

# Equality Impact Assessment

**Active Together Physical Activity Framework 2022- 31**

**Charnwood Sport & Physical Activity Commissioning Plan  
24-27**

- **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, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

**For the following protected characteristics:**

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation
- ✓ Socially excluded groups

**What is prohibited?**

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

**Complete this action plan as you go through the questions.**

- **Step 1 – Introductory information**

Title of the policy	<b>Active Together Physical Activity Framework 2022-31/Charnwood Sport and Physical Activity Commissioning Plan 2024-27 (LGM SPA Plan)</b>
Lead officer and others undertaking this assessment	<b>Zoe Griffiths</b>
Date EIA started	<b>4<sup>th</sup> March 2024</b>
Date EIA completed	<b>4<sup>th</sup> March 2024</b>

- **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)

The Active Together ten-year framework aims to widen access, opportunity for physical activity and increase participation levels across the communities of Leicestershire, Leicester, and Rutland (LLR). The framework also aims to shape and influence the future approach to service provision for physical activity across the LLR area and encourage greater agency collaboration.

The framework focuses on targeting resources to local communities and residents who face the greatest barriers to being active and suffer inequality in accessing opportunities to engage in physical activity and sport. To achieve this the document calls for a system led approach and improved collaboration between key public, voluntary and some private sector services / organisations to coalesce around campaigning and equity in the provision of physical activity / sporting opportunities.

Working through three key themes of People, Place and Partnerships the framework identifies 10 key priorities for action between 2022 and 2031. The delivery of these priorities, through key partnerships and a variety of services and agencies, should result in a step change in access to sport and physical activity provision and a new single system approach and improved collaboration between public, voluntary and some private sector services. The 10-year framework has broad support across many key public services and organisations throughout Leicestershire, Leicester, and Rutland.

Charnwood Borough Council will contribute to the delivery of the 10-year framework through Charnwood's annual Locality Let's Get Moving Locality Physical Activity Commissioning Plan for 2024/27 which focuses on local priorities and will be directly aligned to the overarching aims of the Active Together Physical Activity 10 - Year Framework.

The aim of the Public Health funded model from 2024 - 2027 is to preserve highly specialised, evidence-based programmes for people with specific health needs (e.g. cancer or cardio-pulmonary conditions - these are level 4 programmes), programmes aimed at inactive people with one or more stable health conditions (level 3 programmes, previously referred to as the exercise referral scheme) and level 0/1 programmes aimed at providing population-level interventions, brief advice and sign posting for self-help.

There are significant inequalities associated with inactivity whereby people from marginalised groups, with disabilities, older people, women and those living in material disadvantage are least active. Barriers to inactivity include the cost of programmes and equipment, proximity of opportunities to area of residence, quality of the environment, beliefs, confidence and self-efficacy and cultural appropriateness of programmes.

It is important therefore that programmes exist that address the known barriers to physical activity, are local and targeted to those at highest risk of inactivity and are based on best available evidence of effectiveness.

There will need to be a balance between programme delivery and systems shaping to ensure a whole systems approach is taken. Given the current environment, we will also need to ensure that we are dynamic and innovative so that we are able to respond quickly and flexibly to both national and local circumstances.

Working together we can utilise the place-led approach to ensure we support;

- Our children & young people receive the best start in life
- People to stay healthy and well throughout their life
- Older people to age well in later years to live longer better.

What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?

Communities and residents who face the greatest barriers to being active and suffer inequality in accessing opportunities to engage in physical activity and sport.

This framework and Let's Get Moving Physical Activity Plan 24/27 focuses on.

- Moving the inactive to active and supporting targeted population groups
- Tackling the inequalities, we've long seen in physical activity.
- Providing opportunities to people and communities that have traditionally been left behind and helping to remove the barriers to activity.
- Ensuring that sport and physical programmes target unmet local need, identified through appropriate mechanisms.

Which groups have been consulted as part of the creation or review of the policy?

The 10-year framework has been developed with the support of Charnwood Borough Council's Active Charnwood team and it builds on wider consultation with a range of partners including Health, Planning Education, Community Services, physical activity, and sport sectors. It draws inspiration from the Sport England national strategy-Uniting the Movement, which was extensively consulted across England over a period of 24 months. The framework is compatible with emerging local health and wellbeing strategies and includes contributions and scrutiny from primary and public health services. The Framework aspires to act as a catalyst to encourage changes in local policy development, and resource commitment across the local Public, Voluntary and Private sector, driving a step change in health improving behaviour through physical activity.

Through the work of the ongoing Let's Get Moving Locality Commissioning Plan 2024-27 the Active Charnwood team have met and consulted with the public, key partners, community organisations and community groups, to ensure the needs of all residents are considered. This feedback has been reported back to Active Together and is reflected in the 10-year Framework 22-31 and commissioning plan for 23-27.

