

## Equality Impact Assessment (EqIA)

Please refer to the [Equality Impact Assessments \(EQIAs\)](#) form for details on how to complete.

The aim of an equality impact assessment is to consider the equality implications of any decision (e.g. new or revised policy, process, project, function, or service) on different groups of people including employees and customers. This document helps to evaluate whether the decision may inadvertently disadvantage groups of people and identify ways to avoid discrimination and proactively advance equality.

### 1. Details of the proposal

<b>Name of the proposal:</b>	King George V – Exeter City Community Trust
<b>Version number:</b>	
<b>Does this proposal impact on people?</b>	Choose an item: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Explain your answer whether 'yes' or 'no'</b>	Provision of community, sport and recreation facilities for local residents and communities
<b>Is this a new or existing policy/project/service?</b>	Choose an item: <input checked="" type="checkbox"/> New <input type="checkbox"/> Existing
<b>Person responsible for the proposal:</b>	Lorraine Betts
<b>Person responsible for the EqIA (if different to above)</b>	Eleanor Yeo
<b>Proposal start date:</b>	24/03/2026
<b>When will this proposal be implemented?</b>	01/05/2026
<b>Briefly describe the aims and objectives of the proposal</b>	KGV currently serves as a significant recreational space in Exeter, housing multiple sports pitches and facilities. Fields in Trust plays a vital role in ensuring that these fields remain available for community use and are protected

	<p>from development that may compromise their function as public recreational spaces. The facility currently includes multiple grass pitches, tennis courts, an accessible play park, and a pavilion (changing rooms, showers and toilets). Usage of the latter is minimal in relation to its potential, largely due to the need for renovations to make the building more accessible and relevant to the needs of existing and future user groups. User groups range from use by the general public for walking and play, to structured activities including football and baseball. Over the course of the past 12 months, key users for the structured activity include Central FC, Exeter City Girls' Junior Premier League teams, and the Spitfires Baseball Club.</p> <p>The proposed redevelopment will significantly enhance KGV's facilities and accessibility, including:</p> <ul style="list-style-type: none"> <li>• A new 3G artificial grass pitch: Providing year-round all-weather availability for football and other sports.</li> <li>• Refurbished Pavilion: A modern facility with updated amenities, including modernised – and accessible – changing rooms / places, multi-purpose rooms, and a café and events space for the community.</li> <li>• Padel Courts: Provision of 3 covered Padel courts, 2 no doubles courts and 1 No. singles court.</li> <li>• Enhanced Grass Pitches: Improved playing surfaces and potential addition of new pitches.</li> <li>• New PlayZones: Providing additional recreational activities for various age groups.</li> <li>• Woodland Trail/Cycle Paths: Promoting health and wellbeing through outdoor recreation</li> </ul>
<p><b>What are the anticipated outcomes of the proposal?</b></p>	<p>The KGV project has several key aims, each reflecting the principles of King George V Playing Fields and the Fields in Trust, alongside the mission and values of Exeter City Community Trust:</p> <ul style="list-style-type: none"> <li>• Develop New Health, Wellbeing &amp; Leisure Facilities</li> <li>• Protect &amp; Enhance the Natural Environment</li> <li>• Create a Gateway to the Exe Valley River Park</li> <li>• Deliver Community Developed Provision</li> <li>• Reduce Barriers to Participation for: People of All Ages, Women &amp; Girls, Para Sports Activities, Lower Socio-Economic Groups, Ethnic Minorities, Local Residents &amp; Community Stakeholders</li> <li>• Provide Physical Activity &amp; Social Inclusion for All</li> <li>• Facilitate Outstanding Youth Development</li> <li>• Enhance Usage, Safety &amp; Security</li> <li>• Increase Community Pride</li> </ul>

<b>Who is likely to be affected by the proposal?</b>	You can select multiple options: <input type="checkbox"/> Staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Wider community
<b>How are they likely to be affected?</b>	Service users and the wider community will have year-round access to a variety of high quality sports facilities and greater opportunities to local residents, residents of lower socioeconomic areas, women and girls, people with disabilities, including those with mental health issues, ethnic minority communities, various sporting clubs and organisations
<b>Is this proposal going to be approved by SMB, Executive or Council?</b>	Select: <input checked="" type="checkbox"/> SMB <input type="checkbox"/> Executive <input checked="" type="checkbox"/> Council
<b>When is the proposal going to SMB, Executive or Council?</b>	24/03/2026

### 3. [Consultation & Engagement](#)

You will nearly always need to involve and consult with stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal. This should include the individuals/groups who are affected by your proposal. Any proposal for consultation or engagement must be done via the [Consultation and Engagement Form](#).

