**Equality analysis form**

If the activity you are planning to analyse is covered by an existing Equality Analysis or a relevant former Equality Impact Assessment, please use Section 2 of the form to highlight any updated information. The updated form should be sent through to the Equality and Diversity Unit for feedback, the start of the online consultation process and publication.

**Section 1**

**Equality Analysis Screening**

The following questions will identify whether a full Equality Analysis will be required. Please read the Equality Analysis guidance prior to completing the screening.

1. Name of the activity (strategy, policy, practice etc)

|  |
| --- |
| The Centre for Sport wishes to create 4 areas within the under used W block, which is the former HP building. The 4 areas are to include;  - an ergo room which the SU rowing Club will be able to have rowing machines and convenient training space on campus.  - dojo space for combat sports  - dance studio  - physio treatment room  All of which will feed off of a central waiting area.  The area is to be used by students and staff from the University as an extension to the CFS to facilitate physical activity in additional areas across Frenchay campus in liason with UWESU Sports. |

1. Will this activity have the potential to deliver positive outcomes for students, staff and/or visitors from equality groups? Please provide evidence for your answer.

|  |
| --- |
| Yes, increasing activities and access for users will improve the inclusivity of the building and surrounding sport facilities and provide link to the adjacent UWESU. |

1. Will this activity have the potential to create negative impacts on students, staff and/or visitors from equality groups? Please provide evidence for your answer.

|  |
| --- |
| The area is currently not used but is available. Introduction of sport to this area will increase noise pollution. We have considered staffs mental health that could be effected by noise pollution and the area is not in the vicinity of many offices or teaching spaces. The noise from the area will not be constant and will not have a negative impact on the area. Opening and closing hours will sit in line with the Centre for Sports current times. Depending on demand we may look into access for weekends in the future. There will also be access for the rowing team from 6am by appointment only. |

1. Does the activity have the potential to impact equality groups in the following ways:

* Access to or participation in UWE Faculties or Professional Services?
* Levels of representation across the UWE workforce?
* Student experience, attainment or withdrawal?
* Staff experience?

Please indicate YES or NO. If the answer is YES then a full analysis must be carried out. If the answer is NO, please provide a justification.

|  |
| --- |
| Yes |

**Equality analysis screening sign off:**

|  |  |
| --- | --- |
| Faculty Dean or Head of Service | Alex Isaac |
| Faculty / service | Centre for Sport |
| Date | 20/06/2018 |

**Please return the completed form back to the Equality & Diversity Unit for feedback and publication**

**Section 2**

**Full Equality Analysis**

1. Name of the activity (strategy, policy or practice etc)

|  |
| --- |
| The Centre for Sport wishes to create 4 areas within an under used building. The 4 areas are to include;  - an ergo room  - dojo  - dance studio  - physio treatment room  All of which will feed off of a central waiting area. |

2. What is the aim of the activity (objective or purpose)?

|  |
| --- |
| To increase recreational sporting opportunities for staff and students at the University.  The area is to be used by students and staff from the University as an extension to the CFS to facilitate physical activity in additional areas across Frenchay campus in liason with UWESU Sports. |

3. If amending a current activity, what changes are proposed?

|  |
| --- |
| The Centre for Sport is looking to create 4 different areas in an unused space. Plans also include improving wheelchair access to the facilitiy. The Centre for Sport will be installing a ramp to the front door and access into the building. Plans also include widening door ways so that they are wheelchair user friendly. A compound next to W Block will also be converted into 2 disabled car parking spaces. |

4. Who is responsible for developing and delivering the activity?

|  |
| --- |
| Centre for Sport.  Laurence Gully & Alex Isaac |

5. What measures will be used to assess whether the activity is successful?

|  |
| --- |
| Increase in participation by a variety of methods;   * Additional studio space to hold activities that currently are either training offsite or not training enough due to the lack of space at the CFS.   Objectives:   * Create versatile studio space for a range of activities. * Create an ergo room that can be accessed 15 hours a day to allow all athletes to train. * Create a permanent physiotherapy area to treat and rehabilitate our student athletes.   The centre for sport is incredibly busy during the academic year with student union sport teams, timetabled lessons and centre for sport lead activities.  The addition of the W Block space will ensure we can cater for more student groups including faith group and sport teams.  The student calendar has a variety of events and we expect to use the area for feel good February, LGBT month and many more activities.  The centre for sport has a sophisticated booking system and we will be able to use this system to provide data for the University to show which groups are using the area, how often and how many participants were at each session.  A small car park is available next to W Block and will have two disabled spaces. There are also other car parks within walking distance for all to use. |

1. Does the activity have a potentially adverse impact on equality groups, in terms of employment issues and/or service delivery for students and/or staff? In the table below, please give evidence to support your yes or no answers. If the answer is not known, indicate how you will source evidence.

No, the proposed W Block works will not have an adverse impact on equality groups and will only improve service delivery for students by providing facilities on site rather than students having to travel long inconvenient distances to access sport and will improve student wellbeing.

