

Equality Analysis Equality Impact Assessment (EIA) Form 'Knowing your customers needs'

Background

An Equality Analysis is a way of making sure that equality considerations are embedded into our decision-making processes and that equality is considered when we are developing key policy & services etc.

One tool to help you do this is an Equality Impact Assessment or EIA. It will assist you in ensuring that “due regard” has been given to identify any potential or actual impact (Positive or Negative) that our policies/services/functions*etc., have on differing groups of people.

EIAs also provide a systematic approach to identifying and recording gaps and actions in relation to ensuring equal access when providing functions.

The purpose of the Equality Analysis is to:

- make us focus on the needs, experiences and circumstances of everyone who will be affected by the decisions the Council makes
- direct us to seek alternative ways of achieving our aims and avoiding inequality
- enhance our credibility with our service users to have greater confidence in our performance
- improve our policy making procedures and services

* Note: For simplicity we have sometimes referred to the following (listed below) as 'Functions'. This includes: Services, Employment Practices, Projects, Strategy, Processes, Systems, Practices, Procedures, Protocols and Guidelines

Legislation - Equality duty

As a local authority that provides services to the public, Melton 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
9. Sexual orientation

When completing the Equality Impact Assessment you are encouraged to consider other disadvantaged or socially excluded communities or groups e.g. carers, the homeless, rural communities, priority neighborhoods, ex-forces personnel etc., who are likely to be affected by the proposal. The evidence also needs recording to demonstrate that consideration has been given.

| | |
|---|--|
| Title of the policy | Physical Activity & Sport Strategy |
| Is it new or existing? | New |
| Date | Completed and ready for signed off, wider consultation undertaken. Presentation at People Committee on 14 th November 2018. |
| Officer undertaking EIA | Jake Betts / Aysha Rahman |
| Who else is involved in undertaking this assessment? | Keith Aubrey, Deputy Chief Executive |

1. Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (Specify the aims and objectives.) Please also state why the policy has been introduced or changed.

Development of a sport and physical activity strategy which will define the direction and activities of the Sport and Physical Activity team. The Strategy sits in line with the refresh of the Council's Corporate Priorities.

The strategy will be informed by an evidence base that identifies strategic need areas within the Borough. The key priorities, objectives and actions demonstrate where the need and resources will be focused to improve the health and wellbeing of the Borough's residents and support the Council's vision of supporting strong and prosperous communities. This will be achieved through the strategy's vision of inspiring everyone to be more active more often.

Through extensive research using demographic and health data from a variety of sources (Public Health, Sport England, Leicestershire Rutland Sport) along with insight from within Melton, this has highlighted key issues for Melton against national averages for example, excess weight, physical activity participation and ageing population.

As recognised in the government strategy for sport, an active lifestyle has been shown to maintain and improve physical health and mental wellbeing. People who do regular physical activity have a lower risk of many chronic diseases such as heart disease, diabetes and strokes. Research also shows physical activity has psychological benefits in boosting self-esteem, mood and confidence, whilst reducing the risk of stress, depression and dementia, helping to save on future health costs.

Sport & physical activity are shown to have social impacts too, such as helping establish social connectedness and a sense of belonging. It reduces crime and anti-social behaviour, particularly for young people. Sport & physical activity often has a positive impact on educational outcomes. It has cognitive benefits such as concentration, thinking and problem solving which can improve academic attainment and a positive effect on employability.

Focusing on sport & physical activity as a tool for behaviour change, make it a highly cost effective intervention. With Melton Borough having an increasing and ageing population and growing pressures on public sector spending, behaviour change through prevention, early intervention and lifestyle change are more important now than it has ever been. The way in which we get more people moving everyday will require a broad range of approaches, support and improved opportunities from the community and partner agencies

Sport & Physical activity is uniquely positioned to deliver a system-wide response to the challenges of poor health and well-being. Implementing a Sport & Physical Activity Strategy provides Melton Borough Council with a clear direction for the services it delivers directly and those delivered by partners to tackle inactivity and embed practices, to shape the prosperity of all Melton Borough residents.

The strategy incorporates the following four priorities but with a specific emphasis on delivery within priority neighbourhoods:

Get active – Everyone of all ages has the opportunity to start participating in physical activity and sport

Stay Active – Support people to develop a resilient physical activity and sport habit to ensure lifelong participation.

Active Places – Facilities and informal spaces that encourage physical activity and sport are sustainable, high quality and accessible.

Active Economy – Promote the Melton Borough as a premier location for undertaking the business of physical activity and sport.

