

# Single Impact Assessment

Cardiff Council



## 1. Details of the Proposal

### What is the proposal?

Title:

TENNIS IN PARKS

### Is this a new proposal or are you amending an existing policy, strategy, project, procedure or service?

New



Existing



### Directorate/Service Area:

ECONOMIC DEVELOPMENT, PARKS, SPORT and HARBOUR AUTHORITY

### Who is developing the proposal?

Name:

STEVE MORRIS

Job Title:

OPERATIONAL MANAGER, SPORT, LEISURE and DEVELOPMENT

### Responsible Lead Officer (Director or Assistant Director):

NEIL HANRATTY

### Cabinet Portfolio:

CULTURE, PARKS and EVENTS



Authorisation	
Completed By:	
Job Title:	
Date:	
Approved By:	
Job Title:	

**Document History – do not edit.**

*The Single Impact Assessment (SIA) can be strengthened as time progresses, helping shape the proposal. Version control will provide a useful audit trail of how the SIA has developed. Draft versions of the assessment should be retained for completeness, however only the final version will be publicly available. Draft versions may be provided to regulators if appropriate.*

Version	Author	Job Title	Date
1	Fiona Gibson	Senior Corporate Policy Officer	12/10/2022
2	Fiona Gibson	Senior Corporate Policy Officer	12/04/2023

## 2. Overview of the Proposal

### **What action is the Council considering and why?**

*Please provide a detailed outline of the proposal. This information will support your findings in the impact assessments.*

Park venues are vital in providing accessible and affordable opportunities for communities to take up the game of tennis and get active, no matter their age, gender, background, ability, or disability. Tennis Wales insight and research shows that park venues are particularly important in driving improved female participation and access to tennis for those from lower socio-economic groups.

To introduce a management agreement with Tennis Wales, the National Governing Body for Tennis in Wales allowing them to invest in the tennis facilities. The agreement will allow Tennis Wales to provide playing opportunities, generate income to cover the costs of operation, sink fund and associated playing activities through a “smart” entry membership scheme. To secure and protect the future of tennis courts and tennis participation for future generations aligned to the objectives in the Cardiff Physical Activity and Sport Strategy.

The scheme has been operating at Heath Park successfully since 2016 and a report on the outcomes of the scheme is included in the Cabinet report as Appendix 1. The Lawn Tennis Association and Tennis Wales have been operating this scheme in partnership with Local Authorities across Wales and the UK for many years.

All the venues in the proposed programme require some form of investment or refurbishment work, to ensure that courts are at a standard that can provide opportunities to sustainably grow participation. The ability to invest in our parks tennis court stock has and will continue to be constrained owing to the competing demands within the Council’s capital programme and it is therefore important to take advantage of opportunities for securing external funding when they arise. Without external investment, there is a likelihood that our stock of tennis courts will become unsafe for use resulting in closure and reduced opportunities for participation.

The Tennis Wales proposal involves:

- Investing financially into the long-term security of park tennis courts, resurfacing, repainting and repairing existing facilities.
- Introducing online booking software so local people can find a court, book and pay online.
- Installing gate access technology to facilitate people playing and remotely manage courts across the city, creating a safe space to play, potentially reducing anti-social behaviour and misuse.

- Creating local opportunities to get involved in tennis through affordable and free tennis programmes and activities run by local coaches, promoting general play to open tennis up in Cardiff.

Tennis Wales is proposing to build on the success of Heath Park by investing in the following sites:

- Rumney Hill Gardens
- Roath Pleasure Gardens
- Hailey Park
- Victoria Park
- Heath Park (further investment)
- Llandaff Fields

**What are the costs and/or savings?**

*What will the proposal cost and how will it be funded?*

*How might costs be reduced through involvement and collaboration, across Cardiff Council and/or with external stakeholders?*

*Are there savings and how will these be realised?*

Tennis Wales has approached the Council seeking to invest in 6 Council owned park sites across the city to improve the quality of the current Tennis Courts and to introduce their Club Spark management system. It is anticipated that the level of investment in the 6 sites will be in the region of £750,000. To secure this funding via the LTA and Department for Culture, Media and Sport (DCMS), Tennis Wales are required to be the operator of the courts including management and maintenance for a minimum term of 10 years.

