

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>	Croxley Guild of Sport and Social Club Croxley Guild Bowls Club ;Accessibility Sustainability and Community Wellbeing Improvements
Organisation	<i>Croxley Guild of Sport and Social Club WD3 3HT</i>
EIA Author <i>Name and Job Title</i>	Linda Martin Member of club (volunteer)and member of the Guild
Date EIA drafted	5 November 2025

Executive Summary

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> <i>This section should explain what you are assessing:</i> <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>	<i>This EIA assesses the proposed Croxley Guild of Sport and Social Clubs user the Croxley Bowls Clubs improvements funded through CIL, including new paving, a timber pergola, upgraded doors, bicycle hoops, Replacement Floor covering in club house and replacement Wash hand Basins in WCs. New cupboards for safe storage of cleaning products. The project enhances accessibility, safety, and inclusivity, ensuring facilities can be enjoyed by all.</i> <i>Key groups considered include:</i> <i>Older adults: Level paving, seating, and sheltered areas support the growing number of 65+ members.</i> <i>People with disabilities: Improved access, entrances, and covered spaces accommodate wheelchair and motorised chair users.</i> <i>Gender equality: Facilities are fully accessible to all genders.</i>
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	Local residents: The project encourages participation from diverse socio-economic backgrounds. These upgrades create a safe, welcoming, and inclusive environment, promoting wellbeing, community engagement, and lifelong participation in sport for all Croxley Green residents
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Mitigations

Protected Characteristic	Potential Issue	Mitigating Actions
	<i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	<i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	Older adults may find uneven paving, long distances, or lack of seating challenging. Young participants may feel less engaged if activities are focused on adults.	New level paving, pergola seating, accessible entrances, and social events for all ages. Engage in more youth engagement initiatives, trial sessions for younger participants, and monitor usage.
Disability	Mobility impairments may limit access to green or clubhouse. Visual or hearing impairments may restrict participation.	Fully accessible paving, ramps, door replacements, pergola shelter, signage in clear print, and staff/volunteer awareness. Engage with disabled members to ensure needs are met.
Gender reassignment (or affirmation)	Trans participants may feel excluded if facilities are gender-specific or locker rooms are not inclusive.	Ensure inclusive access to changing rooms and toilets. Clear policies promoting inclusivity. Staff/volunteer training on gender sensitivity.
Pregnancy or maternity	Pregnant users may have limited mobility or need seating/rest breaks.	Pergola seating, shaded areas, and flexible participation options. Ensure clear pathways and accessible toilets.

Race	Minority ethnic groups may feel less welcome or unaware of opportunities.	Outreach through local networks, promotional materials in community languages, and welcoming policies. Monitor membership diversity.
Religion or belief	Religious users may require space for prayer or modesty considerations.	Flexible use of club spaces for privacy when needed, inclusive scheduling of events, and consultation with interested members.
Sex	Male/female imbalance may exist in participation or club committees.	Mixed games, inclusive promotion, and encouragement for all genders to join competitions or social events. Monitor participation trends.
Sexual Orientation	LGBTQ+ members may feel excluded or experience harassment.	Inclusive club policies, clear anti-harassment statements, and supportive culture. Encourage reporting and dialogue.
Marriage and Civil Partnership	Couples may prefer to participate together; scheduling may conflict with family commitments.	Flexible sessions and social events accommodating couples and families. Monitor attendance and gather feedback.
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.	Vulnerable groups may feel unsafe, unwelcome, or isolated, and may face barriers to participation due to access, transport, equipment, confidence, or health challenges.	Provide safe, welcoming, and accessible facilities with clear codes of conduct. Offer inclusive programs, free trials, mentorship, and peer support. Train staff/volunteers in safeguarding, collaborate with local charities and services, and monitor participation to ensure all vulnerable groups can engage safely.

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.

Beyond the core mitigating actions, the Club will proactively promote equity, engagement, and inclusion by offering flexible session times, free trial sessions, and mentoring for new or vulnerable participants. We will maintain regular consultation with members and local community groups to ensure the facilities meet diverse needs and continue to identify barriers to access. Outreach to schools, youth groups, care leavers, carers, and other vulnerable populations will encourage participation across all ages and backgrounds. Policies on safeguarding, behaviour, and accessibility will be regularly reviewed, ensuring compliance with the Equality Duty and adapting to feedback. Further equality assessments will be undertaken as new initiatives or changes to facilities are proposed, ensuring ongoing due regard to inclusion and fairness.

Additional Information

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

Croxley Guild Bowls Club is committed to fostering a truly inclusive environment for all members of the community. Facilities and activities are designed to accommodate a wide range of ages, abilities, and backgrounds, including people with disabilities, older adults, carers, and other vulnerable groups. We actively encourage participation from underrepresented groups, including women, ethnic minorities, LGBTQ+ members, and those experiencing social or economic disadvantage.

Proactive measures include accessible entrances and paths, inclusive changing facilities, sheltered seating, flexible sessions, and outreach initiatives to schools, youth groups, and community organisations. Policies and procedures, including safeguarding, equality, and accessibility, are reviewed regularly. Engagement with members and local stakeholders ensures that feedback informs ongoing improvements, promoting fairness, equity, and safe participation for everyone.

Sign off:

Equalities Lead Officer	Date