

CARDIFF COUNCIL

Equality Impact Assessment  
Corporate Assessment Template



<b>Policy Title: Maindy Park Trust</b>
<b>New/Existing/Updating/Amending:</b> New

<b>Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?</b>	
Name: Davina Fiore	Job Title: Director of Legal and Monitoring Officer
Service Team:	Service Area:
Assessment Date:	

**1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?**

The proposal concerns a disposal of land concerning Maindy Park.

It should be noted that Council is a sole corporate trustee of Maindy Park and this function is carried out in its capacity as a charitable trustee, and in its capacity as a local authority. The Maindy Park Advisory Committee has been established to consider the proposal and provide an independent recommendation to Cabinet, acting as Trustee, who will make a final decision at a subsequent meeting. This is intended to manage conflicts of interest between the Council’s trustee and local authority functions.

The Council, as local authority is willing to offer land in exchange for the Trust land and has put forward two parcels as options – one at Blackweir Fields and the other at Cae Delyn Park.

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**2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

By way of background, the Council in its capacity as Local Education Authority have a requirement to expand and replace the existing Cathays High School as part of the 21<sup>st</sup> Century Schools Programme. Land supply in the area is minimal to support the construction of a High School.

The land opposite the existing school extends to approximately 11.5 acres and is held in Trust. The Council have offered an exchange parcel of land to be put in Trust at either Blackweir Fields or Cae Delyn Park as replacement land.

Maindy Park Trust was gifted to the Council on trust in 1922 and the charity was registered with the Charity Commission in 1966.

The covenant on the title relates to the use of the land for the purpose of a park, open space, recreation and playground for the benefit of the people of Cardiff.

The land in question is open to the public and since the mid 1950's has been the site of an outdoor velodrome. The site also has a play area and tennis courts and former Bowling Club (now closed) which is currently managed by the Council.

The land proposed to be exchanged from the Trust however, only includes part of the velodrome area and an area containing 2 bowling greens and surrounding landscaping extending to approximately 5.25 acres, and as part of a separate project, the proposal is to build a replacement and more modern velodrome in the Bay area. Cabinet papers can be supplied if required but the detail and specification of the replacement is not the subject of this report.

The proposed land to be taken out of the Trust is currently open to the public although subject a public concession arrangement and lease to Greenwich Leisure Limited (GLL). The effect of the lease is that GLL are responsible for the repair and maintenance of the whole area and to undertake all statutory

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functions associated with the area as well as managing access/egress into and around the site.

A recent Health and Safety inspection of the site (attached as part of the papers prepared for the Advisory Committee) shows that the footways and paths are paved or covered with tarmacadam and are deemed to be in good condition. Generally the area is accessible to all and is well lit with several access and egress points.

Sections of the original land have previously been removed from the trust and acquired by the Council for highway and education uses. This includes the construction of Crown Way and expansion of the school yard at Cathays High School in which is located directly opposite the land in question.

The proposed exchange of land, if approved by the Trustee, is subject to further approval being granted by the Charity Commission prior to implementation.

Both Blackweir and Cae Delyn Park as suggested replacement land for the charity are open to the public and provide an area of recreation in accordance with the Trust’s proposed use. The attached Health and Safety Risk Assessment outlines in further detail the two proposed sites.

Approximately 6.25 acres of the Trust land will remain within the Trust and the area adjoining Maindy Road will be subject to an upgrade of the public open space, which will be designed in consultation with members of the community to ensure an upgraded play area is provided to include other suitable outdoor facilities and pathways.

**3 Assess Impact on the Protected Characteristics**

**3.1 Age**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

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**Age – Up to 18 years.**

The proposal could have both a positive and negative impact on this age group. The Velodrome is currently used by all ages but in particular for teaching young children and teenagers to cycle through various clubs and competitions. Although the area is managed through the GLL lease on the Maindy Leisure Centre which includes the velodrome and the cycling is a paid activity or through club membership, the general area around the velodrome is open to children of all ages.

Bookings for the velodrome currently amount to approximately 15 hours per week for this age group and various club activities with approximately 1000 under 18's accessing the facility per week.

The proposal of a new up to date velodrome (built as part of the sports village) will have a positive impact as it will be fit for purpose

A small BMX ramp/parks type area has been constructed to the side to encourage children to use the area with their bikes. This is for ad hoc use and there is no need to book.

However, the proposal of a new velodrome could also have a negative impact for younger local users as they may not be able to access the new site due to the distance from their vicinity.

In the proposed Blackweir site, there is no existing dedicated cycle track on the land although there is a path leading to the Park and the Taff Trail network immediately adjoining the site. Cae Delyn has footpaths around the site which can be used for cycling but is again, not a dedicated cycle area.

The site and facilities (play area, tennis courts and former bowling club) are also used by local youths from this age group. There are no usage figures, but the tennis courts are not booked and are generally used for informal football.

Both Blackweir and Cae Delyn currently are grassed areas and it is possible to use this as a recreational facility.

**Age 18-65 years**

The land in and around the velodrome is subject to a footway which is a regular walking area to cut through from the Cathays area to North Road and this is potentially used by students and this age group in particular.