Achieving external funding will alleviate the need for the Council to consider capital funding where there are so many conflicting priorities and pressure on Council funding.

### 3. Impact Assessments

**Which impact assessments do you need to complete to support your proposal?**

The [Impact Assessment Screening Tool](#) provides advice tailored to your proposed policy, strategy or project regarding which impact assessments may be required and who to contact to find out more.

The screening tool is an online form with mainly multiple-choice questions which should take less than 10 minutes to complete.

Once the answers have been submitted, an automated email will be sent to you with the recommended next steps and details of who to contact for expert advice.

**Put Yes or No next to each of the impact assessments listed below to indicate which ones are being carried out.**

<b>Impact Assessment</b>	<b>Page</b>	<b>To be completed: Y/N</b>
A. Equality Impact Assessment	4	Y
B. Child Rights Impact Assessment	10	N
C. Welsh Language Impact Assessment	11	N
D. Habitats Regulations Assessment	16	N
E. Strategic Environmental Assessment	17	N
F. Data Protection Impact Assessment	18	N
G. Health Impact Assessment	19	N

For further information on all the above impact assessments including who to contact for advice, please visit the [Policy Portal](#).

# A: Equality Impact Assessment

Guidance in completing this assessment can be accessed [here](#). Please consult the Equality Team for any further assistance with completing this assessment [EqualityTeam@cardiff.gov.uk](mailto:EqualityTeam@cardiff.gov.uk)

Under the Equality Act 2010, “differential impact” means that people of a particular protected characteristic (e.g. people of a particular age) will be significantly more affected by the change than other groups.

## Impact on the Protected Characteristics

### Age

Will this proposal have a **differential impact [positive]** on different age groups?

	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.

The improvement and refurbishment of tennis courts will improve access to all age groups. The online bookings system may be a barrier to some non pc users.

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

Re surfacing tennis courts, to improve standards and quality of opportunity to participate. Schools and community engagement will be a focus of the agreement with Tennis Wales to pro actively encourage participation and membership.

Telephone booking will also be made available for non PC users.

### Disability

Will this proposal have a **differential impact [positive]** on disabled people?

	Yes	No	N/A
Hearing Impairment	x		
Learning Disability	x		
Long-Standing Illness or Health Condition	x		
Mental Health	x		
Neurodiversity	x		
Physical Impairment	x		
Substance Misuse	x		
Visual Impairment	x		

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

Through targeted interventions with specific groups to run coaching and playing activities through coaches employed by Tennis Wales. Partnerships with charity groups, disability organisations and individuals will actively encourage participation.

The entry and access points will be DDA compliant particularly for wheelchair users.

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

Access to private tennis clubs is a perceived barrier to participation amongst disability groups. Investing resources into community park facilities will reduce these barriers in addition to the specific, targeted outreach coaching programmes.

**Gender Reassignment**

Will this proposal have a **differential impact [positive]** on transgender people?

	Yes	No	N/A
Transgender People (Transgender people are people whose gender identity or gender expression is different from the gender they were assigned at birth.)	x		

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

The provision of community tennis and specific coaching and tennis development activity can have a positive impact on participation amongst this protected characteristic.

The Heath Park project has developed the first LGBGTQ tennis section in Wales which is evidenced in the Cabinet Report as Appendix 1.

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

To continue the ethos of the Heath Park approach across the new sites to be developed

**Marriage and Civil Partnership**

Will this proposal have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage	x		
Civil Partnership	x		

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

Tennis is both a team and social sport that encourages families and partners to play together.

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

Specific coaching activities and social competitions will be set up to encourage participation.

### **Pregnancy and Maternity**

Will this proposal have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy			x
Maternity			x

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

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

### **Race**

Will this proposal have a **differential impact [positive]** on the following groups?

	Yes	No	N/A
White	x		



Mixed / Multiple Ethnic Groups	x		
Asian / Asian British	x		
Black / African / Caribbean / Black British	x		
Other Ethnic Groups	x		

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

Tennis Wales are actively recruiting coaches from Black, Asian and Mionority Ethnic (BAME) communities to breakdown barriers to participation from different racial groups.

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

Outreach coaching in schools particularly those with high populations of BAME groups will be a priority for the coaches working from each of the sites. For example, Cathays High School near Heath Park.