Melton Borough Council and its key stakeholders recognises the need to set challenging targets, review progress and measure performance. The Council will prepare an annual action plan that will set out a series of more specific actions (with measurable outcomes) that has fluidity to address priorities and sub priorities reflective of the needs of people/community.

Many of these are time limited and will require refreshing as partners work towards achieving the objectives, therefore a yearly review and update will take place of the Action Plan.

B. Who are the people/groups affected and what is the intended change or outcome for them?

This strategy acknowledges that the role of physical activity varies through life stages and that physical activity should be adapted to the needs of people throughout these stages and be a natural part of everyday life. Physical inactivity has negative effects at all stages of life and while ill health and premature death generally present themselves in adulthood, the exposure risk begins in childhood.

Therefore the strategy encompasses:

- Early Years
- Adolescents
- Adults
- Older People

With specific focus on:

- Priority neighbourhoods – This is a key corporate priority.

Inactive demographic – 29% of adults are inactive and take part in less than 30 minutes of activity per week. This is higher than the national average.

C. Equality implications/obligations.

Will this proposal/policy/service etc., meet the Equality Act requirement to have ‘due regard’ to the need to meet any of the following duties? In this question, consider both the new/current service and the proposed changes.

| Equality Duty. | Is the equality duty listed in the left hand column relevant to your policy/service etc? | | Comments on how it meets the duty or why is not relevant |
|---|--|----|---|
| | Yes | No | |
| (1) Eliminate unlawful discrimination, harassment and victimisation – please complete section 4 of the template. | | | |
| <p>(2) Advance equality of opportunity between different groups How does the proposal/policy/service etc ensure that the intended outcomes promote equality of opportunity for users who have protected characteristics?</p> <p>This includes:</p> <ul style="list-style-type: none"> • Removing or minimising disadvantages for protected groups of people • Taking steps to meet the needs of people from protected groups where these are different from the needs of other people • Encouraging people from protected groups to participate in public life or in other activities where there participation is disproportionately low e.g. are stakeholders engaged in the process and are there any barriers? | Yes | | <p>The strategy vision developed is inspiring everyone to be more active, more often and not referring to specific groups. If any issues arise, steps will be taken to address where possible. Stakeholders will be engaged within the process and remove any barriers to the services provided.</p> |

| Equality Duty. | Is the equality duty listed in the left hand column relevant to your policy/service etc? | | Comments on how it meets the duty or why is not relevant |
|--|--|--|--|
| <p>(3) Foster good relations between different groups (tackling prejudice and promoting understanding). Does the service contribute to good relations or to broader community cohesion objectives? How does it achieve this aim?</p> <p>This could include: <i>(The following are examples and so you do not need to answer all the bullet points below.)</i></p> <ul style="list-style-type: none"> • Building services around people and communities and involving them • Considering if there are strong and positive relationships between groups/communities affected by this policy. Does the policy/service bring together groups of people not used to interacting with each other? If so will it raise any issues that need to be addressed? • Tackling myths and misinformation. If the service is seen as unfair by certain groups, how do you tackle the myths and communicate this? | Yes | | The activities and services we will provide will be based on priorities identified however the shape of the service for these priorities will be shaped by the community to meet local need and bring groups together to meet the vision of the strategy and meet corporate priorities also. |

D. Which groups have been consulted as part of the creation or review of the policy? Did they identify any barriers?

Wider consultation has taken place prior to sign-off of the strategy. A 3 week online consultation was carried out during October to internal partners and stakeholders only – not the wider public. This included but was not limited too; Public Health, Leicestershire Rutland Sport, Internal staff and members, Leicestershire County Council, Police, Clinical Commissioning Groups, schools, community groups and the public.

22 Online Submissions completed; with general feedback around the vision, very supportive and positive. Barriers that were raised were around the quality of facilities; which is already recognized by MBC and being investigated. Also that the Strategy

should encompass a cross-partnership and community approach to meet the vision and aims across the Melton Borough which has now been referenced within the strategy.

