



SHEFFIELD CITY COUNCIL Cabinet Report

11

Report of: Sonia Sharp

Date: 23 May 2012

Subject: The Lowfield MyPlace (U-Mix) Project

Author of Report: Tony Tweedy 2296140

Summary The purpose of this paper is to set out a proposal to take forward the Lowfield MyPlace project (named the U-Mix project) including the establishment of arrangements for the operational management of the centre and associated programme of activity.

This proposal builds on the success of key elements of current work to date including:

- Securing MyPlace, Football Foundation and Play Builder funding to provide the capital investment required to create a range of facilities to meet the needs of children, young people and the wider community.
- The involvement of young people throughout the process of designing the facilities and the provision to be delivered.
- On-going consultation with a range of partners, including the VCF and private sectors.
- The key role played by Football Unites, Racism Divides (FURD) in developing and delivering a successful project.
- The identification of city council revenue funding required to support the facility in accordance with the business plan.
- The development of an income generation strategy to address and reduce the reliance on city council funding in the future.

Reasons for Recommendations:

The City Council has placed significant priority on improving facilities at a local level for children, young people and the wider community. This proposal supports this commitment and provides a real opportunity to improve the local offer available.

The investment by the City Council of the revenue funding required will provide a secure basis on which to allow the income generation strategy to be realised.

This proposal delivers the requirement of funding bodies that external providers to the Council have a key role in the development and operation of this facility. It also supports the Council's commitment to working in collaboration with external organisations and ensuring that high quality activities and services are secured and provided.

This proposal seeks to use existing resource within the CYPF budget and is not seeking to secure any additional City Council funding.

Scarce funds need to be utilised effectively and this is best delivered through a joined up approach that engages a range of partners and draws on their expertise and access to additional, external resources.

Recommendations:

Cabinet is recommended:

To allocate funding from the Youth budgets to the U-Mix centre project for the first two years of the centre's operation, such funding to be up to the levels set out in paragraph 6.3 above, and to be used to support running costs including, but not limited to, staffing and management costs referred to in this report;

To note the proposed contractual arrangements described in paragraph 5.6 and to delegate authority to the Executive Director, Children Young People and Families in consultation with the Lead Cabinet Member for Children Young People and Families and the Director of Commercial Services, to appoint, through a process approved by the Director of Commercial Services, a suitable provider by way of a formal agreement on such terms as she considers appropriate to undertake the management of the U-Mix centre, including the appointment and provision of staff, as described in this report; .

To confirm the authority of the Executive Director, Children, Young People and Families, in consultation with the Cabinet Member for Children, Young People and Families, to take such further steps to progress the Lowfield project or to safeguard the City Council's interests in relation to it as she shall consider appropriate, including entering into such agreements or arrangements with third parties on such terms as she considers appropriate, and, if she considers it necessary, to vary the arrangements for the management of the U-Mix centre proposed in this report.

Background Papers:

Category of Report: OPEN

If Closed add – ‘Not for publication because it contains exempt information under Paragraph... of Schedule 12A of the Local Government Act 1972 (as amended).’

* Delete as appropriate

Statutory and Council Policy Checklist

Financial Implications
YES Cleared by: Tricia Phillipson
Legal Implications
YES Cleared by: Andrew Bullock
Equality of Opportunity Implications
YES Cleared by: Bashir Khan
Tackling Health Inequalities Implications
YES
Human rights Implications
NO:
Environmental and Sustainability implications
YES
Economic impact
YES
Community safety implications
YES
Human resources implications
YES
Property implications
YES
Area(s) affected
Relevant Cabinet Portfolio Leader
Jackie Drayton
Relevant Scrutiny Committee if decision called in
CYPF
Is the item a matter which is reserved for approval by the City Council?
YES
Press release
NO

The Lowfield MyPlace (U-Mix) Project

1. Summary

- 1.1 The purpose of this paper is to set out a proposal to take forward the Lowfield MyPlace project (named the U-Mix project) including the establishment of arrangements for the operational management of the centre and associated programme of activity.

