



Appendix 1

Equality Impact Assessment (EqIA) Template

Before completing the EQIA please have a look at the [Dorset Council style guide](#) and also use the [accessibility checker](#) to make sure your document is easy for people of all abilities to read.

Use the [Hemingwayapp](#) to check the readability of your document, to do this, click the edit button on the top right of the hemminwayapp screen, paste your text and the app will highlight if there are any problem areas.

Some key tips

- avoid tables and charts, if possible please provide raw data
- avoid pictures and maps if possible.
- avoid using bold, italics or colour to highlight or stress a point
- when using numbering or bullet points avoid using capitals at the beginning unless the name of something
- date format is dd month yyyy (1 June 2021)
- use clear and simple language
- where you need to use technical terms, abbreviations or acronyms, explain what they mean the first time you use them
- if using hyperlinks, make sure the link text describes where the link goes rather than 'click here' Please note equality impact assessments are published on the Dorset Council [website](#)

Before completing this form, please refer to the [supporting guidance](#). The aim of an Equality Impact Assessment (EqIA) is to consider the equality implications of your policy, strategy, project or service on different groups of people including employees of Dorset Council, residents and users of our services and to consider if there are ways to proactively advance equality.

Where further guidance is needed, please contact the Inclusion Champion or the [Diversity & Inclusion Officer](#).

1. Initial information

Name of the policy, project, strategy, project or service being assessed:

Redlands Community Sports Hub – Lease and Management Arrangements

2. Is this a (please delete those not required):

Project

3. Is this (please delete those not required):

Both internal and external

4. Please provide a brief overview of its aims and objectives:

The Council's decision to grant an early lease surrender from Redlands will enable Weymouth College to focus solely on their educational priorities.

Awarding a new 30-year lease to Active Dorset will enable the retention of all the leisure facilities at Redlands.

The local community have openly expressed their wish for the indoor sports provision to be retained and the proposed keyholder model will give users and volunteers the opportunity to play a more active role moving forward. This will involve groups and clubs taking responsibility for the facilities during their usage time, setting up and taking down their own equipment, and securing the building when last to leave. It will also create new opportunities for volunteering.

Active Dorset submitted an exciting business plan with a vision to create much more of a community park than a sport only space. They plan to introduce some soft landscaping and planting and an accessible hard surface loop for walking, jogging, and cycling, as well as a trim trail and informal play spaces such as a skatepark. New plans could also see the conversion of the underutilised squash courts into a modern multi-purpose studio and the creation of a new community café and children's soft play area; all of which would be designed to encourage more usage from all sectors of the community.

In terms of the formal recreational spaces, they are also keen to refurbish the existing 3G synthetic turf pitch and build an additional pitch to meet demand levels. The Dorset Football Facility Plan and Playing Pitch Strategy both identified a need for an additional full-size pitch for Weymouth and given the existing infrastructure, Redlands makes the ideal location.

Overall, this would allow for the retention and improvement of both the internal and external leisure and community facilities.

5. Please provide the background to this proposal?

In June 2021, after prior discussions with Dorset Council portfolio holders and senior officers, Weymouth College officially announced that, due to financial pressures, they were no longer able to run Redlands and would actively seek new tenants to take over the operations of the site.

Through an Expression of Interest exercise, the College received a single formal bid from Active Dorset, a local charity with a focus on helping people to become more active. The

Active Dorset proposal was only to operate the external sports and set out ambitious and exciting plans to develop Redlands into a more inclusive community park.

Council representatives attended a number of community engagement events hosted by WC and Active Dorset; listening to the concerns raised about the potential loss of the indoor leisure provision.

Active Dorset have subsequently brought forward a revised proposal centred around a key holder model, where community users and volunteers take on more responsibility for the site operations. This approach would enable the retention of both sports halls and some of the ancillary spaces.

There is an identified strategic need for an additional full size 3G synthetic turf pitch at Redlands and early discussions with the Football Foundation around funding support has been positive as this is one of their priority projects.

Under the new lease DC will be responsible for effecting any necessary repairs and maintenance to the fabric of the buildings and adjacent land. Monies received from Weymouth College, in consideration for accepting their surrender, will be used to offset these costs.

facilities

Evidence gathering and engagement

6. What sources of data, evidence or research has been used for this assessment? (e.g national statistics, employee data):

Dorset Football Facility Plan

Dorset Playing Pitch Strategy

Dorset Built Facility Strategy

7. What did this tell you?

The strategies told us that there was an oversupply of sports hall provision in Weymouth, but an undersupply of sports pitches and 3G pitch provision.