<p><b>How are you communicating with the individuals/teams who are affected by your proposal?</b></p> <p>You can select multiple options:</p> <input checked="" type="checkbox"/> Social media <input type="checkbox"/> Focus groups <input checked="" type="checkbox"/> Website <input checked="" type="checkbox"/> Mail drop <input checked="" type="checkbox"/> Via community group <input type="checkbox"/> Other (please describe):
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## 4. Impacts on People

**How will the proposed change affect people with protected characteristics?** Make sure that you assess the impact based on evidence.

- Who will benefit, who won't, who can access, who can't access, who is at an advantage, who is at a disadvantage?
- What evidence has been used for this assessment? For example, employee diversity data, national statistics, customer survey, feedback etc. [Sources of equality data](#) are available on Sharepoint. (Please don't include any information that risks identifying people such as names, or the diversity data, if less than six people).

**Note:** You can copy and paste more rows underneath each protected characteristic if there is more than one impact

<b>How will this proposal affect people with protected characteristics?</b>	<b>Identify Impact:</b>	<b>Why will it have this effect?</b> Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
Age	Positive (Is an improvement)	<p>The Sport England Local Active Lives Survey which takes place annually in communities across Exeter tells us that those living in Exeter's most deprived communities find it hardest to lead active lives. In particular, the survey showed that residents of almost all ages were less active in 2025 than they had been in 2024. Looking at levels of inactivity, we can see that:</p> <ul style="list-style-type: none"> <li>▪ Inactivity levels in those aged 16-34 increased slightly in 2025 and is now broadly the same as 2022.</li> <li>▪ Those aged 35-54 experienced an increase in inactivity compared to 2024</li> <li>▪ Inactivity levels in those age 75+ increased over the previous year.</li> </ul> <p>This facility creates multiple opportunities for people of all ages to be more active in ways to suit them, and therefore creates a positive impact.</p>
Disability: including sensory, mobility, mental health,	Positive (Is an improvement)	The Sport England Local Active Lives Survey tells us clearly that inactivity rates for Exeter residents remain significantly higher for those with a disability (49% of those respondents who are disabled

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neurodiversity, long term ill health		<p>class themselves as inactive) or long-term health condition than for those without (38% of those who do not class themselves as disabled say that they are inactive).</p> <p>The King George V facility presents multiple opportunities to engage with disabled residents by providing para-sports activities, together with accessible toilets and changing facilities and inclusive play equipment.</p> <p>No negative impacts identified at this stage.</p>
Gender reassignment	No Impact	No negative impacts identified at this stage.
Marriage and Civil partnership (work related only)	No Impact	No negative impacts identified at this stage.
Pregnancy & Maternity	Positive (Is an improvement)	<p>The King George V facilities include a play-zone aimed at young children, as well as pushchair accessible woodland trails suitable for those with prams or buggies. There will also be ample opportunities for parents to change and feed their young children with multiple seating, rest and changing areas.</p> <p>There are no negative impacts identified at this stage.</p>
Race: including ethnic origin, nationality/national origin	Positive (Is an improvement)	<p>The King George V Playing Field in Exeter will cater for different races and ethnicities by providing inclusive sports programmes, culturally diverse community events, and accessible facilities designed to welcome and celebrate people from all backgrounds. Through Live and Move's work with Inclusive Exeter, there is insight that shows clearly that opportunities for physical activity can support greater community cohesion.</p>