2. Background

- 2.1 The MyPlace initiative was launched as part of the previous Government's plans to provide an additional capital investment of £190m over a two year period to support the establishment of state of the art youth facilities. Sheffield City Council, with the support of key partners, succeeded in securing £2.14m of MyPlace funding to take forward the Lowfield project alongside a host of additional funding to establish a range of additional facilities on the site.
- 2.2 Following the election of the Coalition Government, all plans to finalise arrangements to release funding were suspended subject to a Government review of the quality and sustainability of proposed projects.
- 2.3 At its meeting on 23 March 2011 Cabinet:
- a) confirmed its belief that the development of the U-Mix project would promote and improve the social and environmental well-being of the people of Sheffield, and especially of young people in the Lowfield area;
 - b) authorised the Head of Design and Project Management to issue instructions to the contractor, William Birch, to carry out the construction of the Lowfield youth and open space facility programme, subject to the Executive Director, Children, Young People and Families, being satisfied that the necessary funding for these works had been secured; and
 - c) authorised the Executive Director, Children, Young People and Families, in consultation with the Cabinet Member for Children and Young People's Services, to 'take such further steps to progress the Lowfield project or to safeguard the City Council's interests in relation to it as she shall consider appropriate, including entering into such agreements or arrangements with third parties on such terms as she considers appropriate'.
- 2.4 The contractor was duly instructed to proceed and the construction works are now largely completed. Final fit out and handover of the facilities is scheduled for the end of June/beginning of July 2012. The intention is to bring the centre into operation as soon as possible after this date.

- 2.5 The purpose of this paper is to set out a proposal to take forward the U-Mix project, including the establishment of arrangements for the operational management of the centre and associated programme of activity.
- 2.6 This proposal builds on the success of key elements of current work to date including:
- Securing MyPlace, Football Foundation and Play Builder funding to provide the capital investment required to create a range of facilities to meet the needs of children, young people and the wider community.
 - The involvement of young people throughout the process of designing the facilities and the provision to be delivered.
 - On-going consultation with a range of partners, including the VCF and private sectors.
 - The key role played by Football Unites, Racism Divides (FURD) in developing and delivering a successful project.
 - The identification of City Council revenue funding required to support the facility in accordance with the business plan.
 - The development of an income generation strategy to address and reduce the reliance on City Council funding in the future.
- 2.7 The proposal highlights the need for the Council, through existing CYPF budgets, to commit the resource required to ensure that the facility is managed and operated effectively to meet the requirements of funders, as set out in the business cases supporting funding applications.
- 2.8 There is also a need to create effective links between the range of groups and organisations delivering Positive Activities to ensure a model of provision is delivered appropriate to children and young people.
- 2.9 In addition, the role of the recently established Community Youth Teams (CYT), comprising of Sheffield Futures staff and youth crime prevention staff is being defined to support service delivery within the facility. The CYT will provide additional targeted services and programmes for those children and young people who are identified as vulnerable and need of more support.
- 2.10 This paper also outlines a proposed governance model for the facility to ensure accountability and the engagement of all partners, stakeholders and the local community in the running of the centre.

3. What does this mean for the people of Sheffield?

- 3.1 The overall vision for U-Mix is:

“Young people working together achieving their full potential”

- 3.2 The U-Mix facility aims to bring young people together in a recognised neutral venue by providing activities that have universal appeal. The universal/open access engagement programme will be provided by a range of partners committed to the development of this as a facility offering a wide range of provision for local people.
- 3.3 U-Mix will predominantly serve as the One- Stop- Shop for the Community Youth Team and Multi-Agency Support Team in the West area of the city serving the Central, South and South West Community Assembly areas. The facilities created, alongside collaborative working with partners, Lowfield Primary and surrounding schools, will provide exciting opportunities for the delivery of an all age universal/open access offer of activity, enhanced by a targeted offer of support and services in response to local need.
- 3.4 U-Mix will provide a range of activities and initiatives that will benefit not only children, young people and the local community, but also others from across the city. This facility will provide a unique opportunity for young people and other members of the community to develop confidence, skills and knowledge that will have a positive effect on their future lifestyles.
- 3.5 Since the original business plan was composed, the project has worked in partnership with the University of Sheffield. The University has secured EU ProFit funding and committed to investing the funding within the Lowfield project. The funding will provide outdoor equipment that will make Lowfield the first UK field laboratory for innovation in sport and physical activity. This project is about working with other European cities to provide innovative and exciting outdoor fitness opportunities that will encourage individuals not normally active to become so. This element of the project and the management of funding will remain the responsibility of the University.

4. Outcome and Sustainability

4.1 Outcomes to be Delivered

The project will deliver the following for children, young people and the wider community:

- ensure the range of delivery partners work in collaboration with the Community Youth Team to address the needs of young people who are not engaged in education, employment or training. This includes the provision of personalised support, volunteering opportunities and activity programmes
- offer a comprehensive range of positive activities to ensure young people gain the skills, knowledge and experience to avoid risk taking behaviour, feel informed to make positive choices about their lifestyle and make a positive contribution to community and city life

- provide a high quality offer of sport and physical activity to enhance health and emotional well-being outcomes for children and young people, promoting healthy lifestyles, individual and team activities and physical well-being
- promote community cohesion through the delivery of a range of activities to celebrate cultural differences and diversity, remove barriers that prevent young people accessing provision and provide intergenerational approaches to engage the wider community in the life of the U-Mix facility
- ensure the engagement of young people in the development and delivery of the project through the active involvement of young people in decision-making processes associated with U-Mix.

