


## Equality Analysis Template

1. Name of activity:	Proposal to lease out circa 0.35 acres of 4.19 acre public recreation ground at Cadwell Lane, Hitchin.			
2. Main purpose of activity:	To facilitate construction of clubhouse and surface car park by Hitchin Bridge Club (prospective tenant).			
3. List the information, data or evidence used in this assessment:	<ul style="list-style-type: none"> <li>Document entitled "Community Asset Transfer Request by Hitchin Bridge Club" (<i>source: NHDC's Place Directorate</i>).</li> <li>Expression of interest and related information (<i>source: Hitchin Bridge Club</i>).</li> </ul>			
4. Assessment				
Characteristics	Neutral (x)	Negative (x)	Positive (x)	<p>Describe the person you are assessing the impact on, including identifying: community member or employee, details of the characteristic if relevant, e.g. mobility problems/particular religion and why and how they might be <b>negatively or positively</b> affected.</p> <p><b>Negative: What are the risks?</b></p> <p><b>Positive: What are the benefits?</b></p>
<p><b>Community considerations</b> (i.e. applying across communities or associated with rural living or Human Rights)</p>	<input type="checkbox"/>	X	<input type="checkbox"/>	<p><b>Negative</b></p> <p><i>Development of the clubhouse and car park will represent a loss of circa 8.5% of the public open space at Cadwell Lane. This will reduce the area of land available for sport and recreational use by the community and loss of a green space. Given the limited availability of alternative recreational green space in the vicinity due to the area being predominated by commercial users, this is considered to constitute a negative impact on the health and well-being of nearby residents, particularly those without access to private garden space.</i></p> <p><i>Having said that, no comments or objections have been received in response to a public notice that NHDC placed in The Comet newspaper informing the public of the proposed lease disposal of the land.</i></p> <p><i>The proposed development yields several benefits for the community. These include:</i></p> <ul style="list-style-type: none"> <li><i>Enables Hitchin Bridge Club to continue delivering its charitable objects and expand their reach within the community. This promotes wider interaction, builds connections and friendships and allows more people to engage in mentally stimulating activity in the form of bridge. Such activity will help combat health and social issues of isolation, loneliness and dementia.</i></li> </ul>

				<p><i>On balance, because the land once developed is irreplaceable, whereas the new facility could conceivably be provided elsewhere (for example potentially at the existing pavilions of Swinburne Recreation Ground and Ransoms Recreation Ground), the negative impacts of the development are considered to outweigh the positives.</i></p>
				<b>Positive</b>
A person living with a disability	X	<input type="checkbox"/>	<input type="checkbox"/>	<b>Negative</b>
				<b>Positive</b>
A person of a particular race	X	<input type="checkbox"/>	<input type="checkbox"/>	<b>Negative</b>
				<b>Positive</b>
A person of a gay, lesbian or bisexual sexual orientation	X	<input type="checkbox"/>	<input type="checkbox"/>	<b>Negative</b>
				<b>Positive</b>
A person of a particular sex, male or female, including issues around pregnancy and maternity	X	<input type="checkbox"/>	<input type="checkbox"/>	<b>Negative</b>
				<b>Positive</b>
A person of a particular religion or belief	X	<input type="checkbox"/>	<input type="checkbox"/>	<b>Negative</b>
				<b>Positive</b>
A person of a particular age	<input type="checkbox"/>	<input type="checkbox"/>	X	<b>Negative</b>
				<b>Positive</b>
				<p><i>As outlined above under “Community considerations”, the development will help combat health and social issues of isolation, loneliness and dementia. Although these issues can be experienced across all members of the community, elderly people – particularly those who are widowed – are considered more likely than other groups to be exposed to such issues.</i></p> <p><i>Whilst the existing public recreation ground also offers opportunity for elderly people to meet friends and reduce isolation and</i></p>

