

Equality Impact Assessment

EIAs enable us to consider all the information about a project from an equalities perspective and then action plan to get the best outcomes for staff and service-users. They analyse how you might impact differently on different groups.

They help us make good decisions and evidence how we have reached these decisions.

For further support or advice please contact the Strategy and Partnerships Team at Three Rivers District Council.

Project Information

Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	One YMCA Woodlands Community Hub – MUGA and 3G Pitch Refurbishment
Organisation	One YMCA
EIA Author <i>Name and Job Title</i>	Donna Lawrie Head of Fundraising, Corporate Partnerships & Marketing
Date EIA drafted	22 nd January 2026

Executive Summary

<p>Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i></p> <p><i>This section should explain what you are assessing:</i></p> <ul style="list-style-type: none"> • <i>If the EIA is attached to a report, summarise the report.</i> • <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> 	<p>The project assessed is the refurbishment of the Multi-Use Games Area (MUGA) and 3G football pitch at One YMCA’s Woodlands Community Hub in Leavesden Country Park.</p> <p>Both facilities have deteriorated significantly due to age, heavy usage and poor drainage, resulting in flooding, slippery surfaces, freezing conditions and uneven areas that make the courts unsafe and inaccessible for large parts of the year.</p> <p>This project will deliver resurfacing, modern drainage, accessibility upgrades including wheelchair friendly surfacing, new sports equipment, and improved floodlighting. These changes aim to ensure safe, year-round access for the local community, including sports clubs, families, young people, disabled residents, and vulnerable groups using One YMCA programmes.</p> <p>We expect this project to have significant positive equality impacts, especially for:</p> <ul style="list-style-type: none"> • Children and young people • Disabled residents • Carers • Women and girls (high netball demand) • People experiencing homelessness (Project Resilience) • Local low-income families who rely on free/low-cost community facilities. <p>No negative equality impacts have been identified. Where potential barriers exist, mitigation measures are included below.</p>
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Mitigations

Protected Characteristic	Potential Issue	Mitigating Actions
Age	Older people and young children may be at increased risk of injury on unsafe, uneven or slippery surfaces. Lack of lighting restricts use during darker months.	Full resurfacing and improved drainage to remove slipping hazards. New floodlighting to support safe early evening use. Continued scheduling of youth and family sessions. Inclusive design suitable for all ages.
Disability	The current surface restricts access for wheelchair users and people with mobility impairments. Flooding, mud and uneven surfaces create specific barriers for disabled players.	Wheelchair friendly surfacing and level access included in the redesign. Improved drainage prevents mud and pooling. Engagement with disability-sport partners. Ensuring accessible routes from the car park to the pitch remain maintained.
Gender reassignment (or affirmation)	No direct negative impacts identified. However, trans and non-binary users can face barriers to participation if facilities feel unsafe or unwelcoming.	Clear anti-discrimination messaging in booking and welcome materials. Inclusive programming and safeguarding policies. Well-lit facilities to improve safety and comfort.
Pregnancy or maternity	Pregnant women may avoid uneven or slippery surfaces due to the risk of falls. Carers with prams may struggle with poor access.	New even surfacing greatly reduces fall risks. Level access supports prams and young children. Flexible community booking allowing parent/carers groups to use the facilities.
Race	No direct negative impacts identified. People from ethnically diverse backgrounds participate heavily in informal sport. There could be barriers to access.	Maintain open community access, not club-only use. Remain conscious and inclusive when considering promotion and being accessible to all.
Religion or belief	Some faith groups prefer separate male/female sessions or modest dress environments.	Ability to schedule women only sessions. Continue to engage with local community and faith groups.
Sex	Women and girls are disproportionately affected when facilities deteriorate, particularly for netball, while relies on the MUGA as the only local outdoor court.	Resurfacing ensures safe participation for netball clubs. Flexible scheduling to accommodate women's daytime sessions. Lighting to support safe evening use.
Sexual Orientation	No direct issues. However, LGBTQ+ residents may avoid spaces that feel unsafe or poorly lit.	Improved lighting. Inclusive code of conduct and safeguarding standards. Staff oversight from the Woodlands Hub team.
Marriage and Civil	No barriers identified.	Ensure fair and open access to all.

Partnership		
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.	These groups rely on affordable, local community spaces to support wellbeing, structure and mental health. Unsafe facilities reduce access and participation.	Improved facilities will support One YMCA's Project Resilience, benefitting our residents and people in recovery. Daytime accessible sport for carers and parents, including low pressure activity spaces. Community friendly pricing protects access for low-income and vulnerable users.

Actions Planned

In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken

The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.

- Install wheelchair friendly surfacing and level access to enable inclusive sport.
- Improve drainage to prevent mud, freezing and flooding, increasing safety for all.
- Upgrade floodlighting to allow safe evening and winter use.
- Promote the improved facilities across diverse communities, including clubs, youth groups, disability networks and informal sports users.
- Continue offering women only sessions on request.
- Monitor usage to track accessibility and identify and groups under-represented.
- Strengthen links with local partners to expand inclusive opportunities.

Additional Information

Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.

The refurbished MUGA will become the only wheelchair accessible outdoor sports court in the immediate area, removing a longstanding barrier to participation. The project also supports mental health and social inclusion through One YMCA programmes such as Project Resilience, youth activities and family sessions.

The improvements will significantly expand access to affordable sport and physical activity during a time when local communities are experiencing increased pressures on wellbeing, cost of living challenges, and in parts of the region, environmental disruption linked to wider infrastructure works.

The project directly aligns with Three Rivers priorities around:

- Healthy, active communities
- Inclusive neighbourhoods
- Accessible public spaces
- Supporting young people and vulnerable adults.

Sign off:

Equalities Lead Officer	Date
Michael Howe	22 nd January 2026