4.2 Programme Development and Income Generation Strategy

4.2.1 Considerable work has been undertaken to assess potential income that the project can generate, whilst also meeting outcomes required by funders and the community. The facility has a synthetic sports pitch that has considerable potential to generate income. A seasonal activity programme has been developed for the synthetic pitch allowing for both access by community organisations and the generation of income.

4.2.2 The business case includes a sensitivity analysis that indicates income at different percentages of use at the full commercial rate. During the first 2 years of operation surplus will be generated that will off set the need to greatly increase the full commercial percentage at year 3 and beyond. If operating at 25% commercial use it is estimated that a surplus will be generated over a 10 year period

4.2.3 Market research has also taken place by the Urban Mixtures young people's group to test out the potential development of commercial football and cricket leagues. The research centred around potential teams made up of people employed locally. For instance, a range of restaurants were visited on London and Ecclesall roads with employees subsequently expressing an interest in using the facility.

4.2.4 In addition, an activity programme for the building is also being developed on a similar basis that will include commercial, concessionary and free access to local groups and providers.

4.2.5 A major partner in the U-Mix Lowfield project is Football Unites, Racism Divides (FURD), a third sector project with a track record of delivering high quality sports and educational activities, tackling racism and inequality. FURD played a lead role in securing Football Foundation funding for the U-Mix centre and have been a primary partner from the start. FURD do not receive any core funding from the City Council but bring with them a wide range of externally funded services and activities that will add value to the work undertaken in the facility.

4.2.6 The City Council has agreed with FURD that it will dispose of the latter's existing premises, The Stables on the Mount Pleasant site, and that this organisation will take up residence at U-Mix as the 'anchor tenant'. As a result, FURD will be a lead partner in the delivery of activities at the facility and as a result will transfer all of the organisations current delivery to the U-Mix site. FURD has successfully provided a wide range of activities in the city for many years making it well placed to deliver a range of youth activities in its own right and with other partners at no cost to the City Council.

4.2.7 FURD has, therefore, the potential to make U-Mix highly successful in that it not only has a national reputation for providing high quality sports, positive activities and educational activities but it has also a track record of securing substantial amounts of external funding from a wide range of sources that will now benefit this facility.

4.3 Governance Arrangements

4.3.1 It is proposed that a project board is established to oversee the development and management of the centre. Although the centre will, initially at least remain a Council controlled facility, the board will have an important advisory role and will be charged with monitoring the operation of the centre to ensure that the vision for U-Mix, performance targets and the associated strategic objectives are achieved.

4.3.2 It is proposed that the Board will include representatives of all key stakeholders, including (subject to confirmation by Full Council) elected members, a senior representative of Lifelong Learning, Skills and Communities, FURD, Community Youth Teams, Lowfield Primary school, health representatives, local Voluntary, Community and Faith sector representatives and private sector representation.

5. Management Arrangements

5.1 In order to achieve these required outcomes the Council needs to ensure that the centre is effectively and efficiently managed and staffed. A considerable amount of effort has gone into assessing what staffing structure will be required and this is outlined below.

5.2 Project Coordinator

5.2.1 It is believed that a *Project Coordinator* is required who would be responsible for:

- developing excellent partnership working with local and city-wide organisations, including young people

- developing a programme that meets sustainability, community and external funding requirements
- ensuring appropriate financial and reporting systems are in place.

5.2.2 The Project Coordinator would not necessarily be a full-time post. The Project Coordinator would be supported, in running the centre and the activities organised through it, by the Facility Manager and Receptionist and a team of Project Development Assistants. It is proposed that the Project Coordinator will line manage the Facility Manager and be responsible for leading the development and implementation of the activity programmes.

5.3 Facility Manager and Receptionist

5.3.1 These roles will be key to the effective operation of the facility both in terms of working with the general public, centre users, partners and funders.

5.3.2 The Facility manager will have overall responsibility for Health and Safety, Safeguarding and day-to day operation of the facility supported by relevant city council colleagues. A main emphasis will be to ensure relationships are maintained with current funders and developed with future funders, potential users of the facility and the private sector.

5.3.3 The Receptionist role will ensure the priority of customer focus is maintained and further developed when dealing with the general public and facility users in relation to enquiries, needs, bookings and information. The receptionist will coordinate the booking of spaces throughout the facility on behalf of partners and providers and ensure resources and equipment are well maintained and available for programme delivery.

5.4 Project Development Assistants

5.4.1 It is envisaged that the facility will be operational seven days per week from 8.30 am to 10.30 pm daily. In order to ensure there is full staffing coverage at all times it is proposed that part-time Project Development Assistant posts are established.