2. What we already know and where there are gaps?

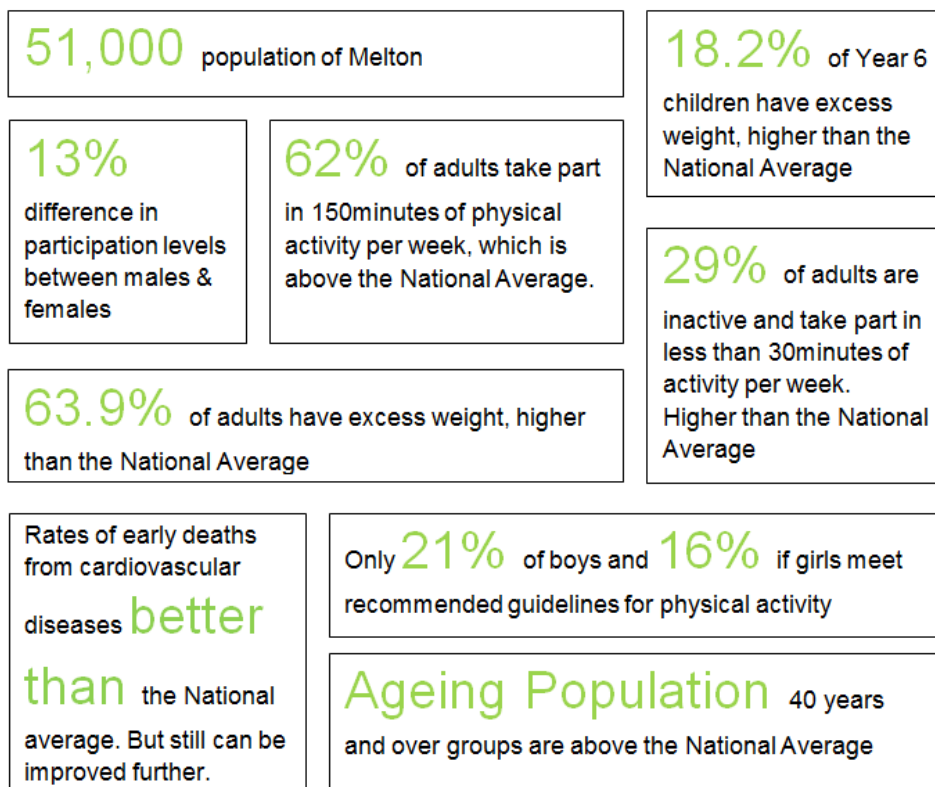
A. What existing information/data do you have/monitor about different diverse groups in relation to this policy?

This could consist of previous EIA's, reports, consultation, surveys, demographic profiles etc.

Through extensive research using demographic and health data from a variety of sources (Public Health, Sport England, Leicestershire Rutland Sport).

The Council's Sport & Physical Activity Team conducted extensive research on Melton-specific profile. This includes demographic make up, activity levels and health & wellbeing profiles of Melton Borough community. It intends to guide the future provision of sport and physical activity.

Key findings include more focus required on delivering for early years and ageing population. And supporting vulnerable groups with preventing social isolation, unhealthy weight and loss of independence. Furthermore:



**B. What does this information/data tell you about diverse groups?
If you do not hold or have access to any data/information on certain/all diverse groups, what do you need to begin collating/monitoring? (please list)**

As a Council we are addressing many of these issues identified above in our day to day activities as well as specific strategy documents. The Sports and Physical Activity Strategy will strengthen these activities to encourage diverse groups within the community to become, healthy, resilient and sustainable. We will continue to review our evidence and information in order to ensure groups are not being excluded from an equality perspective. Monitoring & Evaluation will be undertaken throughout the delivery of the strategy, which will include Equality.

Data collected from Public Health, Melton District Health Profiles 2017 was used to reference health demographic data, and the 2011 National Census was used to reference equalities demographic data.

3. Do we need to seek the views of others and if so, who?

**A. In light of the answers you have given in question 1D & 2 do you need to consult with specific groups? If not please explain why.
Please complete**

Further consultation not required, however further community involvement in the delivery of the strategy will be required to achieve identified priority areas.

4. Assessing the impacts

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has an actual or potential positive or negative impact on the groups specified and whether there is evidence of discrimination. Please read the guidance that accompanies this template.

If you have identified actual or potential negative impact or discrimination that is illegal, you are required to take action to remedy this immediately.

If you have identified negative impact or discrimination that is justifiable or legitimate please give your reasons. You will need to consider what can be done to mitigate its effect on those groups of people.

