiple ethnic groups	161	17,807	1,669,378
Mixed or Multiple ethnic groups (%)	1.5	2.3	3
White	10,556	708,271	45,783,401
White (%)	96.5	93.1	81
Other ethnic group	40	6,958	1,229,153
Other ethnic group (%)	0.4	0.9	2.2

Date: 2021 Source: ONS, Census 2021

### Sex

# Appendix D - Equality Impact Assessment (EQIA)



## All persons

Selected areas (2021)

# 10,939



## Females

Selected areas (2021)

# 5,624



## Males

Selected areas (2021)

# 5,315



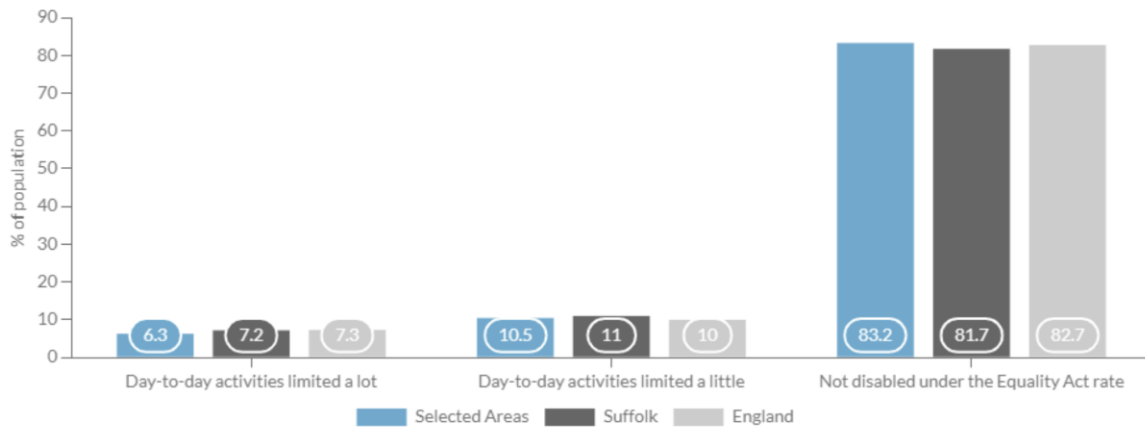
	Selected Areas	Suffolk	England
Females	5,624	385,976	28,833,712
Females (%)	51.4	50.7	51
Males	5,315	374,712	27,656,336
Males (%)	48.6	49.3	49

Date: 2021 Source: ONS, Census 2021

Although the above is based on Chilton ward of Stowmarket, given the nature of the development, we are expecting it to effect a 7 mile radius.

## Disability

Disabled under the Equality Act (2021)



Source: ONS



	Selected Areas	Suffolk	England
Day-to-day activities limited a lot	4,655	55,084	4,140,357
Day-to-day activities limited a lot (%)	6.3	7.2	7.3
Day-to-day activities limited a little	7,745	83,903	5,634,153
Day-to-day activities limited a little (%)	10.5	11	10
Not disabled under the Equality Act	61,596	621,701	46,715,538
Not disabled under the Equality Act (%)	83.2	81.7	82.7