5.4.2 It is intended that the Project Development Assistants will undertake evening and weekend duties providing continuous staffing of the facility responsible for duties in relation to the operation of the facility and the activity programmes. The Project Development Assistants will report to the Facility Manager to ensure effective communication and planning to support the operation of the facility.

5.5 Hours of Operation and Staff Cover

5.5.1 It is proposed that the staffing establishment described above will be deployed as follows:-

Hours	Monday– Friday staff in Attendance	Weekends staff in Attendance
8:30 am – 4:30 pm	Facility Manager Receptionist	Programme Development Assistant
3:30 pm – 10:30 pm	Programme Development Assistant	Programme Development Assistant

5.5.2 The above table indicates the Manager's core hours. It will be a requirement that the manager is flexible in his/her work programme to meet service needs.

5.6 External Provider

5.6.1 It is proposed that that an external provider of activities for children and young people is appointed to lead on activity to operate the facility and ensure an attractive wide ranging activity offer is developed and delivered to meet the needs and interests of facility users. This approach will continue to demonstrate the Council's commitment to partnership working with external organisations as well as delivering the vision and values set out in the MyPlace funding proposal.

5.6.2 Accordingly it is intended that the Council will identify through an appropriate process, and enter into a contractual arrangement with, a suitable organisation to manage the centre on the Council's behalf, including employing, coordinating and managing the work of all staff appointed to the roles and responsibilities set out above in paragraphs 5.2, 5.3 and 5.4.

6. Financial Implications

6.1 The financial information set out within the project business case includes the assumed council contribution of £185,000 for the financial years 2012-13 and 2013-14 as submitted in the MyPlace bid. This is expected to be the maximum amount of resource required as the council's contribution and this will be off-set in accordance with income generated. The £185,000 revenue spend may not be required to be paid 'up front' or at all. There are planned revenue streams which could reduce or remove the required revenue spend from the City Council. An additional £50,000 from the Council's Youth budget (revenue) has been allocated to support the capital spend. This allocation forms part of the overall youth service revenue budget for 2012-13.

6.2 This financial summary does not include any potential income from sponsors or the private sector, applications to additional funding sources or income generated through letting of the building. Whilst the potential exists, it is felt that until the facility is open and the benefits and outcomes can be demonstrated strategically, additional income generation cannot be assumed at this stage.

- 6.3 The following financial detail sets out how the resources are to be allocated through identified council youth budgets:

Financial Year 1 April 2012 – 31 March 2013

Recruitment and staffing costs	£125,979.00
Programme development	£ 16,308.00
Launch costs	£ 7,000.00
Site Security	£ 15,000.00
TOTAL	£164,287.00
Management fee/overheads	£ 20,778.00
TOTAL	£185,065.00

Financial Year 1 April 2013 – 31 March 2014

£185,065.00 **as above**

Less: recruitment costs and launch costs which will not be required in year 2.
plus 3% increase on salary costs

Total : £175,617

- 6.4. The project business case detailing projected income and expenditure, in accordance with the MyPlace Business Case included in the funding bid

7. Legal Implications

- 7.1 The legal power for the Council to fund the running of the U-Mix Centre and to appoint an external organisation to manage the centre is provided by the new general power of competence contained in the Localism Act 2011.
- 7.2 The appointment of the external manager must be undertaken in accordance with guidance from the Council's Director of Commercial Services to ensure that a proper process is followed. A formal agreement between the Council and the appointed organisation will be necessary to make clear the respective parties' rights, responsibilities and expectations.
- 7.3 Further agreements will be required to confirm the terms of use of facilities at the centre.

8. Human Resource Implications

- 8.1 All recruitment processes will be conducted in accordance with best practice and with advice from HR professionals as appropriate.

9. Equal Opportunities

- 9.1 It is important to ensure all children, young people and the wider community have the opportunity to access services to be provided from the facility. This will

include the need for additional targeting and support for those of our young people who are most vulnerable and whose chances and choices may be reduced because of family income, family circumstances, culture, race, gender, ability, religious beliefs or sexuality.

- 9.2 This will be achieved through the establishment of customer feedback, review and evaluation processes including on-going consultation and satisfaction surveys with facility users and the local community. Facility governance arrangements will also establish a User Forum/Committee to ensure facility users have a voice in influencing the activity offer at the facility and are fully engaged in decision-making processes.
- 9.3 Activity programmes and additional targeted services will be provided in accordance with local need and the views of facility users and local people.
- 9.4 In addition, requirements to ensure the facility is fully inclusive will be included in contracts and agreements with service providers and will be monitored through performance management processes.
- 9.5 A full Equality Impact Assessment is attached to this report.