Consultation has taken place with the following organisations;

- North and South Charnwood SSPAN's
- Charnwood Borough Council - Neighbourhood Services teams
- Children & Family Well Being Services
- Leicestershire and Rutland NHS

- Charnwood Health and Well Being partnership reps
- Leicestershire Partnership Trust
- Fusion Lifestyle (Private contractor)
- Youth Services
- Loughborough University
- Voluntary Sector partners/Community groups based at;
  - Altogether Place, Marios Tinenti Centre, Gorse Covert Community Centre, John Storer House, Fearon Hall, Loughborough wellbeing café

Groups include:

- Equality Action Charnwood
- Safe Well Happy Partnership group
- Leicestershire WM
- Dementia UK
- Ramblers
- Parkinson's UK
- Leicester City in the community
- Tay Play
- B- Buddies
- ESOL - Loughborough College
- Menphys
- BACA

● **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

**EIA LRS Sport & Physical Activity Strategy 2017-20**

**EIA Charnwood Sport & Physical Activity Commissioning Plan 2021-22**

**EIA Charnwood Sport & Physical Activity Commissioning Plan 2022-23, 23-24, 24-27**

**Active Together & Leicestershire County Council - Let's Get Moving: Place(s) Led Physical Activity Action Plan Guidance Document 2022-23, 23-24, 24-25**

**Charnwood Needs Assessment 2022/Charnwood Health and Well Being Plan 2023**

### **Population & inequality**

- Along with most areas of Leicestershire (and England), there is significant growth in the population of over 65's expected by 2040 (43%).
- There is also a growing population overall with over 19,000 new dwellings projected for the district by 2037.
- Alongside this, significant growth in conditions is expected as the population grows and ages.
- There is significant inequality in life expectancy for women in the district

### **Best Start for Life**

- Infant mortality rates appear to be high for Charnwood at 5.1 when the region is 4.1 and England is 3.9
- Breastfeeding initiation rates are significantly lower than England although they are higher than the regional rate. Rates are significantly worse in Shepshed East (compared to LLR rate). By 10-14 days rates continue to be lower in Shepshed East but also Sileby. By 6-8 weeks this is the case in Syston West, Sileby and Shepshed East

### **Living Healthy, Safe and Well**

- Vaccination rates for people living in 3 MSOA's are the lowest in the County
- Rates of loneliness are higher than Leicestershire and England. The risk of loneliness is especially high in 4 LSOA's in Loughborough (note this is for risk only, not actual).
- Work is already underway in the INT around mental health including a mini needs assessment and an action plan to address need identified
- Deprivation, and fuel poverty is high in some parts of Loughborough with 2 LSOA's falling in the highest 10% of England
- Air quality in the two air quality management areas and high rates of admissions for CYP with asthma and viral wheeze in some MSOA's
- Estimated 7,658 veterans living in Charnwood with a range of health issues, primary ones include heart, blood pressure and circulation and conditions with legs or feet

### **Living and Supported Well**

- Hip fracture rates are much higher than England and Charnwood is third highest across the region.
- Large numbers of people providing unpaid care in the area (although data is from 2011 census so considerably out of date)

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 data tells us that our least active communities live in the most deprived areas of Charnwood and experience higher than the national/county average health inequalities.

Active Charnwood will continue to carry out on going customer monitoring and evaluation surveys for all projects delivered as part of the framework/locality plan. This feedback will help the sports team to shape future delivery of programmes.

The information collected will be used to monitor the outcomes of the framework and projects delivered as part of the 2023-27 Charnwood Let's Get Moving Physical Activity Locality Commissioning Plan. The information 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 residents.

Data collected from previous sport programmes 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 proactive in developing more targeted programmes which aim to increase participation levels with these hard-to-reach groups.

To meet the needs of our residents we will 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.

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

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

**Yes, see Step 3 refer to Active Together & Leicestershire County Council - Let's Get Moving: Place(s) Led Physical Activity Action Plan Guidance Document 2024/27 This document refers to continually meeting with partners who support the delivery of the framework to ensure we are meeting the needs of the service.**

- **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision. Please refer to the general duties on the front page.

