

Equality Impact Assessment: Proposed sale of Clifton Hill Site

Context

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Introduction

As part of the interim Built Facilities Plan agreed by Council in June 2018 a decision was made to permanently close Clifton Hill Sports Centre on best value/cost grounds and sell the site after it was badly damaged in 2018. It was also agreed to explore the viability of bringing forward the wider site for redevelopment. This would provide a capital funding stream which could be used to consolidate and invest in existing built sports and leisure facilities to improve and update the current offer to residents.

A recommendation is under consideration to the Executive to sell the whole site for a mixed residential development while retaining an area of public open green space.

This proposal supports the council in meeting its priorities of :

- Building great neighbourhoods
- Promoting healthy and active lifestyles
- Providing value-for-money service
- Leading a well-run council

This Equalities Impact Assessment should be read in addition to information in Section 11 of the report to the Executive on 12th February 2019
Title: Update Report on Built Sports and Leisure Facilities.

Background

In addition to the sports centre there are four tenancies on the site. These are the Golf Driving Range, Ski Slope, Rifle Range and Gatehouse. All tenancies that are still in place at the date of any sale would pass with the land to the new owner. The new owner will manage those tenancies and negotiate the terms and timing of lease terminations. This means the sale of the land and development can go ahead in good time and gives the developer the ability to phase the development around these existing occupancies. This EQIA relates specifically to the client groups of these leaseholders.

- The Exeter Ski Club lease expires in 2022: the tenant is entitled to seek a new tenancy on expiry unless the landlord can obtain possession on one or more of the grounds set out in section 30(1) (a-g) of the Landlord and Tenant Act 1954 (as amended).
- The Golf Driving Range lease expires in 2022: the lease is terminable earlier if the Council terminates the management contract.
- The Rifle Club lease is due to expire in March 2019: the club have requested early termination of the lease.
- The Exeter Scrapstore/Gatehouse/Storage Containers lease expires in March 2021 with mutual breaks at any time on 6 months' notice

Stakeholders: Residents, Leaseholders, Elected Members, Sports Clubs

For each of the areas below, an assessment has been made on whether the proposals have a **positive, negative or neutral impact**, on the groups identified in the Equality Act (EA) and brief details of the reason and notes of any mitigation. Where the impact is negative, a **high, medium or low assessment** is given.

- **High impact** – a significant potential impact on the groups identified in the EA
- **Medium impact** – some potential impact exists on the groups identified in the EA
- **Low impact** – almost no potential impact exists on the groups identified in the EA

Mitigation Actions

In recognition of the impact of a potential closure of the Ski Slope and the impact this will have on young skiers and those with disabilities who currently use the facility the Council is proposing to include an indoor virtual ski simulator at the Arena site alongside a new home for the Exeter Ski Club. This would be an important mitigating action for people with disabilities who would like to dry ski. This assessment does not take into account any mitigation actions that other organisations may be able to take to minimise the impacts on people with protected characteristics. Council officers are available to advise and assist any interested organisation.

Group	Neutral	Positive	Negative	Impact Assessment
Target group / area Race and ethnicity (including Gypsies and Travellers; migrant workers asylum seekers etc.)	There is no evidence to suggest that the sale of the Clifton Hill site would have a potential impact on this characteristic.			
Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)			<p>The Ski Slope is currently used by Exeter Adaptive Ski Club which meets once a week to provide an opportunity for people with disabilities to ski. The current tenancy expires in 2022 it is likely that the Exeter Ski Club will not be able to renew their lease and would no longer be able to use this site.</p> <p>Alternative ski provision is currently available at Torquay Alpine Ski Club and Plymouth Snow Sports Centre as</p>	<p>IMPACT: HIGH The impact of a closure of the Ski Slope would be HIGH for current users with disabilities</p> <p>However this could be reduced to LOW with the Council proposed mitigation action.</p>

Group	Neutral	Positive	Negative	Impact Assessment
			<p>well as Bristol and Gloucestershire. Plans are underway for a ski facility in North Devon. For regular users of the Exeter ski slope and members of the Adaptive Ski Club these distances could present challenges in terms of access and travel.</p> <p>Members of the Adaptive Ski Club have written to the council expressing the importance of the facility to them. A petition has also been received.</p> <p>Council Proposed Mitigation Action</p> <p>As part of the overall plans for development of Built Sports and Leisure Facilities the Council is proposing to include an indoor virtual ski simulator</p>	