10. Environmental Sustainability

- 10.1 Through consultation and involvement processes, many young people have demonstrated concerns about their local environment and the benefits that this facility will provide in the local community. It is important that the local environment is maintained to a high standard and children and young people value the improvements this facility will make to the local environment.
- 10.2 The activity and programme offer will provide opportunities to encourage and support facility users to increase their awareness and knowledge in relation to environmental issues. In particular service users will be encouraged to be involved in the establishment and development of the community garden.

11. Alternatives considered

- 11.1 The Council has considered the option of transferring the facility through Trust arrangements with an appropriate organisation/group. However, exploration of this option has concluded that this would require the implementation of a longer term project to establish a robust, sustainable arrangement. The requirements of funders also mean that the operation of the facility must be prioritised. Further work in relation to this option could continue alongside the operational plans for the facility.
- 11.2 A further consideration has explored the establishment of the facility under direct Council management and operation. This option has been rejected as it will not achieve the added value provided through establishing the facility through an external provider. External, independent providers have

opportunities to apply for and secure funding sources not accessible to local authorities and provide significant added value to Council services in this way. In addition, the current funding bodies require the engagement of external providers as key to the development and operation of the facility.

- 11.3 The proposed approach set out in paragraph 5 of this paper has therefore been established as the preferred option that will bring the most value to the establishment of the facility.

12. Reasons for Recommendations

- 12.1 The City Council has placed significant priority on improving facilities at a local level for children, young people and the wider community. This proposal supports this commitment and provides a real opportunity to improve the local offer available.
- 12.2 The investment by the City Council of the revenue funding required will provide a secure basis on which to allow the income generation strategy to be realised.
- 12.3 This proposal delivers the requirement of funding bodies that external providers to the Council have a key role in the development and operation of this facility. It also supports the Council's commitment to working in collaboration with external organisations and ensuring that high quality activities and services are secured and provided.
- 12.4 This proposal seeks to use existing resource within the CYPF budget and is not seeking to secure any additional City Council funding.
- 12.5 Scarce funds need to be utilised effectively and this is best delivered through a joined up approach that engages a range of partners and draws on their expertise and access to additional, external resources.

13. Recommendations

- 13.1 Cabinet is recommended:
- 13.1.1 To allocate funding from the Youth budgets to the U-Mix centre project for the first two years of the centre's operation, such funding to be up to the levels set out in paragraph 6.3 above, and to be used to support running costs including, but not limited to, staffing and management costs referred to in this report;
- 13.1.2 To note the proposed contractual arrangements described in paragraph 5.6 and to delegate authority to the Executive Director, Children Young People and Families in consultation with the Lead Cabinet Member for Children Young People and Families and the Director of Commercial Services, to appoint, through a process approved by the Director of Commercial Services, a suitable provider by way of a formal agreement on such terms as she

considers appropriate to undertake the management of the U-Mix centre, including the appointment and provision of staff, as described in this report; .

- 13.1.3 To confirm the authority of the Executive Director, Children, Young People and Families, in consultation with the Cabinet Member for Children, Young People and Families, to take such further steps to progress the Lowfield project or to safeguard the City Council's interests in relation to it as she shall consider appropriate, including entering into such agreements or arrangements with third parties on such terms as she considers appropriate, and, if she considers it necessary, to vary the arrangements for the management of the U-Mix centre proposed in this report.

Equality Impact Assessment Form

Lowfield MyPlace Project

Please refer to the guidance when filling in this form which can be found by clicking on the link below

<http://sheffield.net/managers/equalitydiversity/equality-impact-assessments>



INVESTOR IN PEOPLE



Sheffield City Council Equality Impact Assessment (EIA) Form

PART 1: Details and purpose of function/policy/procedure/ procurement/strategy/project (to be referred to collectively as “policy or project” in this form). This section must be completed

<p>Policy or Project title: Lowfield MyPlace Project</p>	<p>Portfolio/s: CYPF</p> <p>Service Area/s: Lifelong Learning, Skills and Communities</p>
<p>Is this policy or project: This is a new project</p>	
<p>Person responsible for the policy or project: Ian Blakemore/Kim Allen Youth Services, Person responsible for completing a full EIA if appropriate: Kim Allen, Senior manager Universal Services and Strategic Development</p>	
<p>Are there any other people involved in the EIA – for example, as part of peer review/external challenge?</p> <p>A Governance structure will be implemented that will involve local community groups and the private sector. The structure will consist of a strategic management group supported by sub groups who will concentrate on facility operation, finance and a young people’s group. The overall project aims which all have equality implications will be monitored and their success evaluated by the project management group.</p>	
<p>What are the main aims, purpose and outcomes of the policy or project, how do these fit in with the wider aims of the Council?</p> <p>Sheffield City Council’s Lifelong Learning Skills and Communities (LLS&C) within CYPF is leading the development of the Lowfield MyPlace initiative, delivering a new state of the art youth facility. The City Council, working in partnership with a range of stakeholders and partners has secured a variety of external funding to construct the new facility and establish play, sports and community facilities located on the Lowfield green space. The project is seeking to appoint a suitable external organisation to recruit key staff to take forward operational elements of the service delivery from this facility._ The proposed contracting arrangements will ensure that the Third Sector play a leading role in the development of the facility working in partnership with the council and that the requirements of funders are met..The vision of the project is Young people working together achieving their full potential” The Lowfield facility aims to bring young people together in a recognised neutral venue by providing activities that have universal</p>	

