

Charnwood Borough Council

Equality Impact Assessment 'Knowing the needs of your customers and employees'

Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

Note: Complete the action plan as you go through the questions

Step 1 – Introductory information

Title of the policy	Leicester-Shire and Rutland Sport Strategy for Physical Activity & Sport 2017-21
Name of lead officer and others undertaking this assessment	Zoe Griffiths
Date EIA started	October 2017
Date EIA completed	October 2017

Step 2 – Overview of policy/function being assessed:

Outline: What is the purpose of this policy? (Specify aims and objectives)
<p>Since January 2017 LRS have been consulting with key partners and agencies to produce a strategy that sets a long term vision for physical activity and sport across LLR that encompasses everything from supporting the least active residents to build activity into their everyday lives, through the development of future Olympians, Paralympians and World Champions.</p> <p>The LRS Physical Activity and Sports Strategy long term vision is ambitious “We want to be the most active place in England, building a healthy and vibrant future for our communities”. If we achieve this, we will have been able to contribute to, transforming physical and mental wellbeing outcomes in Leicestershire and Rutland, supporting a stronger economy, and helping individuals and communities to achieve their potential in life.</p> <p>The Council’s Sport and Active Recreation team will use the LRS Physical Activity and Sport Strategy to develop a Locality Plan for the district. This locality plan is used to secure external funding from a range of resources. This approach has been used since 2011/12. Over the last five years the Sport and Active Recreation team has secured a total of £1,102,000 to deliver sport and physical activity opportunities throughout Charnwood.</p> <p>Charnwood’s Locality Plan sets out how it will aim to deliver physical activity, sport and cultural initiatives aimed at increasing participation amongst a wide range of residents.</p> <ul style="list-style-type: none"> • The plan outlines how working in partnership to deliver shared aims of improving the quality of life for everyone living and working in Charnwood, including a focus on priority neighbourhoods. • Encourage healthier lifestyles through the promotion and delivery of sporting and recreational facilities.
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
<p>Activities that are delivered through the Sport & Physical Activity Strategy and Locality Plan are available for residents of any age regardless of their ethnicity, race, religion, disability and social / economic background. Charnwood’s Locality Plan details projects that are specifically aimed at BME communities, participants with a disability and families living within priority neighbourhoods. These include; exercise programmes specifically for Asian ladies, exercise/diet and nutrition programmes for BME communities, sport/physical activity sessions for people with disabilities and sport and physical activity opportunities for young people living within deprived wards throughout Charnwood.</p>
Which groups have been consulted as part of the creation or review of the policy?
<p>The Sport and Active Recreation Team have met and consulted with the public, key partners, community organisations and community groups, to ensure we meet the needs of all residents. Consultation has taken place with the following organisations;</p>

- North and South Charnwood SSPAN's
- Charnwood Borough Communities and Partnerships team (ASB, Community Safety, Neighbourhood Development and Partnerships)
- Charnwood Together Partnership
- Charnwood Health and Well Being Partnership
- Charnwood Partnership for Children and Families
- Leicestershire Nutrition and Dietetic Services
- Leicestershire and Rutland NHS
- LRS and Leicestershire County Council
- Charnwood North and South Clinical Commissioning Groups
- Leicestershire Partnership Trust
- Fusion Lifestyle (Private contractor)
- Youth Services
- Loughborough University
- Voluntary Sector including; Living Without Abuse (Domestic Abuse Services), Loughborough Foyer and Youth Shelter (supported accommodation schemes for young home-less people aged 16 -25 years), Charnwood Twenty-Twenty (Charity programmes for vulnerable young people 10 -19 years), Glebe House (independent charity that supports adult and children with learning difficulties), Community groups; Shree Ram Krishna Centre, The Exairo Trust and Mountsorrel Youth Development Group.

Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

We will carry out customer evaluation surveys on all projects delivered through Charnwood's Locality Plan. This feedback helps us shape future delivery of the programmes and future physical activity and sports strategies. We will also use this information to ascertain how many participants are from BME communities; have a disability, age and gender.

To meet the needs of our users we make activities available during daytime, evenings and weekend and ensure that there is a good geographical spread of activity across the borough and that these are easily accessible to residents who may not have access to transport.

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

The information collected will be used to monitor the outcomes of the strategy/Locality Plan and the projects delivered as part of the strategy. The information supplied will provide us with data on how many males and females take part, how many participants are from BME communities and how many participants have a disability. From the information provided we can then use this to ensure we are delivering projects that meet the needs of service users it is aimed at. Data collected has shown that we had received comparative numbers on activities from people with disabilities and from BME communities. 14% of the Charnwood population are non-white and 16% of residents have a disability. Through our work we have been able to be proactive in developing more targeted programmes which aimed to increase participation to these groups.