8. Who have you engaged and consulted with as part of this assessment?

Whilst the AD proposal around enhancing the external provision was positively received by many, the potential loss of the internal sports facilities raised significant unrest with users and the local community. Although the facility audit work suggested that most of this existing usage could be accommodated at other facilities within the local area, an online petition was created with nearly 4000 people voicing their concerns. [Save Redlands Community Sports Hub | 38 Degrees](#)

Even though the Council were not directly involved in the tendering process, they wanted to listen and reflect upon what the community had to say and consider any alternative proposals for the site. They were able to do this by attending a large community meeting hosted by WC and Active Dorset. They also joined discussions with local clubs and users and continued to engage with the Town Council and local ward members throughout.

On the back of this Active Dorset were able to bring forward a revised proposal that would alleviate the concerns raised by clubs, users, and the local community.

Whilst Active Dorset have a clear vision for the site, they are also keen to engage with the local community so that facility improvements will be shaped through strong community collaboration and support

9. Is further information needed to help inform decision making?

No

Is an EQIA required?

Not every proposal will need an EqIA. The data and research should inform your decision whether to continue with this EqIA. If you decide that your proposal does not need an EqIA, please answer the following question:

N/a

Assessing the impact on different groups of people

For each of the protected characteristics groups below, please explain whether your proposal could have a positive, negative, unclear or no impact. Where an impact has been identified, please explain what it is and if unclear or negative please explain what mitigating actions will be taken.

- use the evidence you have gathered to inform your decision making.
- consider impacts on residents, service users and employees separately.
- if your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option.
- see guidance for more information about the different [protected characteristics](#).

Key to impacts

Positive Impact	<ul style="list-style-type: none">• the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
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Negative Impact	<ul style="list-style-type: none"> protected characteristic group(s) could be disadvantaged or discriminated against
Neutral Impact	<ul style="list-style-type: none"> no change/ no assessed significant impact of protected characteristic groups
Unclear	<ul style="list-style-type: none"> not enough data/evidence has been collected to make an informed decision.

Impacts on who or what?	Choose impact	How
Age	Positive	An enhancement of facilities for young children and families will have a positive impact within the local community.
Disability	Positive	The retention and enhancement of facilities will enable new and existing disabled users and visitors to still utilise Redlands.
Gender reassignment and Gender Identity	Neutral	No change
Marriage or civil partnership	Neutral	No change
Pregnancy and maternity	Neutral	No change
Race and Ethnicity	Neutral	No change
Religion and belief	Neutral	No change
Sex (consider men and women)	Positive	The new 3G pitch would enable greater growth in girls/ladies' sport.
Sexual orientation	Neutral	No change
People with caring responsibilities	Neutral	No change
Rural isolation	Positive	Active Dorset have existing experience of running café that are managed solely by volunteers. This new venture will similarly develop opportunities

Impacts on who or what?	Choose impact	How
		for volunteering that can help reduce isolation.
Socio-economic deprivation	Positive	Weymouth has high levels of socio-economic deprivation and health inequalities; the retention and enhancement of facilities will have a positive impact on the community. Deprivation Topic Data - Dorset Council
Armed forces communities	Neutral	No change

Please provide a summary of the impacts:

The decision to retain and enhance the community sports facilities at Redlands will be a positive outcome for a community that were concerned at losing some or all of the existing provision.

Facility developments and programmes are likely to evolve over time, however Active Dorset have recognised the importance of community engagement in helping to deliver these improvements.

Action Plan

Summarise any actions required as a result of this EqIA.

Issue	Action to be taken	Person(s) responsible	Date to be completed by
Data	To review on an annual basis the Active Dorset data relating to accessibility and Equality, Diversity, and Inclusion.	Paul Rutter	November 2023.

Sign Off

Officer completing this EqIA: Paul Rutter

Officers involved in completing the EqIA: Paul Rutter

Date of completion: 05/07/22

Version Number:

EqIA review date: November 2023

Inclusion Champion Sign Off:

Equality Lead Sign Off: James Palfreman-Kay

Next Steps:

- the EqIA will be reviewed by Communications and Engagement and if in agreement, your EqIA will be signed off.
- if not, we will get in touch to chat further about the EqIA, to get a better understanding.
- EqIA authors are responsible to ensuring any actions in the action plan are implemented.

Please send to [Diversity and Inclusion Officer](#)