appeal and need. The engagement programme will be provided by a range of partners committed to the development of this as a Youth and Community 'One-Stop-Shop' and local Hub.

The facility will provide a range of activities and initiatives that will benefit not only children, young people and the local community, but also others from across the city. This facility will provide a unique opportunity for young people to develop confidence, skills and knowledge that will have a positive effect on their future lifestyles.

A further development to the work set out in the original project business case and plan has emerged through funding gained from the EU funded ProFit project which will make Lowfield a unique site by becoming the first UK Field Lab for innovation in sport and physical activity stimulation. This project is about working with other European cities to provide innovative and exciting outdoor fitness equipment which will encourage individuals not normally active to become active.

The scheme will be monitored by Sheffield Hallam University over a three year period and there is ongoing collaboration with the local GP surgery in relation to the potential for income generation from health related fund.

Outcomes to be Delivered

As set out in the project business case, the project will deliver the following outcomes for children, young people and the wider community:

- To ensure the range of delivery partners work in collaboration with the Community Youth Team to provide effective responses to address the needs of young people not engaged in education, employment or training. This includes the provision of personalised support, volunteering opportunities and activity programmes to support progression into EET.
- To offer a comprehensive range of positive activities and additional targeted programmes based on need to ensure young people gain the skills, knowledge and experience to avoid risk taking behaviour, feel informed to make positive choices about their lifestyle and behaviour and make a positive contribution to community and city life.
- To provide a high quality offer of sport and physical activity to enhance health and emotional well-being outcomes for children and young people, promoting healthy lifestyles, individual and team activities and physical well-being.
- To ensure potential community tensions are addressed by promoting cohesion through the delivery of a range of activities to celebrate cultural differences and diversity, remove barriers that prevent young people accessing provision and provide intergenerational approaches to engage the wider community in the life of the Lowfield facility.
- To ensure the engagement of young people in the development and delivery of the Lowfield project continues through the active involvement of young people in decision-making processes, governance and serviced delivery.

Will this policy or project have any implications on other procedures/projects/strategies etc of the City Council? e.g. The Corporate Plan <http://sheffield.net/performance--statistics/a-city-of-opportunity-corporate-plan-2008-11>

The project will support the Corporate priority of Successful Children, Young People and Families ensuring children and young people are;

Informed and Prepared

- Young people are better prepared for the transition to adult life and work.
- Young people are well-informed about the learning and career pathways that are open to them and opportunities in the jobs market.
- Young people have high aspirations and are equipped with the skills, confidence and determination to succeed.

Active and Engaged

- Young people are encouraged to pursue their talents, interests and ambitions to the full through equitable access to a wide range of enrichment activities and the richness of the city's assets including its theatres, museums, galleries, parks and sports facilities
- Young people play an active part in the life of their community and feel valued and respected for doing this.
- Young people have a say in the decisions that affect them and help to shape provision designed to meet their needs.

Safe and Resilient

- Young people feel safe, live healthily, avoid risky behaviours that can damage them and the communities in which they live and are given support if they fall victim to these risks.
- Young people respect differences in others and have the confidence, awareness and support to challenge discrimination, bullying and prejudice.

Are there any implications on our statutory duties? e.g. social care or homeless eligibility criteria (see [guidance](#).)

This project will contribute to the the Local Authority's statutory duty to provide sufficient Positive Activities for young people 13-19 years

Will the aims identified above have workforce implications, either for existing members of staff e.g. additional training requirements or involve the recruitment of additional staff?
 Contracting arrangements will involve a recruitment process to ensure the individuals selected will be equipped to carry out the requirements of the posts. The appointed organisation will be expected to have robust staff development and support processes in place to ensure effective staff management and training.

PART 2: Initial Impact Assessment

Complete this part to evaluate whether you should proceed to a full EIA. If you know your policy or project will have any significant impact whether positive or negative on communities of interest, please fill in Part 2 and Part 3.