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			<p>at the Arena site alongside a new home for the Exeter Ski Club. This would be an important mitigating action for people with disabilities who would like to dry ski.</p>	
Gender	<p>We do not have specific data on usage of the ski slope however nationally skiing tends to attract an even split of interest between men and women. There is no evidence to suggest that the sale of the Clifton Hill site would have a potential impact on this characteristic.</p>		<p>Nationally only 15% of golf club members are women therefore the impact of closure of the driving range is likely to impact more on men.</p> <p>We do not have specific data on the usage of the golf driving range however, from the recent needs assessment commissioned by the Council there is an over provision of golfing facilities in the region.</p>	<p>IMPACT: LOW The impact of a closure of the Golf Driving Range would be LOW for current female users</p>
Gender reassignment	<p>There is no evidence to suggest that the sale of the Clifton Hill site would have a potential impact</p>			

Group	Neutral	Positive	Negative	Impact Assessment
	on this characteristic.			
Religion and belief	There is no evidence to suggest that the sale of the Clifton Hill site would have a potential impact on this characteristic.			
Sexual orientation (including heterosexual, lesbian, gay, bisexual)	There is no evidence to suggest that the sale of the Clifton Hill site would have a potential impact on this characteristic.			

Group	Neutral	Positive	Negative	Impact Assessment
<p>Age (children and young people older people and vulnerable adults)</p>			<p>The Ski Slope is currently used by the Penguin and Snow Cats Clubs which each meet once a week to provide an opportunity for children to ski.</p> <p>The current tenancy expires in 2022 and it is likely that the Exeter Ski Club will not be able to renew their lease and would no longer be able to use this site.</p> <p>Alternative ski provision is currently available at Torquay Alpine</p>	<p>IMPACT: HIGH</p> <p>The impact of a closure of the Ski Slope would be HIGH for current users</p> <p>However this could be reduced to LOW with the Council proposed mitigation action.</p>

Group	Neutral	Positive	Negative	Impact Assessment
			<p>Ski Club and Plymouth Snow Sports Centre as well as Bristol and Gloucestershire. Plans are underway for a ski facility in North Devon. For regular users of the Exeter ski slope these distances could present problems in terms of access and travel.</p> <p>Members of the Exeter Ski Club have written to the council expressing the importance of the facility to them. A petition has also been received.</p> <p>Council Proposed Mitigation Action</p> <p>As part of the overall plans for development of Built Sports and Leisure Facilities the Council is proposing to include an indoor virtual ski simulator</p>	

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			at the Arena site alongside a new home for the Exeter Ski Club. This would be an important mitigating action for children and adults who would like to dry ski	
Age (children and young people older people and vulnerable adults)	Scrapstore provide materials to play groups, schools and families and therefore benefit children. As the tenancy affected is only for storage facilities rather than service delivery this likely to have minimal impact on services users.			
Age (children and young people older people and vulnerable adults)	The Rifle Club have already indicated they wish to move to alternative premises so no negative impact on users has been determined.			

Group	Neutral	Positive	Negative	Impact Assessment
Areas of deprivation	There is no evidence to suggest that the sale of the Clifton Hill site would have a potential impact on this characteristic.			

Additional Points to Note

The sale of the Clifton Hill site will provide capital which can be used to invest in leisure facilities, play areas and parks across the city with the aim of improving population health and well-being targeting resources in areas of greatest need.

The Council has started to build a flag ship swimming pool and leisure centre at St Sidwells Point, which is 1 km away from the Clifton Hill site which is due to open in Winter 2020/1.

Belmont Park is adjacent to the Clifton Hill site and the Council has supported the Newtown Community Association with funding for a new community hut in the park due for completion in March 2019 and has allocated funding for replacement play equipment in the park.

There is a sensory garden within Belmont Park

The allotments surrounding the Clifton Hill site have already been protected by the Council.

The Council is also being recommended to retain a minimum of 10% of the site as a public open green space.

The site is surrounded by trees and there is no obvious reason to suggest a developer would wish to remove these trees however it should be noted this is a matter for the planning authority