In addition, the cycling is not only for youngsters but for the adult training and it regularly used for competitions including triathlon. From the booking

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spreadsheet supplied by GLL, approximately 11 hours a week is dedicated to students and adults for training and attended by approximately 400 adults on a weekly basis.

The area is used by walkers from the nearby area and the playground is visited regularly by young families.

The former bowling greens have been closed for a number of years due to the lack of support and club and one of the areas has been used by Cathays High School as additional car parking for staff.

Blackweir and Cae Delyn both have dedicated footpaths and green areas for recreation for this age group

### **Over 65 years**

The existing Trust area includes part of the velodrome area and the two (now closed) bowling greens. Around the perimeter of the velodrome is a footpath which is regularly used by members of the public.

### **What action(s) can you take to address the differential impact?**

The velodrome is proposed to be replaced with a more modern facility at the International Sports Village. It is anticipated that this facility which has been designed in consultation with local clubs and cycling experts, will be open in early 2025. The Council have provided an undertaking that there will be a smooth transition from one cycling facility to the other, with no downtime where there is no velodrome open in Cardiff.

Cycling could be undertaken as a form of activity on Blackweir and Cae Delyn but currently, there is no dedicated cycle paths across the land as there is on Maindy Park.

### **3.2 Disability**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
Hearing Impairment	X		
Physical Impairment	X		
Visual Impairment	X		
Learning Disability	X		

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Long-Standing Illness or Health Condition	x		
Mental Health	x		
Substance Misuse	x		
Other			

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The proposal could have both positive and negative impacts

The proposed land to be taken from the Trust, will have a negative impact on disabled people as it will be fenced off for another use and as such will not be accessible. Potentially the distance to the exchanged land could prove difficult for those with visual, physical or mobility impairments who wish to access it.

The remaining land in the Trust's ownership at Maindy Park Trust is intended be improved as part of the wider project which will be accessible and inclusive to people of all abilities and those who are disabled and as such will have a positive impact.

The proposed land swap sites are outlined in the Health and Safety report and Cae Delyn is probably more accessible for disabled people than Blackweir is in its current form.

**What action(s) can you take to address the differential impact?**

It is proposed that the remaining land in the Trust on Maindy Road will be regenerated and the area will provide a much more accessible public open space, constructed to modern requirements and fully compliant with all disability statutory requirements in keeping with the Trust's objectives.

The Council are offering to replace the equivalent Trust land displaced in close proximity. Two alternative parcels have been proposed:

1. Land at Blackweir, which is a flat and level parcel of land adjoining Bute park. This will provide this area with greater governance around its management.
2. Land at Cae Delyn Park – this land is approximately 1 mile to the north and is also an area of open space.

The Health and Safety report attached also covers the above two parcels.

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All those involved in the proposal will ensure that accessibility and inclusivity is considered at every stage. All involved will also ensure Welsh Government laws on disability are adhered to.

**3.3 Gender Reassignment**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There will be no impact on Transgender people. The proposed open space, improved playground and proposed velodrome will be open to all protected characteristic groups.

**What action(s) can you take to address the differential impact?**

Facilities for the new velodrome will be open to all groups and this will be advertised to all members of the community. Similarly, the new open space will be open to all of the community.

**3.4. Marriage and Civil Partnership**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		X	

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<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
There will be no impact on marriage or civil partnership status. The proposed open space, improved playground and proposed velodrome will be open to all protected characteristic groups.
<b>What action(s) can you take to address the differential impact?</b>

**3.5 Pregnancy and Maternity**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
Pregnancy		X	
Maternity	X		

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
<p>The proposal may initially have a negative impact on Maternity for a temporary period of time should the retained Trust land be subject to construction works whereby the playground area will be temporarily closed, but this will be for a period of refurbishing only.</p> <p>The proposal should have a positive impact in the future as a result of improvements to the playground area.</p>
<b>What action(s) can you take to address the differential impact?</b>
<p>The proposals to improve the retained Trust land will be subject to further consultation to ascertain the best use for the area.</p> <p>The land swap proposals are already in use as open space but could benefit from improvement and this can be subject to further consultation.</p>



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**3.6 Race**

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
White		X	
Mixed / Multiple Ethnic Groups		X	
Asian / Asian British		X	
Black / African / Caribbean / Black British		X	
Other Ethnic Groups		X	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
There will be no impact on race. The proposed open space, improved playground and proposed velodrome will be open to all protected characteristic groups.
<b>What action(s) can you take to address the differential impact?</b>
There are discussions on the operation of the velodrome being considered and any operator will run the facility in accordance with the guidelines outlined by the Council to include being inclusive to all communities.

**3.7 Religion, Belief or Non-Belief**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	

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Other		X	
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<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
There will be no impact on religion belief and non belief. The proposed open space, improved playground and proposed velodrome will be open to all protected characteristic groups.
<b>What action(s) can you take to address the differential impact?</b>
There are discussions on the operation of the velodrome being considered and any operator will run facility in accordance with the guidelines outlined by the Council to include being inclusive to all communities.