A. Will the aims identified in Part 1 affect our statutory equality or human rights duties (please refer to both positive and negative changes) to:

a) Advance equality of opportunity?	✓	e) Promote understanding & tackle prejudice	✓
b) Encourage participation in public life and activity	✓	f) Eliminate discrimination?	✓
c) Consider reasonable adjustments for disabled people?	✓	g) Eliminate harassment or victimisation?	✓
d) Promote and protect human rights?	✓	h) Foster good community relations?	
l) Include measures to promote equal pay, ensure fair promotion, development opportunities and tackle occupational segregation ✓			

If so, please comment:

a) Advance equality of opportunity?

The facility will promote and address issues of equality of opportunity. by ensuring the that the needs of all young people in the locality and surrounding area are recognised through their involvement in the design of provision and the delivery of a broad menu of activities

c) Consider reasonable adjustments for disabled people?

The facility has been designed to be fully accessible and reasonable adjustments in the design and delivery of the programme will be made wherever practicable to facilitate access by young people with a disability.

B. Are the particular communities or groups below likely to have different needs, experiences and attitudes in relation to the project? Is there any significant cohesion or social inclusion issues for the project? (*please tick as appropriate)

Black & Minority Ethnic ✓ Disabled ✓ Women or Men ✓ People of different Ages ✓ Religion/
 Belief ✓ Socio Economic Status/Inclusion ✓ Sexual Orientation ✓
 Carers Married or Civil Partnered ✓ Transgender
 Pregnant Women Community Cohesion ✓ Other

C. Will your project/policy have any impact on workforce implications? If so, how might they impact workforce diversity?

No

Please briefly detail any evidence you have used to reach your assessments:

Lowfield is a significantly diverse area and local data has been used to define the range of communities that may seek to access the facility and the activities provided. This will include children and young people from a wide range of BME backgrounds, male and female, of varying abilities, religious groups and economic backgrounds. There is a likelihood that this will include LGBT young people. Where children and young people are coming together from different areas of the city there will be the potential for conflict and the young people involved in the project have been carrying out a range of work to address potential cohesion issues.

If the EIA is not being done at the start of the policy or project please give reasons for the delay:

N/a

Date for review:

March 2013

If you have identified any significant impacts under sections 2A or 2B then you will need to proceed to a full EIA in PART 3.

If you have not identified any significant impact you do not need to conduct a full EIA.

Please note - this decision still needs to be cleared (signed off) by the officer in your Portfolio responsible for signing off EIAs.

I have now considered the equality implications of my policy or project and **I will / will not (*delete as appropriate)** proceed to carry out a Full Impact Assessment.

Date of EIA form (Parts 1 and 2) completed:

Signed (Officer completing the form):

Date:

Signed (EIA Responsible Officer):

Date:

Once you've completed the Full EIA

- The officer responsible for signing off EIAs in your Portfolio will need to see a final copy of the EIA and any associated reports (e.g. Cabinet Reports) which it refers to, so that they can formally approve and sign it off. For Cabinet reports, Band As/Bs and other projects requiring reports - bring together a very brief summary of the most important aspects of the EIA and add it to the report in the section titled 'Equality of Opportunity Implications'.
- Please keep the completed EIA form and monitor actions appropriately. Portfolio / equality representatives/officers may ask you to provide evidence that you have done this.
- Make sure that everyone who needs a copy of the EIA has one (e.g. Members, officers working towards action points; project steering groups; other Portfolios, or services (if the EIA concerns from outside your own Portfolio or service)

Signed (Officer completing the form):

Kim Allen

Date:

Signed (EIA Responsible Officer for Portfolio) :

Date:

PART 3: Full EIA

1. Identify what impact the policy or project has on particular Communities of Interest It may be helpful to refer to the Equality Pages on the Internet by [clicking here](#).

Group or issue (Click on the each stand to reach the relevant internet pages)	Note - Impact positive or negative for the following groups	Note evidence used to support your statement? E.g. satisfaction survey; national research	Note consultation, who, when, how and results	Note actions to limit the negative impact or increase the positive impact?
<u>Black & Minority Ethnic People</u>	Activities will be delivered in line with the needs of different BME groups living within given localities. These will be articulated by participants themselves and the relevant partners The overarching aim of the provision will be to improve the engagement, progression and life chances, levels of activity and overall economic resilience of those BME citizens who require it.	Local consultation with BME children and young people who have indicated the nature of the provision and activities that would support them. The work of BME young people within the projects Youth Involvement group	The city council and project steering group partners and young people have carried out a range of regular consultations with children and young people, community groups and stakeholders from the out set of the project. Consultation is on-going	Investment in activities tailored to meet the needs of different BME groups in the area
Disabled people	Activities will be delivered in line with the needs of children and young people with disabilities living within given localities. These will be articulated by participants themselves and the relevant partners. The overarching aim of the provision will be to improve the engagement, progression and life chances of those children and young people with disabilities who require it.	Local consultation has included children and young people with varying disabilities and learning needs and this has informed the design of activities and provision	See above.	Investment in activities tailored to meet the needs of different children and young people with disabilities in the area
<u>Women and Men</u> (Include pregnancy and maternity issues)	The sport and physical activities delivered will predominantly attract young men. The project has therefore made provision to ensure marketing attracts young women and that women only sessions are delivered as required	Local consultation with girls and young women has indicated the nature of the provision and	See above.	Investment in activities tailored to meet the needs of girls, young and adult women

