

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Playing Pitch Strategy	
Date of Equality Analysis (EA): 15th January 2026	
Directorate: Regeneration & Environment	Service area: Culture, Sport and Tourism
Lead Manager: Rachel Stothard	Contact number: 01709 822417
Is this a: <input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other	
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance		
Name	Organisation	Role (eg service user, managers, service specialist)
Rachel Stothard	RMBC	Sport & Physical Activity Manager
Hal Collinge	Knight, Kavanagh & Page (KKP)	Technical Author / Needs Assessment Specialist
Chris Siddall	RMBC	Head of Sport, Leisure & Strategic Partnerships

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance
<p>Aim/Scope (who the Policy/Service affects and intended outcomes if known) This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)</p> <p>The PPS assesses the supply, demand and quality of outdoor sports provision (football, cricket, rugby union, rugby league, hockey, tennis and padel) and identifies current and future shortfalls to 2040. It aims to:</p> <ul style="list-style-type: none"> Protect playing pitch stock. Improve quality, accessibility and inclusivity. Address geographical inequalities. Enable investment from national governing bodies. Guide planning decisions and developer contributions. <p><u>The PPS affects:</u></p> <ul style="list-style-type: none"> Children and young people (major shortfalls in youth pitches). Women and girls (growing participation but insufficient inclusive facilities). Disabled people (quality of ancillary and accessibility varies significantly). People on low incomes relying on local accessible grassroots provision. Ethnically diverse communities, particularly in urban areas with limited pitch capacity. Clubs, schools, leagues, volunteers, parish councils, and all partners. Transgender and non-binary people (insufficient inclusive facilities)

<p>What equality information is available? (Include any engagement undertaken)</p> <p>A full audit of all pitch sports by quality, accessibility, location and availability.</p> <p>Detailed participation data for juniors, women and girls, disability football, community cricket and rugby. The growth in participation for women and girls can be seen across football, rugby union and cricket.</p> <p>Club consultation across all sports (over 100 clubs engaged).</p> <p>Data on overplay, participation growth, facility suitability for women and girls, availability of accessible changing rooms, security of tenure issues, and demand from deprived areas.</p> <p>The PPS states that one of its objectives is to identify high-deprivation (IMD) areas with pitch shortfalls, access barriers, or poor-quality facilities, so that these can be prioritised for improvement. The report repeatedly notes that poor-quality pitches, unsecure tenure, and restricted community access are disproportionately found in more deprived neighbourhoods. These sites will be named as a priority investment location because of their potential social benefit.</p>	
<p>Are there any gaps in the information that you are aware of?</p> <p>Limited granular data on disability participation across all sports.</p> <p>Limited gender identity, specific data (trans/non-binary participants).</p> <p>Limited race/ethnicity participation data, though geographic deprivation mapping gives useful proxy insight.</p> <p>Limited data on accessibility of travel routes for lower-income or car-less households.</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>Annual review of PPS (Sport England requirement).</p> <p>Club consultations every 12–18 months.</p> <p>Facility operator monitoring (usage, gender split, disability access).</p> <p>Tracking funding applications and uptake from disadvantaged groups.</p> <p>Planning system monitoring (S106/CIL)</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>A full PPS stakeholder consultation (clubs, leagues, schools, National Governing Bodies (NGBs), community groups) took place.</p> <p>The approach to developing the Strategy</p>

	<p>For pitch sports (i.e., not including tennis), the PPS will be delivered in adherence to Sport England’s Playing Pitch Strategy (PPS) guidance: An approach to developing and delivering a PPS. This consisted of a stepped approach, as follows:</p> <p>Section A: Preparation Step 1: Clarify why the PPS is being developed. Step 2: Set up the management arrangements. Step 3: Tailor the approach The Stage A, meeting took place 5/09/2024</p> <p>Section B: Information Gathering Step 4: Develop an audit of playing pitches. Step 5: Develop a picture of demand. The Stage B, meeting took place 27/02/2025</p> <p>Section C: Assessment Step 6: Understand how each site is being used. Step 7: Develop the current picture of provision. Step 8: Carry out scenario testing. The Stage C, meeting took place 24/04/2025</p> <p>Section D: Key Findings & Issues Step 9: Identify key findings & issues. Step 10: Check and challenge key findings & issues The Stage D, meeting took place 3/11/2025</p> <p>Section E: Strategy Development & Implementation Step 11: Develop conclusions & recommendations. Step 12: Develop an action & implementation plan. Step 13: Adopt, monitor and review the PPS.</p> <p>Key findings:</p> <p>Women & girls hindered by unsuitable changing facilities. Youth teams facing pitch shortages.</p> <p>Demand for disability-friendly facilities and secure, safe spaces.</p> <p>Cost and availability barriers for lower-income families. Geographical inequalities (central and south areas face the largest shortfalls).</p>
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<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Internal colleagues were included in the various Stage meetings listed above, with representatives from Planning, Asset Management, and Green Spaces teams/ officers.</p> <p>Key findings:</p> <p>Need for consistency with Local Plan review.</p> <p>Operational challenges associated with ageing stock.</p> <p>Need for long-term funding strategy.</p> <p>Importance of inclusive design</p>
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4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Age:
 Responds directly to major shortfalls in youth football and cricket, enabling more opportunities for children and young people.

