

# Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

## Brandhall Golf Course

Draft No	Date	Summary of alterations
1	11/10/19	1 <sup>st</sup> draft
2	11/05/20	Consultation carried out

Title of proposal <i>(include forward plan reference if available)</i>	Brandhall Golf Course. Potential options for future use.
Directorate and Service Area	Neighbourhoods Sport and Leisure
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Names and titles of other officers involved in completing this EIA	Rob Marlow Senior Lead Officer
Partners involved with the EIA where jointly completed	
Date EIA completed	
Date EIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EIA	
Date EIA considered by Cabinet Member	

See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions

**1. The purpose of the proposal or decision required  
(Please provide as much information as possible)**

This Equalities Impact Assessment (EIA) has been prepared following the Cabinet meeting on 31 January 2018 at which the following recommendations were resolved (Key Decision Ref. No. SMBC16173, Minute No. 19/18);

1. That the adoption of Sandwell Sport & Leisure Built Facilities Strategy be approved;
2. That the Executive Director of Neighbourhoods develop further reports to Cabinet for the following priority opportunities:
  - O8 – Secure the long-term sustainability of golf in Sandwell by supporting independent clubs, creating a golf development pathway, and identifying potential alternative uses for Brandhall Golf Course.
3. That Council be recommended to appoint Members to the Sandwell Sport & Leisure Built Facilities Strategy Members Steering Group.

The Members Steering Group recommended above was duly established to further develop the opportunities contained within the Built Facilities Strategy and oversee securing the long term sustainability of Golf within the Borough (this includes golf at all levels from 'entry level' through to 'competitive golf').

Following an open and competitive tendering process - specialist external consultants were appointed to investigate and provide a report on a Golf Needs Assessment and golf development pathway. This has identified;

- All golf facilities in Sandwell offer pay and play options for use.
- There is a high supply of golf courses in Sandwell and a low demand, leaving each facility competing for the same golfers.
- There are 39 further golf facilities being within 20 minutes' drive from the borough boundary.
- Brandhall Golf Course is in poor condition and would need significant capital investment to bring it up to the required standard.
- The golf development pathway demonstrates that there is

significant opportunity for Sandwell residents to participate in golf at all levels.

- That there is an over-supply of golf facilities in Sandwell.

Discussions with the Brandhall Golf Course operator, Sandwell Leisure Trust (SLT) has identified that a subsidy of £257,372 per annum is required to sustain the course.

As outlined in Sandwell's Green Space Strategy, the golf course is excluded from the Unrestricted Green Space calculations for Sandwell. Oldbury has a 'below average' level of green space when compared to the rest of the Borough indicating an opportunity to create a new public park.

A potential re-development of the site to provide some additional residential dwellings will support the Black Country Core Strategy and meet local needs. A re-development would (as required by adopted Planning Policy) provide affordable housing of up to 25%.

In addition, the site could help to support educational demand and provide an alternative site for a replacement to Causeway Green Primary School.

## **2. Evidence used/considered**

Built Facilities Strategy

Golf Needs Assessment

Greenspace Strategy report and calculations

Playing Pitch Strategy

Membership details of the golf club

Membership details of SLT golf members

User Numbers of 'pay and play' golfers.

CIFA spreadsheets.

Sport England facility mix mapping tools

SMBC Financial profiles of likely future Sport and Leisure budgets.

Future school admissions data

Black Country Core Strategy

### 3. Consultation

Public consultation was carried out between 07 November 2019 and 19 December 2019

Consultees;

- Cabinet Member for Leisure
- Local ward members
- SLT Senior Management
- Greenkeepers / SMBC maintenance staff
- Golf club management committee
- Facility users (SLT golf members and pay / play customers)
- Any schools using the centre
- Facility staff and golf professional.
- Local residents
- People using the facility for access / walking / exercising / dog walking
- Environment agency
- Causeway Green Primary School

Summary of the consultation process and outcomes;

- Proactive measures were taken to promote the consultation process to as many residents as possible.
- Over 2,000 households (5,107 people) were contacted to participate in the consultation.
- The consultation was promoted twice by the Council via the Council's Facebook page, reaching over 28,000 people with a second post receiving 3,500 engagements.
- The Council made five Tweets promoting the consultation with a mean average reach of 3187 people per Tweet.