**Religion, Belief or Non-Belief**

Will this proposal have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist			x
Christian			x
Hindu			x
Humanist			x
Jewish			x
Muslim			x
Sikh			x
Other belief			x
No belief			x

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

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

### Sex

Will this proposal have a **differential impact [positive/negative]** on male, female or non-binary persons?

	Yes	No	N/A
Male persons	x		
Female persons	x		
Non-binary persons	x		

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

Tennis is a sport with a track record of participation and opportunity for both Male and Females.

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

### Sexual Orientation

Will this proposal have a **differential impact [positive/negative]** on people with different sexual orientations?

	Yes	No	N/A
Bi	x		
Gay	x		
Lesbian	x		
Heterosexual	x		
Other	x		

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

The provision of community tennis and specific coaching and tennis development activity can have a positive impact on participation amongst this protected characteristic.

The Heath Park project has developed the first LGBGTQ tennis section in Wales which is evidenced in the Cabinet Report as Appendix 1.

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

Continue the ethos of the coaching philosophy demonstrated at Heath Park at the new venues.

### Socio-economic Duty

Is the change anticipated to reduce or contribute to inequality of outcome as a result of socio-economic disadvantage? (e.g. will the change negatively impact on those on low-incomes or those living in deprived areas?)

	Yes	No	N/A
Socio-economic impact		x	

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

The introduction of a SMART membership at £39 per household at Heath Park has seen significant increases in participation without the fee being a barrier. Further evidence of this can be demonstrated at other Local Authorities where the LTA/TW scheme has been implemented and is deemed as affordable for those wishing to play tennis from this protected group.

Tennis participation in some of our lower socio economic areas of the City have very low participation rates in tennis e.g Rumney Hill Gardens is not recording any use partly due to the condition of the courts and lack of pro active targeting of local communities and schools.

Whilst the introduction of this small fee has not proven to be a barrier to participation, we recognise that this may be for some families and individuals and therefore a number of “free” activities will be included across all of the sites for coaching and activities.

The section below is a benchmark for Cardiff where this was introduced in a Manchester suburb in a low socio economic area:

- *In 2015, Manchester Council launched free online booking at Fletcher Moss Park, as part of an initial pilot.*
- *Two years later, following investment from the Council and LTA to resurface the courts, the Council launched charging at the site, supported by a Gate Access system*
- *Following the introduction of charging and installation of a Gate Access system at the pilot venue, usage grew significantly.*
- *Following the successful pilot at Fletcher Moss Park, the Council introduced charging at gate access at three further sites in 2021 – Alexandra Park, Wythenshaw and Greenbank Park.*

• *In 2020-2021, with four sites having adopted gate access and charging, Manchester Parks achieved strong participation outcomes:*

1. *Further growth of 8000 people on database, taking total number of contacts to over 14,000*
2. *49,000 court bookings*
3. *A vibrant community coaching offer reaching 350+ unique participants and 130 players regularly participating in the Manchester Local Tennis League*

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

The £39 fee is for a household not individual. It allows for tennis all day and evening and every day of the year.

If a household has 4 members playing twice a week for 52 weeks of the year equates to 0.09 pence per person.

If one person from a household plays once a week for 52 weeks, equates to 0.75pence per week

Comparisons to other sports and leisure activities can be made such as Football, Rugby, Fitness Gyms, Badminton, Swimming, cinema, theatre, music events, soft play and gymnastics where this approach to Tennis fees is by far the cheapest sport and leisure activity.

Free access and coaching activity will be provided for those unable to afford the membership.

**Welsh Language**

Will this proposal have a **differential impact [positive]** on the Welsh language?

	Yes	No	N/A
Welsh language	x		

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

Welsh speaking tennis players and participants will be encouraged through the provision of Welsh speaking coaches.

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

Coaching activity will be provided through the medium of welsh through welsh speaking coaches and partnership with the URDD.

### Consultation and Engagement

What arrangements have been made to consult/engage with equality/ community organisations, especially those who are representative of those you have identified as being likely to be affected?

No specific consultation has taken place. We are relying on the success of the pilot scheme in Heath Park and the LTA benchmarking data in Manchester and other Local Authority schemes where there has been unanimous success.