Step 4 – Do we need to seek the views of others? If so, who?

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

We need to continually meet with all the partners who support the delivery of the Sport & Physical Activity Strategy to ensure we are meeting the needs of service users.

Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	Comments
Age	The Locality Plan is available to anyone of any age. Projects highlighted within the commissioning plan are delivered across 6 life stages 0-5, 5-15, 16-25, 25-55, 55+ and Universal. Delivering projects across these life stages will ensure there is a good spread of activity available for residents of all ages.
Disability (Physical, visual, hearing, learning disabilities, mental health)	We provide a vast selection of activities specifically for disabled people in partnership with local disability groups, Fusion Lifestyle (leisure provider), LRS County Sports Partnership and our school sports partnerships (SSPANs). All our sessions are fully inclusive and cater for children and adults with a disability.
Gender Reassignment (Transgender)	There are no barriers to participation in respect of sex. We offer sessions which are for male and females to take part together and specific projects for men or women which have been identified as a need by our partners. Examples of these projects include Asian Ladies Swimming and Self-defence classes.
Race	Our aim is to have an inclusive approach to participation that is cohesive irrespective of racial groups. We have an awareness and understanding of specific issues that may impact on racial groups taking part in physical activity & sport.
Religion or Belief (Includes no belief)	We do not offer sessions which cater for specific religious beliefs. However we need to be aware and have an understanding of religious practices e.g. prayer time and fasting and how this impacts on religious groups taking part in physical activity and sport. Activities need to be planned taking into consideration the issues highlighted above for these groups of people.
Sex (Gender)	We would seek to ensure that all adults are not discriminated against regardless of their / or any perceived sexual orientation.

Sexual Orientation	As above
Other protected groups (Pregnancy & maternity, marriage & civil partnership)	As above
Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)	A large proportion of the Locality Plan provides targeted programmes for residents living in Priority Neighbourhoods.

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

N/A

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The Physical Activity and Sports Strategy/Locality Plan provides an inclusive approach to participation that is cohesive irrespective of race, religion, gender, sex, sexual orientation and disability. We have an awareness and understanding of specific issues that may impact on groups taking part in physical activity and sport.

Step 6- Monitoring, evaluation and review

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

Yes there are processes in place to monitor, evaluate and review the findings of this assessment. The processes include:

- Consultation and feedback with our partners
- Consultation and feedback with our customers
- Consultation and feedback with Leicestershire & Rutland Sport in delivering the strategy outcomes

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

Any recommendations from the Equality Impact Assessment will be used to shape and improve future delivery of sport and physical activity programmes in Charnwood and shape the Sport & Physical Activity Strategy.

Step 7- Action Plan

Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Reference Number	Action	Responsible Officer	Target Date
Step 2	To continue to develop marketing material which is creative and meets the needs of the specific groups identified within the physical activity and sports strategy.	Sport & Active Recreation Team	Ongoing
Step 2	To ensure that the strategy is delivered through the sport & physical activity commissioning locality plan and meets the commissioning priorities of providing activities that have a; Greater focus on families Greater focus on the inactive Greater focus on addressing inequalities	Sport & Active Recreation Team	Ongoing
Step 6	Meet with County Sports Partnership on a 6 monthly basis to discuss the progress of physical activity & sports strategy/Locality Plan and future funding opportunities.	Zoe Griffiths Will Blanche	October 2017 March 2018
Step 5	To continue delivery of sessions which take into account religious beliefs and practices.	Sport & Active Recreation Team	Ongoing
Step 6	Carry out regular customer surveys which show levels of satisfaction against the projects delivered as part of the physical activity & sport strategy/Locality Plan. Use feedback to make improvements to projects and develop new projects based on customer needs.	Sport & Active Recreation Team	Ongoing

Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	All of Sport & Active Recreation team	Team Meetings & E mails
Service users	Existing Service Users	Email, Post, Social Media, Website
Partners and stakeholders	All Partners Listed	Emails, Meetings, Social Media and Website
Others		
To ensure ease of access, what other communication needs/concerns are there?		

Step 9- Conclusion (to be completed and signed by the Service Head)

Please delete as appropriate
I agree with this assessment / action plan
If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head): Julie Robinson
Date: 5th October 2017

Please send completed & signed assessment to Suzanne Kinder for publishing.