- Overall, while promoting the consultation process as outlined above, the Council reached circa 35,000 people.
- Despite this level of engagement, just 712 residents completed the survey, an estimated 100 people attended the 'drop in' sessions, and 37 people wrote directly to us to express their views.
- The majority of people who participated in the consultation never or rarely use the facility and around half of survey respondents would not be affected if it were to close.
- Objections to the Council's proposals were expressed by some golfers and local residents. This was mainly captured at face-to-face sessions and via general written enquiries.
- Overall those who live closest to Brandhall Golf Course, had similar views to those from other areas of Sandwell.
- Most survey respondents felt that the amenities that the Council are proposing are important, with most respondents opting for Option 3 of the development proposals.
- The consultation findings supported the outcomes of the Golf Needs Assessment carried out previously (i.e. that the facility is underused by Sandwell residents in general). In particular, the majority of local residents do not use the facility and would not be affected if it closed.
- Many of the concerns raised can be mitigated through the delivery of the Council's proposals and careful consideration would be given to addressing these concerns.

Consultation was conducted via a variety of channels including online, face to face discussions, questionnaires, surveys and group meetings and community 'drop in' sessions at a local library

#### **4. Assess likely impact**

Please give an outline of the overall impact if possible.

Should it be agreed that Brandhall Golf Course were to close then there would be a need for current golf players to travel to alternative facilities in order to pursue their interest.

These include;

- Warley Woods Golf Club
- Dartmouth Golf Club
- Sandwell Park Golf Club
- Rowley Regis Golf Club
- Halesowen
- Hill Top
- Harborne

There is potential for 'communities of interest' to be adversely affected e.g informal golfing / walking groups. It is acknowledged that golf is a particularly social sport with an integral part of the interest being spending time with others of a similar interest.

**Please complete the table below at 4a to identify the likely impact on specific protected characteristics**

**4a. Use the table to show:**

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

<b>Protected Characteristic</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>No Impact</b>	<b>Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)</b>
	✓	✓	✓	
<b>Age</b>			✓	<p>Older people are unlikely to be adversely disadvantaged by a closure. Whilst it is noted that some older people may be less able to travel (have less access to private vehicles) there is another similar facility within a short distance. Bus transport is well provided within the area.</p> <p>Should the facility be used by school / youth groups. There will be a need to consult with these users to understand any possible concerns and seek solutions</p>
<b>Disability</b>			✓	This protected characteristic would be unlikely to be impacted via any of these possible changes



<b>Gender reassignment</b>			✓	This protected characteristic would be unlikely to be impacted via any of these possible changes
<b>Marriage and civil partnership</b>			✓	This protected characteristic would be unlikely to be impacted via any of these possible changes
<b>Pregnancy and maternity</b>			✓	This protected characteristic would be unlikely to be impacted via any of these possible changes
<b>Race</b>			✓	This protected characteristic would be unlikely to be impacted via any of these possible changes . It is understood that there are no specific sessions / times aimed at BME groups. This would however be explored further as part of any consultations.
<b>Religion or belief</b>			✓	This protected characteristic would be unlikely to be impacted via any of these possible changes

<b>Sex</b>			✓	This protected characteristic would be unlikely to be impacted via any of these possible changes, however it is noted that the club does hold ladies tournaments / competitions. Specific consultation will be required in order to understand this further and potentially assist in identifying alternative provision.
<b>Sexual orientation</b>			✓	This protected characteristic would be unlikely to be impacted via any of these possible changes
<b>Other</b>				Not applicable

Does this EIA require a full impact assessment? Yes  No

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

**5. What actions can be taken to mitigate any adverse impacts?**

At the present time this EIA has been completed only to 'Initial Screening stage' and a detailed public consultation has been carried out.

There may be a need (as part of any future consultations) to actively 'market' other golfing / walking facilities within the Borough and further afield to demonstrate what is 'on offer'. This could involve visits / tours to other facilities or taster sessions for groups.

**6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?**

N / A

**7. Monitoring arrangements**

Monitoring would be carried out in order to ensure that no groups have been disadvantaged over the long term. This would include follow up communications with a selection of individuals.

**8. Action planning**

You may wish to use the action plan template below



**9. Publish the EIA**

## Where can I get additional information, advice and guidance?

In the first instance, please consult the accompanying guide “Equality Impact Assessment Guidance”

### **Practical advice, guidance and support**

Help and advice on undertaking an EIA, using the electronic EIA toolkit or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Improvement and Efficiency. The officers within in Improvement and Efficiency will also provide overview quality assurance checks on completed EIA documents.

#### **Please contact:**

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