Provide an explanation for your decisions.

| Diversity Groups | Positive impacts (Actual or Potential) | Negative impacts (Including any barriers) (Actual or Potential) | Is there evidence of direct/indirect discrimination? (Is it illegal or legitimate/justifiable?) | Mitigation Where there are potential barriers, negative impacts identified and/or the barriers or impacts are unknown, please outline how you propose to minimise or remove all negative impact or discrimination. |
|---|---|--|---|--|
| Age | Actual: Developing priorities that address the health and wellbeing needs of all ages. <i>The strategy is formed alongside evidence from engagement and consultation activities. This evidence is feeding directly into the strategy.</i> | Actual: No barriers for age, as the strategy encompasses all ages to participate and physically active. | No | Embedding of the life course approach will ensure all ages are referenced within the strategy to be physically active. |
| Disability (physical, visual, hearing, learning disability, mental health) | Actual: Developing a holistic approach to providing inclusive activities which address social isolation and physical & mental wellbeing will remove barriers to participation. | Barriers to participation that need to be considered are access of users to facilities used. | No | This can be mitigated by ensuring all facilities used are accessible to all. |

| Diversity Groups | Positive impacts | Negative impacts | Is there evidence of direct/indirect discrimination? | Mitigation |
|---------------------------|---|-------------------------|---|-------------------|
| Gender / Sex | Actual: Look to address gender inequalities and foster inclusivity within priorities set by offering activities that are gender neutral. | | | |
| Religious Belief | Will include and understand the faith communities in Melton. Please see comments above at Age | | | |
| Racial Group | Support cultural differences in communities. Please see comments above at Age | | | |
| Sexual Orientation | Look to address any inequalities and foster inclusivity within priorities set to promote sustainable communities within the Borough. Please see comments above at Age | | | |

| Diversity Groups | Positive impacts | Negative impacts | Is there evidence of direct/indirect discrimination? | Mitigation |
|--|--|------------------|--|------------|
| Gender reassignment/ Transgender | Look to address any inequalities and foster inclusivity within priorities set to promote healthy and active communities within the Borough. Please see comments above at Age | | | |
| Other protected groups (pregnancy & maternity, marriage & civil partnership) | Working with partners (e.g. Police, Schools etc) to continue to encourage participation in activities provided by the Council. Please see comments above at Age | | | |
| Other socially excluded groups (low literacy, offenders, priority neighbourhoods, ex forces personnel etc) | To promote priorities and strategic interventions that work directly with communities to address the problems in their areas. Please see comments regarding priority neighbourhoods. | | | |

| Diversity Groups | Positive impacts | Negative impacts | Is there evidence of direct/indirect discrimination? | Mitigation |
|-------------------------|---|---|---|--|
| | The vision of the Strategy is to inspire everyone to be more active more often. The strategy is being put into place to guide | Although the strategy is new, the majority of services that are provided are on going currently. Consideration needs to be given for new activities and services put in place prior to commencement | | Monitoring for potential negative impact in the future through equality monitoring, feedback, complaints will be undertaken. |

5. Action Plan

Please include any identified concerns/actions/issues in this action plan:

The issues identified should inform your 'One Council Delivery Plan' and, if appropriate, your Consultation Plan.

| Action Number | Action | Responsible Officer | Target Date |
|----------------------|--|----------------------------|--------------------|
| 1 | Action plan to be developed following consultation and sign-off of the strategy. It will have fluidity to address priorities that are reflective of the changing needs of the Melton community | Jake Betts | January 2019 |
| 2 | Collect more data through feedback from the consultation and Equality Monitoring | Jake Betts | October 2018 |
| 3 | Continue to monitoring for impact once implemented | Jake Betts | Ongoing |

6. Who needs to know about the outcomes of this assessment and how they will they be informed

| | Who needs to know? (Please tick) | How they will be informed? (We have a legal duty to publish EIA's) |
|---|--|--|
| Internally (employees & Check & Challenge group) | MBC colleagues and relevant Officers, Management Team. Councillors | Published EIA Management team discussion Committee meeting |
| Externally (service users, stakeholders, private sector householders, landlords etc) | Wider partnership to include Public Health LRS etc | MBC Website / Information shared with the Chairs and Lead Officers to then disseminate to their partnership where appropriate. |
| Others | | |
| To ensure ease of access, what other communication needs/concerns are there? | | |

7. Internal Scrutiny

To be completed and signed by a **member of the check and challenge group**.

Please delete as appropriate.

I agree with this assessment/action plan

If disagree, state action/s required

Signed (Check and challenge): Shaun Cropper (Electronically Approved)

Date: 05.11.18

8. Conclusion

To be completed and signed by the **Head of Service**.

Please delete as appropriate.

I agree with this assessment/action plan

If disagree, state action/s required, reasons and details of who is to carry them out with timescales:

Signed (Head of Service): Aysha Rahman (Electronically approved).

Date: 05.11.18