**Meeting the public sector equality duty**

Please also use the table below to demonstrate whether the activity has the potential to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please use the ‘no’ column to highlight your responses.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes** | **No** | **Not known** |
| **All groups** | Information on opening times and who exactly is allowed access for the facility will be communicated via email to all SU Clubs and other groups that will be affected to avoid uncertainty and stress for students and staff. | Alterations are planned for all users.  Improvements provide a better enviorment for all. We aim to encourage use from all students and will prioitise bookings to these groups so that the area becomes a social hub around the stuent union, new accommodation and FBL building.  Specific access for wheelchair users will be installed and parking will be implemented shortly. Although plans do not include a hoist for W Block we can support this need at our main centre for sport.  We aim to link in with key events from across the University with different student groups and use the area as a venue. Sport and physical activity has the power to bring groups together and we hope to provide a platform for activity for these groups.  One of our aims is to use the area for groups that struggle to get in to the Centre for Sport due to the amount of bookings that we currently have. Some of these bookings will come from the faith group sport teams and we hope to see an increase in usage from these groups. The area is also across the road from the student union and new accommodation. We will be discussing our plans with accommodation services, student union and student enrichment team to ensure that all are aware of the new facility available. | We will ensure that Operations and Security are aware that W Block will have significant usage from now on and will suggest to them to provide extra patrols around that area in and around W Block to ensure student and staff safety. We are actively looking to improve access and lighting of footpaths. Our staff are also available from Wallscourt Farm Gym should we be required to assist with anything required. |
| **Women and men** | Provision for Showers, toilets and changing facilities is limited however the centre for sport and Wallscourt Farm gym directly opposite can accommodate all needs. |  |
| **Trans people** | Provision for Showers, toilets and changing facilities is limited however the centre for sport and Wallscourt Farm gym directly opposite can accommodate all needs. | No changing facilities will be available at W block but our facility at Wallscourt Farm Gym will be able to provide facilities for men, women and trans people. Gender neutral spaces are available in the SU which is next door to W block. |
| **Black and minority ethnic groups** |  |  |
| **Disabled people** | Changing facilities are limited. Parallel works program to achieve fully inclusive and compliant facilities at Wallscourt farm gym.  Disabled parking facilities are being worked on which will include 2 spaces for students and staff. The UWE Bristol design guide is something that estates have been ensuring that the design is as inclusive as possible. We will ensure that contractors do not park in disabled spaces whilst working so that all spaces are accessible at all times. Access to the building can be gained on foot across a small ramp. Clear signage will be displayed if planned or emergency works take place and considerations will be made for all users. |  |
| **Younger or older people** |  |  |
| **People of different religion and beliefs** | Nearest prayer space to W Block is in the Community Hub between E and D block, this consists of a quiet room and a reflection room. There is also a muslim prayer rooms for brothers and sisters in E block |  |
| **Lesbian, gay, bisexual people** |  |  |
| Marriage and civil partnership |  |  |
| **Pregnancy and maternity** | We will look to include baby changing facilities in toilets as close to the activity areas as possible. However at present their aren’t any baby changing facilities. |  |

7. Please give evidence of how you have engaged equality groups in the equality analysis process. Is further engagement required?

|  |
| --- |
| We have spoken to the student union, who have discussed recreational sport on campus with student groups. It has been highlighted from sport strategy meeting groups with students and staff that more recreational sport facilities are needed on campus. This facility will deliver more facilities and we have consulted with the SU on design and the use of the space. |

8. What action can be taken to mitigate any potential negative impacts or address different needs? Please comment and then complete an action plan (see appendix 1).

|  |
| --- |
| We are providing accessible sport facilities for all. Work is also needed to increase accessible parking facilities and widen door ways for disabled users which we are also progressing as a separate project. The facility will be compliant with the Equality Act 2010 and Sports and Play Construction Association to ensure it is suitable for all users. This scheme greatly improves the area and there are no foreseeable detrimental effects as the works have been carefully designed to have no negative impact. |

9. Please indicate the level of equality relevance:

High 🞎

Medium 🞎

Low 🞎

10. **Equality analysis sign off:**

|  |  |
| --- | --- |
| Faculty Dean or Head of Service |  |
| Faculty / service |  |
| Date |  |

**Please return this form to the Equality and Diversity Unit for feedback, the start of the consultation process and publication.**

**Equality analysis - action plan Appendix 1**

Name of activity: W Block sports usage areas which includes an ergo room, dojo, dance studio and physio treatment room.

Plan completed by: Mr A Isaac and Mr L Gully Service / faculty: Facilities – Centre for Sport

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Issues** | **Actions**  **required** | **Responsible**  **Person** | **Resources required** | **Target date** | **Success Indicators** | **What progress has been made?** |
| **Information/data required** | Sport strategy and survey by surveyor | Centre for Sport | None |  | KPI achievement |  |
| **Consultation** | Sport strategy working groups and sport council. | Centre for Sport | None |  | KPI achievement |  |
| **Monitoring and review arrangements** | MRM system | Centre for Sport | None | Ongoing | Ongoing |  |
| **Publication** | None | Centre for Sport | None | None | None |  |
| **Other actions** |  |  |  |  |  |  |

Please return form to the Equality and Diversity Unit