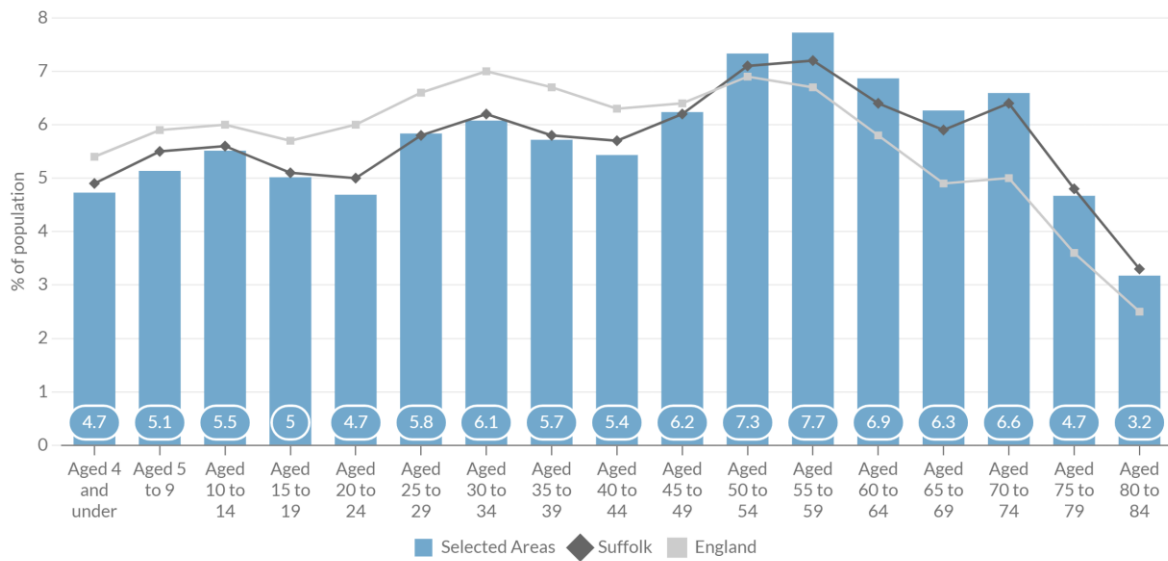
Date: 2021 Source: ONS

## Appendix D - Equality Impact Assessment (EQIA)



### Age

Population by five-year age groups (2021)



Source: ONS, Census 2021

### Religion/belief

	Selected Areas	Suffolk	England
Christian	35,802	358,454	26,167,899
Christian (%)	48.4	47.1	46.3
Buddhist	255	2,792	262,433
Buddhist (%)	0.3	0.4	0.5
Hindu	140	3,024	1,020,533
Hindu (%)	0.2	0.4	1.8
Jewish	56	778	269,283
Jewish (%)	0.1	0.1	0.5
Muslim	200	9,279	3,801,186
Muslim (%)	0.3	1.2	6.7
Sikh	25	770	520,092
Sikh (%)	0	0.1	0.9
Other religion	277	4,019	332,410
Other religion (%)	0.4	0.5	0.6

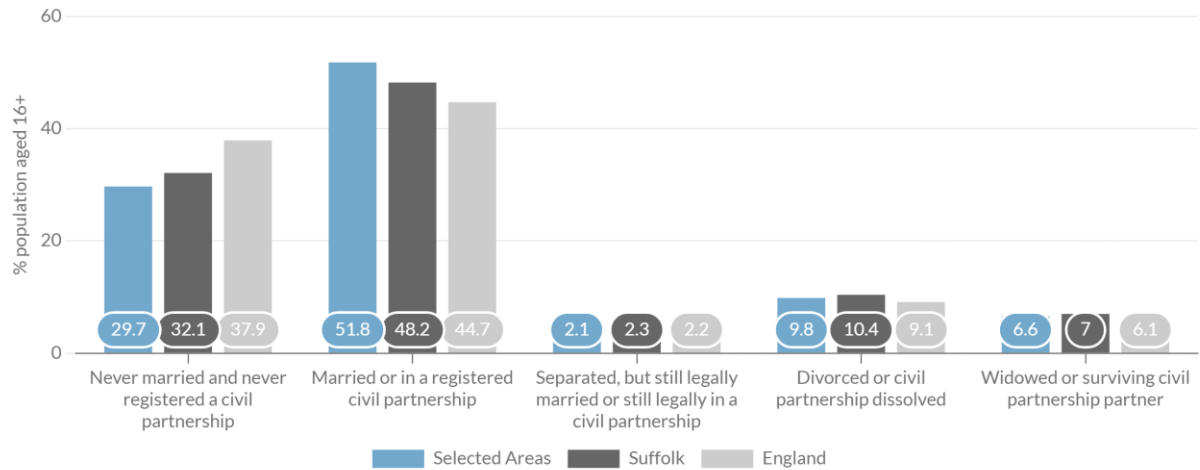
Date: 2021 Source: ONS, Census 2021

### Marriage/civil partnership

## Appendix D - Equality Impact Assessment (EQIA)



### Legal partnership status (2021)



Source: ONS, Census 2021

### Race

	Selected Areas	Suffolk	England
Asian, Asian British or Asian Welsh	633	17,483	5,426,392
Asian, Asian British or Asian Welsh (%)	0.9	2.3	9.6
Black, Black British, Black Welsh, Caribbean or African	431	10,168	2,381,724
Black, Black British, Black Welsh, Caribbean or African (%)	0.6	1.3	4.2
Mixed or Multiple ethnic groups	1,086	17,807	1,669,378
Mixed or Multiple ethnic groups (%)	1.5	2.3	3
White	71,545	708,271	45,783,401
White (%)	96.7	93.1	81
Other ethnic group	313	6,958	1,229,153
Other ethnic group (%)	0.4	0.9	2.2

Date: 2021 Source: ONS, Census 2021

### Sex

## Appendix D - Equality Impact Assessment (EQIA)



	Selected Areas	Suffolk	England
Females	37,362	385,976	28,833,712
Females (%)	50.5	50.7	51
Males	36,631	374,712	27,656,336
Males (%)	49.5	49.3	49