		activities that would support them. The work of young women within the projects Youth Involvement group			
<u>Lesbian, Gay & Bisexual</u>	Activities will be delivered and ensure an inclusive approach to LGB residents			The contract with Fruitbowl will support service delivery as required	
<u>Transgender People</u>	Activities adult learning will be delivered and ensure an inclusive approach to transgender residents.			The contract with Fruitbowl will support service delivery as required	
<u>Religion and Belief Groups</u>	Activities will be delivered and ensure an inclusive approach to different religion and belief groups.			The project will continue to work alongside local Faith groups.	
<u>People of different ages</u>	Activities will be delivered to promote inter-generational activities with young and older citizens coming together to share skills and overcome age barriers		See above.	Investment in tailored activities to promote inter-generational opportunities	
<u>Socio Economic Status</u>	Activities will be delivered in line with the needs of the citizens in the area and will therefore be more tailored to customer needs and aspirations.		See above.	Investment in activities tailored to meet the needs of different groups of citizens living within the area based on a fair pricing policy providing free and subsidised access	
<u>Workforce Diversity</u>	FURD has a diverse workforce reflecting the local community				
<u>Other issues e.g. cohesion, social inclusion, carers etc</u>	Activities will be delivered in line with the needs of young people living in the immediate and wider areas and they will continue to have a key role in the governance of the facility through a User Forum. Young people will be supported to develop respects for those from other cultural backgrounds and diversity will be fully promoted and celebrated	See above.	See above.	Investment in activities will reflect a range of cultural backgrounds	

If you have identified **potential negative impact** for any group please discuss with your Portfolio equality rep, as this may have potential legal implications for the Council. You will then need to make immediate changes to address this.

Did you or your Portfolio rep identify any potential adverse practices? YES / NO (*please delete as appropriate)

2. EIA Action Plan

In the table above (section 1 of Part 3) you identified what actions you needed to take to promote positive impacts or reduce negative impacts for all groups. Please use the plan below to record these actions and to make sure that they are specific, measurable, achievable, realistic and time bound.

Group or issue	What action is required?	Who will lead?	What is the timescale?	Progress / date completed
Black & Minority Ethnic people	Activities will be delivered in line with the needs of different BME groups living within given localities. These will be articulated by participants themselves and the relevant partners. The overarching aim of the provision will be to improve the engagement, progression and life chances , of BME citizens.	The project Management Group supported by the appointed contractor organisation FURD Sheffield Futures in association with the Community Youth Team	Develop Plan with clear targets, to be reviewed on an annual basis	Ongoing for the life of the project
Disabled people	Activities will be delivered in line with the needs of children and young people with disabilities groups living within given localities. These will be articulated by participants themselves and the relevant partners. The overarching aim of the provision will be to improve the engagement, progression and life chances of children and young people with disabilities	See Above	See Above	See above
Women & Men (Include pregnancy and maternity issues)	The sport and physical activities delivered will predominantly attract young men. The project has therefore made provision to ensure marketing attracts young women and that women only sessions are delivered as required	See Above	See Above	See Above

Group or issue	What action is required?	Who will lead?	What is the timescale?	Progress / date completed
Lesbian, Gay & Bisexual People	Activities will be delivered and ensure an inclusive approach to LGB residents.	See Above	See Above	See Above
Transgender people	Activities adult learning will be delivered and ensure an inclusive approach to trans residents.	See Above	See Above	See Above
Religion / belief groups	Activities will be delivered and ensure an inclusive approach to different religion and belief groups.	See Above	See Above	See Above
People of different ages (Younger/ older etc)	Activities will be delivered to promote inter-generational activities with young and older citizens coming together to share skills and over come age barriers	See Above	See Above	See Above
Socio Economic Status	Activities will be delivered in line with the needs of children, young people and the wider community in the area and will therefore be more tailored to customer needs and aspirations.	See Above	See Above	See Above
Workforce Diversity	FURD has a diverse workforce reflecting the local community	See Above	See Above	See Above
Other equality issues e.g. cohesion, social inclusion, carers etc.	Activities will be delivered in line with the needs of children, young people living in the immediate and wider areas and they will continue to have a key role in the governance of the facility through a User Forum Young people will be supported to develop respect for those from other cultural backgrounds and diversity will be fully promoted and celebrated	See Above A/A	See Above A/A	See Above A/A