**3.8 Sex**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men	X		
Women	X		

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
The Health and Safety assessment shows the existing site to be well lit and secure.  Potentially the proposed move to Blackweir Fields could negatively impact on usage as an open space for women as a result of existing lighting and it being a remote, traditional park setting.  The alternative land swap sites are by their nature, different and the Health and Safety risk assessment outlines that Cae Delyn is more accessible, overlooked by houses and better lit than Blackweir which is more remote and a traditional park setting although a short distance from one for the main thoroughfares into Cardiff.
<b>What action(s) can you take to address the differential impact?</b>

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The remaining Trust land will consider the safety of all sexes in terms of its design.

In considering the alternative sites for the proposed land swap, there may be a negative impact in terms of the Blackweir site due to its current layout and lack of security, but this can be addressed as part of the improvement should the land be dedicated to a Trust. Cae Delyn Park is laid out to a similar way as the Maindy Park Trust area although some improvements could be considered in the future.

**3.9 Sexual Orientation**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There will be no impact on sexual orientation. The proposed open space, improved playground and proposed velodrome will be open to all protected characteristic groups.

**What action(s) can you take to address the differential impact?**

It is proposed that the new velodrome will be constructed to up to date building specifications which considers all factors. There are discussions on the operation of the velodrome being considered and any operator will run facility in accordance with the guidelines outlined by the Council to include being inclusive to all communities regardless of their sexual orientation

**3.10 Socio-economic Duty**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the Socio-economic Duty?

	Yes	No	N/A

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<p><b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b></p>
<p><b>What action(s) can you take to address the differential impact?</b></p>

**3.11 Welsh Language**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		X	

<p><b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b></p>
<p>There will be no impact on Welsh Language. The proposed open space, improved playground and proposed velodrome will be open to all protected characteristic groups.</p>
<p><b>What action(s) can you take to address the differential impact?</b></p>
<p>The Council and all those involved in the project can ensure that accessibility and inclusivity is a focus of all stages of the project. This project aims to have an overall positive impact on the city's economy, culture, and general appeal, and so all those involved in the project can ensure these objectives are worked towards. The Council can also ensure that Welsh Government laws and guidelines on the Welsh language are adhered to at every stage of the project.</p>

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**4. Consultation and Engagement**

What arrangements have been made to consult/engage with the various Equalities Groups?

The proposals to dispose of land from the Trust has been advertised via a Public Notice in the Western Mail on the 20<sup>th</sup> May 2022. The purpose of this was to engage and consult with a wide audience on the proposals.

In all, 242 responses were received to the advertisement, and a public meeting was held and the Council responded to many FOI queries and direct queries to Council officials and ward members.

In terms of the relocation of the velodrome to the International Sports Village, a consultation was undertaken prior to the Pre-Application Consultation (PAC) being issued in September 2021 as part of the hybrid application for planning. In addition, a consultation report was taken to the Council’s Cabinet in March 2022. It should be noted that the provision of a velodrome at Maindy Park is not a specific objective of the Trust.

As part of the Advisory Committee set up by the Council to deal independently with the Trust, a meeting has taken place where representatives of various community and sports groups were invited to speak and provide their objections. Another meeting is to be convened in November to address new objections which include the Vulnerable user group.

**5. Summary of Actions [Listed in the Sections above]**

<b>Groups</b>	<b>Actions</b>
Age	Provide an undertaking that there will be a smooth transition from one cycling facility to the other, with no downtime where there is no velodrome open in Cardiff.

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Disability	Ensure that accessibility and inclusivity is considered at every stage. All involved will also ensure Welsh Government laws on disability are adhered to.
Gender Reassignment	There are no direct actions to take into account from this project
Marriage & Civil Partnership	There are no direct actions to take into account from this project.
Pregnancy & Maternity	Consult with community groups to ascertain improvements to playground
Race	There is no impact on race.
Religion/Belief	There is no impact on religious beliefs.
Sex	Design and safety of its users should be considered.
Sexual Orientation	There is no direct actions to take into account form this project
Socio-Economic Duty	There may be an impact on certain groups who cannot access Cae Delyn (if agreed) who might not have access to a car and might need to use public transport.
Welsh Language	Whilst this project is not expected to have a differential impact on the Welsh language or Welsh language speakers, it is integral that all people are considered throughout the project and that the intended benefits of this project take place. The Council will also ensure that Welsh Government laws and guidelines on protecting the Welsh language and the rights of Welsh speakers are adhered to, and that the language is treated as equal to English at every stage of the project.
Generic Over-Arching [applicable to all the above groups]	

**6. Further Action**

There are no further actions.

**7. Authorisation**

<b>Completed By: Eirian Jones</b>	<b>Date: 09/11/22</b>
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Designation: Operational Manager, Strategic Estates Projects	
<b>Approved By: Donna Jones</b>	Date: 09/11/2022
Designation: Assistant Director	
Service Area: County Estates, Economic Development	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Equality Team  
[Equalityteam@cardiff.gov.uk](mailto:Equalityteam@cardiff.gov.uk)