Date: 2021 Source: ONS, Census 2021

Implications for communities and workforce	
<b>Disability</b>	
What is the impact on people with a disability (including children with additional needs) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	<p>Positive - 18.9% of the population in the Chilton ward that has their day-to-day activities impacted. This is higher than Suffolk and England percentage which are 18.2% and 17.3% respectively.</p> <p>The pavilion will have disabled toilets on the ground and first floors (including external ground floor disabled toilet) and changing place facilities as will the Wellbeing hub, this will ensure that all disabilities will have the right facilities to have a positive experience at the sites.</p>
How does it have a positive or negative impact?	Positive
What could be done to mitigate any adverse impact or further promote positive impact?	Advertisement – we will be advertising through the changing place facilities register for the facilities and we will be publicly advertise the new provisions.
<b>Age</b>	
What is the impact on people of different ages and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This will have a positive impact on different ages, different sports clubs are looking to develop their Youth offering. The local schools will benefit from the sports facilities during the school day and integrate with Sports Clubs during the school day and after school activities providing a new generation for the sports clubs.
How does it have a positive or negative impact?	Positive
What could be done to mitigate any adverse impact or	Advertisement of the new provision for all ages, support for clubs from the Partnership Role in developing their

## Appendix D - Equality Impact Assessment (EQIA)



further promote positive impact?	offering.
<b>Sex (gender)</b>	
What is the impact on people of different genders and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact, there will be provision for both sexes
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
<b>Gender reassignment</b>	
What is the impact on people who have undergone gender reassignment (i.e. transgender people) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	Positive impact – the facilities are inclusive and will provide complete privacy for all users of the facilities.
How does it have a positive or negative impact?	Positive
What could be done to mitigate any adverse impact or further promote positive impact?	Advertisement of the type of facilities that are being provided
<b>Marriage/civil partnership</b>	
What is the impact on people who are married or in a civil partnership and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
<b>Pregnancy/maternity</b>	
What is the impact on people who are pregnant women or those with a young child and what evidence do you have? <i>(If you do not believe there is</i>	There will be a range of baby changing facilities, there will be the ability to have increase classes/social interaction for pregnant women and those with young children.

## Appendix D - Equality Impact Assessment (EQIA)



<i>any impact describe why not)</i>	
How does it have a positive or negative impact?	Positive
What could be done to mitigate any adverse impact or further promote positive impact?	Advertisement of the type of facilities and provision that will be provided.
<b>Race</b>	
What is the impact on people from different races or ethnic groups and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
<b>Sexual orientation</b>	
What is the impact on people according to their sexual orientation and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
<b>Religion/belief</b>	
What is the impact on people according to their religion or belief and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A



<b>Rurality</b>	
Where people live is not a characteristic protected by law: but for Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.	
<p>What is the impact on people according to whether they live in an urban or rural environment and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i></p>	<p>We are putting in place better sustainable travel links, better cycle routes, a new bus service and walking/cycling links via new crossings.</p>
How does it have a positive or negative impact?	Positive
What could be done to mitigate any adverse impact or further promote positive impact?	Further surveys once sustainable transport is in place. Advertisement of new sustainable transport provisions. Information passed to Sports Clubs to promote members and visiting Clubs using sustainable transport.

<b>Making Decisions</b>	
Having completed this equality impact assessment indicate which decision is recommended to be taken.	
Should the policy or service be implemented as the correct course of action?	Yes
Should the policy or service be amended as suggested by the report so that mitigating actions are taken to address	No

## Appendix D - Equality Impact Assessment (EQIA)



an adverse or negative impact on any characteristic?	
Should the policy or service be reviewed and revised more significantly to take into account its impact on different groups?	Surveys once the provision and facilities are open to the public to ensure we learn from and make changes where these are feasible.
Should the policy or service not be actioned as there are too many negative impacts?	No

<b>Monitoring Impact</b>	
Assessing the impact on equality is an ongoing process that does not end once a policy or service had been agreed or implemented.	
How frequently will the policy or service be reviewed?	Survey once the provision and facilities are open to the public to ensure we learn from and make any changes where this is feasible.
Who will be involved?	Sports Clubs, Everyone Active, Schools, Communities Team, Public Realm, Assets, Suffolk County Council, Active Suffolk, NHS
Will there need to be an action plan completed for any amendments?	All feedback to be considered and reviewed. Actions to be taken, where suitable through cabinet member involvement
What further evidence or consultation will be needed to check that the policy or service is working well?	Survey of the provision

<b>Completion</b>	
Authors signature	David Price
Date of completion	2 October 2023

Additional sources of data can be found on the following links:

<http://www.suffolkobservatory.info/Default.aspx>

<http://www.nomisweb.co.uk/>

<https://www.ons.gov.uk/>

<http://suffolkcf.org.uk/publications/hidden-needs-2016/>

<https://www.nao.org.uk/>

**Appendix D - Equality Impact Assessment (EQIA)**