### Summary of Actions (Listed in the sections above)

	Actions
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Socio-economic Impact	
Welsh Language	
Generic/ Over-Arching (applicable to all the above groups)	

### Next Steps

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

Where the Equality Impact Assessment shows negative impacts, you must append the form to the Cabinet or Officer Decision Report.

On completion of this Assessment, please ensure that the whole form is submitted to the Equality Team mailbox so that there is a record of all assessments undertaken in the Council [EqualityTeam@cardiff.gov.uk](mailto:EqualityTeam@cardiff.gov.uk)



## **B: Child Rights Impact Assessment**

The aim of a Child Rights Impact Assessment is to put children and young people at the forefront of decision-making. The assessment helps officers to consider how the rights of children and young people may be affected by a proposed policy or project.

Click [here](#) to start a Child Rights Impact Assessment.

You will receive an automated email containing a link to your Child Rights Impact Assessment template and the Child Friendly Cardiff Team will be in contact to support you.

Guidance for Local Government prepared by Unicef is available here:

[Child Rights Impact Assessment - Child Friendly Cities & Communities \(unicef.org.uk\)](https://www.unicef.org.uk/child-rights-impact-assessment-child-friendly-cities-communities)

For further information or assistance in completing the Child Rights Impact Assessment, please contact the Child Friendly Cardiff Team [ChildFriendlyCardiff@cardiff.gov.uk](mailto:ChildFriendlyCardiff@cardiff.gov.uk)

### **Next Steps**

Where it is considered that a Child Rights Impact Assessment is required, you must append the form to the Cabinet or Officer Decision Report.

# C: Welsh Language Impact Assessment

Please consult with Bilingual Cardiff for any assistance with completing this assessment  
[Bilingualcardiff@cardiff.gov.uk](mailto:Bilingualcardiff@cardiff.gov.uk)

## Welsh Language Standards 88-97

### Standard 88

Will this proposal have a **differential impact [positive/negative]** on:

	Yes	No	N/A
The opportunities for persons to use the Welsh language?			
Treating the Welsh language no less favourably than the English language?			

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

### Standard 89

Could this proposal be formulated or re-formulated, so that it would have positive effects, or increased positive effects, on:

**The opportunities for persons to use the Welsh language?**

**Treating the Welsh language no less favourably than the English language?**



**Standard 90**

Could this proposal be formulated or re-formulated to ensure that it does not have adverse effects, or a decreased adverse effect, on:

**The opportunities for persons to use the Welsh language?**

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**Treating the Welsh language no less favourably than the English language?**

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**Standard 91**

When consulting on the proposal, were views considered, and sought, on the effects (both positive and negative) that it would have on:

**The opportunities for persons to use the Welsh language?**

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**Treating the Welsh language no less favourably than the English language?**

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**Standard 92**

Did the consultation seek and give consideration to views on how the proposal could have positive, or increased positive effects, on:

**The opportunities for persons to use the Welsh language?**

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**Treating the Welsh language no less favourably than the English language?**

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**Standard 93**

Did the consultation seek and give consideration to views on how the proposal could have no adverse effects, or decreased adverse effects, on:

<b>The opportunities for persons to use the Welsh language?</b>

<b>Treating the Welsh language no less favourably than the English language?</b>

**Standard 94**

If the proposal includes the awarding of grants, has consideration been given to the guidance presented in Cardiff Council’s Policy on Awarding Grants in Compliance with the Welsh Language Standards with regard to:

<b>The opportunities for persons to use the Welsh language?</b>

<b>Treating the Welsh language no less favourably than the English language?</b>

**Standard 95**

If research was undertaken or commissioned to assist with the development of the proposal, did it give consideration to whether it would have a **differential impact [positive/negative]** on:

<b>The opportunities for persons to use the Welsh language?</b>

<b>Treating the Welsh language no less favourably than the English language?</b>

## Standard 96

Did the research undertaken or commissioned to assist with the development of the proposal give consideration to how it could have a positive effect, or increased positive effects, on:

The opportunities for persons to use the Welsh language?

Treating the Welsh language no less favourably than the English language?