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Religion or Belief	Positive (Is an improvement)	The facility will cater for different religions by offering flexible community spaces for faith-based events, ensuring scheduling considerations around religious observances, and promoting an inclusive environment that respects and accommodates diverse beliefs and practices.  There are no negative impacts identified at this stage.
Sex	Positive (Is an improvement)	The King George V Playing Field in Exeter will cater for different sexes by providing equal access to facilities, offering mixed and single-sex sports sessions, and ensuring changing areas and amenities are designed to promote privacy, safety, and inclusivity for all users.  There are no negative impacts identified at this stage.
Sexual Orientation	No Impact	The facility will cater for different sexual orientations by promoting inclusive sports programmes, and creating a safe, welcoming environment where everyone feels respected and able to participate openly.  No negative impacts identified at this stage.
Intersectionality: Could this proposal have an impact on people who have a combination or intersection of two or more characteristics?	Positive (Is an improvement)	

## 7. Outcome of Assessment

<b>Select one of the following options:</b>	<b>Tick the relevant box</b>
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No barriers identified, proceed with proposed change.	<input checked="" type="checkbox"/>
Adjust the proposal/policy to remove barriers identified by the EqIA.	<input type="checkbox"/>
Continue with the proposal/policy despite potential for adverse impacts.	<input type="checkbox"/>
Stop the proposal/policy as there are adverse impacts that cannot be prevented/mitigated or justified.	<input type="checkbox"/>
<b>Please explain why the option has been chosen:</b>	

## 8. Action Plan

Considering the impacts, you have identified above, please detail any actions you will need take to remove barriers, eliminate negative impacts or maximise opportunities. (Add more rows if required). If an action is to meet the needs of a particular protected group please specify this. These actions should be included in your Service Plan.

Action(s) to be taken.	Expected Outcomes	Responsible Person	Timescale	Progress	Complete
<b>Risk is mitigated by ensuring the following actions:</b> <ul style="list-style-type: none"> <li>- Ensure multi-use design of facility for all ages</li> <li>- Inclusive seating areas</li> </ul>	This will be updated through ongoing programme work and the project steering group with stakeholders, centre users and community groups	Jamie Vittles (ECCT) & James Bogue (ECC)	Ongoing	This will be updated through ongoing programme work and the project steering group with stakeholders, centre users and community groups	

<ul style="list-style-type: none"> <li>- Community consultation to include representations from all age ranges and diverse communities</li> <li>- Step-free access to facilities</li> <li>- Accessible parking</li> <li>- Hearing loops in community spaces</li> <li>- Creation of clear and inclusive safeguarding policies</li> <li>- Ensure representation from Intercom Trust, Wellbeing Exeter, Inclusive Exeter, local faith groups (and other organisations) in community engagement activity</li> <li>- Inclusive changing provision to include private cubicles and individual changing spaces and toilet facilities</li> <li>- Multi-language materials provided if required</li> <li>- Fair, transparent and easy to use booking systems</li> <li>- Zero-tolerance anti-discrimination policy</li> <li>- Inclusive signage throughout facility</li> <li>- Equality and diversity training mandatory for all staff</li> <li>- Affordable pricing structure</li> </ul>					
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To support some of the groups listed above, the new facility has confirmed the following activities:

- Para Football Talent Hub + Ability Counts (mixed and focused disability session)
- Girls' Development Centre, including FA Emerging Talent Centre
- Advanced Development Centre (boys football)
- College Education FA (in partnership with Exeter College)
- Exeter International United (refugee and asylum seekers team)
- Men and Women's walking football
- Youth Holiday Clubs
- Regular training and matches for grassroots football.

In addition, the following activities are also being planned but are not yet confirmed:

- Holiday Activities and Food
- AP education
- USW Sports Business Management Degree
- PL Kicks (after hours inclusion football programme)
- PLPS (sessions for local schools - mixed physical activity and education)

<ul style="list-style-type: none"> <li>• Change our Path programme</li> <li>• Mixed Multisport</li> <li>• Para Multisport</li> <li>• T1 touch rugby</li> <li>• Extra Time Hub (social cafe / sporting memories)</li> <li>• Men's Mental Health Sessions</li> <li>• Disc Golf</li> <li>• Nordic Walking</li> <li>• Baseball</li> <li>• Tennis</li> <li>• Padel</li> </ul>					

## 9. Monitoring

**How will you monitor the impact of your proposed change once it has been implemented?** Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

KPI Monitoring by Exeter City Community Trust through reporting to Football Foundation and Exeter City Council as part of respective grant agreements.

Propose that Exeter City Council has sight of communication through the development of a local management board led by ECCT