				<p>loneliness, it is reasonable to believe that a proportion of elderly people would avoid venturing out to the recreation ground alone due to concerns of anti-social behaviour and health-related issues of being exposed to the weather. The prospect of meeting friends at a safe and warm indoor facility offered by the development is considered more inviting to the elderly.</p> <p>Therefore, the development is considered to offer a particular positive for elderly people.</p> <p>The counter-argument is that by reducing the size of the public recreation ground this is particularly detrimental to young people as they tend to engage more in sports and enjoy the associated health and fitness benefits. Hitchin Bridge Club inform that the activity of bridge promotes the improvement of mathematical and behavioural skills for people, but particularly children and adolescents. The development proposed will foster this benefit by creating a stable and conducive facility for the playing and teaching of bridge. This benefit is considered to temper the negative impact on young people of losing part of the recreation ground.</p>				
Transgender	X	<input type="checkbox"/>	<input type="checkbox"/>	<table border="1"> <tr> <td><b>Negative</b></td> </tr> <tr> <td> </td> </tr> <tr> <td><b>Positive</b></td> </tr> <tr> <td> </td> </tr> </table>	<b>Negative</b>		<b>Positive</b>	
<b>Negative</b>								
<b>Positive</b>								
<b>5 Results</b>								
	<b>Yes</b>	<b>No</b>						
Were positive impacts identified?	X	<input type="checkbox"/>						
Are some people benefiting more than others? If so explain who and why.	X	<input type="checkbox"/>		<p>People of a particular age (predominantly the elderly and young). The proposed development yields particular health and social benefits to these groups. This reflects a value judgement dependent on perspective.</p>				
Were negative impacts identified (what actions were taken)	X	<input type="checkbox"/>		<p>To help mitigate the loss of part of the public recreation ground, NHDC will seek to incorporate a clause in the lease requiring Hitchin Bridge Club to abide by a service level agreement or management agreement appended to the lease. This will require all reasonable endeavours to be made by the tenant to allow other community groups use of all or part of the facility for community purposes. A suitable minimum period of time for which hiring out should take place, and the time periods during which this should happen, would be included in the agreement.</p>				

<b>6. Consultation, decisions and actions</b>			
If High or very high range results were identified who was consulted and what recommendations were given?			
<i>The public have been consulted on the proposed lease disposal of the land by way of a public notice placed by NHDC in two consecutive editions of The Comet newspaper. The notice invited comments or objections to the proposal but none have been received.</i>			
Describe the decision on this activity			
<i>Three options are to be presented to Cabinet on 26<sup>th</sup> January 2021. Cabinet's decision as to which option to select is sought. These options are:</i>			
<i>(1) To seek Cabinet's decision in principle to grant a leasehold interest in land at Cadwell Lane, Hitchin to Hitchin Bridge Club; or</i>			
<i>(2) To seek Cabinet's agreement to place the matter into abeyance until Hitchin Bridge Club obtains pre-application advice from the local Planning authority and Highway authority on their proposed development at Cadwell Lane; or</i>			
<i>(3) To reject the proposal to grant a leasehold interest in the land to Hitchin Bridge Club with reason(s).</i>			
List all actions identified to address/mitigate negative impact or promote positively			
Action	Responsible person	Completion due date	
<i>Subject to the decision of Cabinet, a lease between NHDC and Hitchin Bridge Club will be agreed in due course formalising their use of the leased property and setting out obligations and expectations to help ensure the facility is open to the community for reasonable periods of time. This will help mitigate the negative impact of loss of part of the public recreation ground at Cadwell Lane.</i>	<i>NHDC's Senior Estates Surveyor.</i>	<i>June 2022 (estimated)</i>	
When, how and by whom will these actions be monitored?			
<i>NHDC's Senior Estates Surveyor by negotiating a lease between NHDC and Hitchin Bridge Club over the next 12 – 18 months (estimated timeframe), subject to Cabinet deciding to pursue a lease of the land.</i>			
<b>7. Signatures</b>			
Assessor			
Name: Christopher Robson	Signature** <i>C G Robson</i>		
Validated by			
Name: Steven Crowley	Signature** 		
<b>Forward to the Corporate Policy Team</b>			
Signature** <i>Reuben Ayavoo</i>			
Assessment date: 06/01/2021	Review date: June 2022		

**\*\* Please type your name to allow forms to be sent electronically.**

***A copy of this form should be forwarded to the corporate policy team and duplicate filed on the council's report system alongside any report proposing a decision on policy or service change.***