Disability:
 Identifies accessibility shortcomings in ancillary facilities; encourages inclusive design, step-free access, private changing, accessible toilets.

Sex (Women & Girls):
 PPS highlights significant barriers due to legacy changing facilities, insufficient privacy, and lack of appropriate playing opportunities. Actions include improving facilities and creating more 3G capacity to support safe training environments.

Gender reassignment / Non-binary people:
 Inclusive facility design recommended with private cubicles and non-gendered changing rooms.

Race / Ethnicity:
 Areas with higher ethnic diversity also face geographic shortfalls in playing pitch supply; PPS actions include addressing localised deficits.

Religion / Belief:
 Some groups require privacy and secure changing; enhanced ancillary provision supports this.

Pregnancy / maternity:
PPS supports accessible, clean, safe spaces for post-natal participation and family-friendly environments.

Socio-economic groups:
Identifies issues with cost, travel distance, and local provision scarcity.
More local provision reduces exclusion

Does your Policy/Service present any problems or barriers to communities or Groups?

Yes, without additional mitigation, barriers include:

Existing shortfalls in several sports disproportionately affect juniors and women. Poor ancillary facilities can deter women, girls, disabled people, faith groups and LGBTQ+ participants.

Lack of padel courts, limited tennis quality, and insufficient 3G access limit inclusion.

Capacity issues could worsen if population and club aspirations growth materialise.

Risk of inequalities widening if improvements are not prioritised in deprived communities.

Lack of sufficient local 3G pitches/ quality grass pitches creates transport issues (as well as capacity). This could result in participants travelling across the borough or in some cases out of Rotherham to train/ play. This reduces access to low income residents and increases the carbon footprint.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Increased pitch capacity and improved quality benefit all protected groups.

Women’s and girls’ participation is directly supported.

Improved accessibility and privacy in changing rooms boosts inclusion. More 3G stock enables safer, floodlit, year-round participation for underrepresented groups.

Enhanced security of tenure supports community clubs serving diverse populations.

Investment guided by PPS is targeted to areas of greatest need, reducing geographical inequalities.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

Positive: more inclusive, better quality facilities, accessible sport provision fosters community cohesion and improves health and wellbeing outcomes.

Provides shared spaces for multicultural participation.

Mitigates negative perceptions by ensuring investment prioritises demonstrable need, not advantaging one group unfairly.

Supports community clubs that act as key social anchors

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Playing Pitch Strategy
Directorate and service area: Regeneration & Environment – Culture, Sport & Tourism
Lead Manager: Rachel Stothard (Sport and Physical Activity Manager)
Summary of findings:
<p>The PPS will have overall positive equality impacts, but only if its recommendations are implemented effectively.</p> <p>Key risks relate to inequality of access for:</p> <ul style="list-style-type: none"> • Women and Girls • Disabled people • Children and Young People • Residents on low income <p>Targeted actions are required to improve ancillary facilities, pitch quality, accessibility, and geographic equity. The PPS provides a clear route to reducing inequalities through inclusive planning, investment, and monitoring.</p>

Appendix 4

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Prioritise investment in Youth pitch shortfalls	A, O, S, RE, RoB	01/2029
Develop additional 3G provision in areas of highest need	A, S, D, RE, O, RoB	01/2029
Target women & girl's participation via facility upgrades at priority sites	S, PM, GR, RoB	01/2029
Enhance provision in geographical areas of deprivation	RE, O, A, D, ROB	01/2029
Support the promotion of improving ancillary facilities with private, accessible, gender-neutral spaces	D, S, GR, RoB, SO, PM	01/2029

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Chris Siddall	Head of Sport, Leisure & Strategic Partnerships	15/01/2026
Polly Hamilton	Service Director for Culture, Sport & Tourism	16/02/2026
Cllr. Lynda Marshall	Cabinet Member for Street Scene and Green Spaces	05/02/2026

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	15 th January 2026
Report title and date	Playing Pitch Strategy
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	15/01/2026