

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Description of what is being impact assessed

What are the aims of the service, proposal, project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?

Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc

It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact

Refurbishment of The Hemel Hempstead School, all-weather sports pitches so they can be used by the community outside of school core hours under the agreed dual use agreement

Evidence

What data/information have you used to assess how this policy/service/decision might impact on protected groups?

(include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, CIAs from other projects or other local authorities, etc.). You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.

Dacorum Borough Council Playing Pitch Strategy 2019, and the lack (deficit) of sports facilities for all

Who have you consulted with to assess possible impact on protected groups? *If you have not consulted other people, please explain why? You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

No formal consultation process has taken place with the identified protected groups.

The facility is owned by The Hemel Hempstead School, and the school are responsible for ensuring they do not discriminate against protected characteristics within an education setting.

The Council's appointed leisure centre management contractor has an Open Access policy to ensure that all sections of the community are able to access the Council owned sports and leisure facilities.

By refurbishing the facility, this will enable access to all-weather sports pitches to all sections of the community.

Analysis of impact on protected groups (and others)

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

- *The PCs of Marriage and Civil Partnership and Pregnancy and Maternity should be added if their inclusion is relevant for impact assessment.*
- *Use "insert below" menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).*

Summary of impact		Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Protected group	<i>What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/public. Who uses / will use the service? Who doesn't / can't and why? Feedback/complaints?</i>			
Age	<p>This is a school facility that is predominantly used by children, young young people and local community / sporting groups.</p> <p>Opening it up to community use will allow all ages to use the facility.</p>	□	□	☒


<p>Disability (physical, intellectual, mental)</p> <p><i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i></p>	<p>Within the dual use agreement, this group is considered as a priority group and will be able to use the facility once reopened.</p>	□	□	☒
<p>Gender reassignment</p>	<p>There is no negative impact on the protected group – the open access policy from the leisure contractor and DBC policies.</p>	□	☒	□
<p>Race and ethnicity</p>	<p>Within the dual use agreement, this group is considered as a priority group.</p>	□	□	☒
<p>Religion or belief</p>	<p>There is no negative impact on the protected group – the open access policy from the leisure contractor and DBC policies.</p>	□	☒	□
<p>Sex</p>	<p>Within the dual use agreement, this group is considered as a priority group e.g. women & girls. Other groups have no negative impact - – the open access policy from the leisure contractor and DBC policies.</p>	□	□	☒
<p>Sexual orientation</p>	<p>There is no negative impact on the protected group – the open access policy from the leisure contractor and DBC policies.</p>	□	☒	□

<p>Not protected characteristics but consider other factors, e.g. carers, care leavers, veterans, homeless, low income, loneliness, rurality etc.</p>	<p>Within the dual use agreement, this group is considered as a priority group Low income.</p> <p>There is no negative impact on the not protected groups – the open access policy from the leisure contractor and DBC policies.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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Negative impacts / outcomes action plan

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

<p>Action to be taken <i>(copy & paste the negative impact / outcome then detail action)</i></p>	<p>Date</p>	<p>Person responsible</p>	<p>Action complete</p>
<p>DBC, the school and the leisure contractor will promote the reopening of the facilities once the refurbishment works have been completed.</p>	<p>Select date</p>	<p>Chris Fennell</p>	<p style="text-align: center;"><input type="checkbox"/></p>
	<p>Select date</p>		<p style="text-align: center;"><input type="checkbox"/></p>
	<p>Select date</p>		<p style="text-align: center;"><input type="checkbox"/></p>
	<p>Select date</p>		<p style="text-align: center;"><input type="checkbox"/></p>

If negative impacts / outcomes remain, please provide an explanation below.	
N/A	
Completed by (all involved in CIA)	Chris Fennell - Head of Communities and Leisure
Date	8/4/2024
Signed off by (AD from different Directorate if being presented to SLT / Cabinet)	Natasha Beresford 
Date	20 May 2024
Entered onto CIA database - date	TBC'd
To be reviewed by (officer name)	Chris Fennell - Head of Communities and Leisure
Review date	8/04/2025