Age	<p>The Active Charnwood team will ensure that projects delivered as part of Charnwood's Lets Get Moving commissioning plan 24-27 are aligned with the principles of the framework. Programmes will be delivered across 4 Levels.</p> <p>Level 1: Population interventions, Brief Advice, Sign posting Self-help.</p> <p>Level 2: Targeted interventions, Community/Setting Based interventions.</p> <p>Level 3: Physical Activity Supported Programme</p> <p>Level 4: Specialist Physical Activity Programmes</p> <p>Projects across the different levels will be available to the following age groups. 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.</p> <p>These programmes will have a positive impact on all ages.</p>
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<p>Disability</p> <ul style="list-style-type: none"> <li>• Physical</li> <li>• Visual</li> <li>• Hearing</li> <li>• learning disabilities</li> <li>• mental health</li> </ul>	<p>Active Charnwood provide a vast selection of activities specifically for disabled people in partnership with local disability groups such as Mencap and the Safe, Well Happy Partnership, Fusion Lifestyle (leisure provider), our school sports partnerships (SSPANs) and Active Together. All our sessions are fully inclusive and cater for children and adults with a disability.</p> <p>These activities will have a positive impact on people with disabilities.</p>
<p>Gender Reassignment (Transgender)</p>	<p>Sessions organised will have a positive impact irrespective of gender reassignment.</p>
<p>Race</p>	<p>Our aim is to have an inclusive approach to participation irrespective of racial groups. We have an awareness and understanding of specific issues that may impact on racial groups taking part in physical activity &amp; sport.</p> <p>All sessions will have a positive impact on residents irrespective of racial groups.</p>
<p>Religion or Belief (Includes no belief)</p>	<p>We do not offer sessions which cater for specific religious beliefs. However, we need to be aware and understand religious practices e.g., prayer time and fasting and how these impacts on religious groups taking part in physical activity and sport. Activities need to be planned to take into consideration the issues highlighted above for these groups of people.</p> <p>Sessions organised will have a positive impact irrespective of religious beliefs.</p>
<p>Sex (Gender)</p>	<p>We seek to ensure that all adults are not discriminated against regardless of their / or any perceived sexual orientation.</p> <p>Programmes organised will have a positive impact on participants.</p>
<p>Sexual Orientation</p>	<p>As above</p>
<p>Other protected groups</p> <ul style="list-style-type: none"> <li>• Pregnancy &amp; maternity</li> <li>• Marriage &amp; civil partnership</li> </ul>	<p>As above</p>
<p>Other socially excluded groups</p> <ul style="list-style-type: none"> <li>• Carers</li> <li>• Low literacy</li> <li>• Priority neighbourhoods</li> <li>• Health inequalities</li> <li>• Rural isolation</li> </ul>	<p>Priority Neighbourhoods - The Active Charnwood team are already working in the LSOA areas of Loughborough.</p> <p>Active Charnwood have organised specific sessions for Asylum Seekers and continue to engage with this group.</p>



<ul style="list-style-type: none"> <li>Asylum seeker and refugee communities</li> </ul>	<p>These sessions will have a positive impact on socially excluded groups.</p>
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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.

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- 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 Active Together Physical Activity 10 Year Framework 2022-31 and the Let's Get Moving Locality Plan 24-27 provides an inclusive approach to participation that is cohesive irrespective of race, religion, gender, sex, sexual orientation, and disability. Active Charnwood have an awareness and understanding of specific issues that may impact on groups taking part in physical activity and sport.

**Step 6- Monitoring, evaluation, review**

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

Performance management arrangements are in place to monitor individual projects providing us with the necessary demographic, financial and geographic data, alongside qualitative progress reports. It is expected that monitoring against delivery will be submitted to Active Together at six monthly and yearly intervals alongside case-studies every six months.

1:1 Meetings will take place specifically between locality Local Authority lead officers and School Sport Development Managers and Active Together at least twice a year. It is expected that Active Charnwood will measure the impact of the interventions to enable Active Together to understand what has the greatest impact on tackling inequality, increasing opportunity, and widening access to physical activity.

There is a tiered evaluation approach that is based on the scale and intensity of each programme. For those programmes working with a large proportion of the population, a light evaluation process is required. Whereas programmes targeting a smaller number of participants that are more resource heavy, require a more comprehensive evaluation.

As well as monitoring and evaluation, Active Charnwood will be required to embrace a learning culture to support continuous improvement and promoting and facilitating sharing amongst the partnership. A Physical Activity Monitoring Evaluation and Learning Framework has been developed and Active Charnwood will be required to adhere to these when implementing monitoring and evaluation processes.

The processes include:

- Consultation and feedback with our partners

- Consultation and feedback with our customers

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 Charnwood's Sport & Physical Locality Commissioning Plan that is aligned with the framework.

- **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
	To continue to develop marketing material which is creative and meets the needs of the specific groups identified within the framework.	Active Charnwood team	Ongoing
	To ensure that the framework 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	Active Charnwood team	Ongoing
	Meet with Active Together on a 6 monthly basis to discuss the progress of the Active Together Framework 22-31/Charnwood Let's Get Moving Locality Plan 24-27 and future funding opportunities.	Z. Griffiths W. Blanche	X 2 year
	To continue delivery of sessions which consider religious beliefs and practices.	Active Charnwood team	Ongoing
	Carry out regular customer surveys which show levels of satisfaction against the projects delivered as part of the framework/Let's Get Moving Locality Plan. Use feedback to make improvements to projects and develop new projects based on customer needs.	Active Charnwood team	Ongoing

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

	Who needs to know?	How they will be informed (We have a legal duty to publish EIA's)
Employees	Active Charnwood team	Team Meetings & E-mails
Service users	Existing Service Users	E-mail, Post, social media, Website
Partners and stakeholders	All Partners Listed	Website
Others	N. A	
To ensure ease of access, what other communication needs/concerns are there?	Active Charnwood team	Language barriers - where feasible literature will be translated into the relevant language.

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

Delete as appropriate
<b>I agree with this assessment</b>
<del><b>I disagree with this assessment</b></del>
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales below.
 Signed <span style="float: right;">P Oliver Director of Housing and Wellbeing</span>
Date: 05.03.24

Please send completed & signed assessment to **Vicky Brackenbury** for publishing.