## Standard 97

Did the research undertaken or commissioned to assist with the development of the proposal give consideration to how it could have no adverse effect, or decreased adverse effects, on:

The opportunities for persons to use the Welsh language?

Treating the Welsh language no less favourably than the English language?

## Material and Services

In addition to the impact assessment to ensure that the proposal meets the requirements of the Welsh Language Standards, consideration must also be given to the supporting materials and services that may be required.

These include (please click on the hyperlinks to view detailed information about the requirements under the Welsh Language Standards):

- [Correspondence](#) - receiving and replying (emails, letters, online communication).
- [Telephone](#) – receiving and answering calls.
- [Meetings & Public Events](#) – public meetings or events, group meetings, consultation, individual meetings.
- [Public Messages – electronic – video](#)
- [Signs, Notices & Display Material](#)
- [Publicity & Advertising](#)
- [Producing Public Documents](#) - policies, strategies, annual reports, corporate plans, guidelines, notices, codes of practice, consultation papers, licences, certificates, rules, brochures, leaflets, pamphlets or cards, ticket/vouchers.
- [Producing Forms](#)

- [Reception Services](#)
- [Websites, Apps and Online Services](#)
- [Social Media](#)
- [Self Service Machines](#)
- [Education Training Courses](#)
- [Public Address Announcements](#)

**Are all supporting materials and services compliant with the requirements of the Welsh language standards?**

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### **Cardiff Council's Welsh Language Skills Strategy**

This strategy may be viewed here and additional guidance documents have been produced to support its implementation:

- [Assessing Welsh Language Skills and Identifying Welsh Essential Roles](#)
- [Recruitment, Selection, and Interview Procedures and the Welsh Language](#)

**Do you have access to sufficient Welsh speaking staff to support the delivery of the proposal in compliance with the requirements of the Welsh language standards?**

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### **Next Steps**

Where it is considered that a Welsh Language Impact Assessment is required, you must append the form to the Cabinet or Officer Decision Report.

A copy must also be emailed to Bilingual Cardiff [Bilingualcardiff@cardiff.gov.uk](mailto:Bilingualcardiff@cardiff.gov.uk)

## D: Habitats Regulations Assessment

	Yes	No
Will the proposal affect a European site designated for its nature conservation interest*, or steer development towards an area that includes a European site, or indirectly affect a European site?	<input type="checkbox"/>	<input type="checkbox"/>

*\* Only two European sites designated for nature conservation interest lie within Cardiff's boundaries – the Severn Estuary and Cardiff Beech Woods, but be aware if your project affects an area close to a neighbouring authority.*

If the answer is 'Yes', then a screening exercise may need to be conducted to determine if a Habitats Regulations Assessment is required or not.

Contact the [Biodiversity Team](#) who will guide you through the process.

## E: Strategic Environmental Assessment

	Yes	No
Does the strategy, policy or activity set the framework for future development consent?	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No
Is the strategy, policy or activity likely to have significant environmental effects (positive or negative)?	<input type="checkbox"/>	<input type="checkbox"/>

If you have answered 'Yes' to both of the above questions, then a full Strategic Environmental Assessment Screening is needed.

Contact the [Sustainable Development Unit](#) who will guide you through the process.

## F: Data Protection Impact Assessment

	Yes	No
Will the proposal involve processing information that could be used to identify individuals?	<input type="checkbox"/>	<input type="checkbox"/>

If the answer is 'Yes', then a Data Protection Impact Assessment may be required.

Click [here](#) to read the guidance and start the Data Protection Impact Assessment process if needed.

For further information, contact the [Data Protection Service](#).

## **G: Health Impact Assessment**

A Health Impact Assessment helps to develop policies and projects that consider the mental, physical and social health and well-being of a population during planning and development. Considering health inequalities and their impacts on local communities is an essential part of any Health Impact Assessment.

Health Impact Assessments will become a statutory requirement for public bodies in specific circumstances in the future. These circumstances have yet to be published by Welsh Government.

For further information and advice, please contact the Wales HIA Support Unit.

Website: [Home - Wales Health Impact Assessment Support Unit \(phwwhocc.co.uk\)](http://phwwhocc.co.uk)

Email: [WHIASU.PublicHealthWales@wales.nhs.uk](mailto:WHIASU.PublicHealthWales@wales.nhs.uk)