



North West Leicestershire District Council

Sport & Physical Activity Equality Impact Assessment

EQUALITY IMPACT ASSESSMENT

Name of the policy or service being assessed:

Service Area: Sport & Physical Activity

Date Impact Assessment completed: 8th March 2008

Is this a policy or service? Policy Service Procedure

Is this a new or existing policy or function? New Existing

Names and roles of the people carrying out the Impact Assessment:

1. *Ria Kennerley, Sport & Physical Activity Manager*
2. *David Rudman, Sports Development & Alliance Co-ordinator*
3. *Sarah Penny, Positive Futures Co-ordinator*
4. *Zara Barnes, Physical Activity Assistant*
- 5.

Head of Service: John Richardson

Signature



Date: March 2008

PART 1

AIMS AND IMPLEMENTATION OF THE POLICY

Identifying the aims of the policy

What is the policy? What is the aim, objective, or purpose of the policy?

More people, more active, more often

Increasing levels of physical activity in NWL

Increasing the number of adults achieving 3 x 30mins of activity per week

Using sport to engage with young people as a diversionary activity to reduce levels of anti-social behaviour and substance misuse

Rationale behind the policy and its delivery

Currently there are increased levels of obesity and type II diabetes as a result of reduced activity levels of the population

PCT Health Profile for NWL

NWLDC strategic aim: Healthy Fulfilled Population, Stronger Communities, Safer Communities

Active People Survey indicated lower than expected activity levels across England

Police and Neighbourhoods and Communities anti-social behaviour statistics

LSP Priorities

Indices of multiple deprivation

Who is affected by the policy? Who is intended to benefit from it and how?

Who are the main stakeholders in relation to this policy?

- Partner agencies e.g. PCT, School Sports Partnership, Police
- Councillors
- Local Community
- Council Staff

What outcomes would other stakeholders want from this policy?

- Easy access to service e.g. through activities and sessions taking place in the community

- Reduction in obesity, type II diabetes and other co-morbidities caused by low physical activity levels
- Healthy workforce (i.e. reduced levels of sickness)
- Reduction in actual and perceived levels of anti-social behaviour

Are there any groups, who might be expected to benefit from the intended outcomes but which do not?

- Hard to reach young people
- People who don't have access to transport

Policy Priorities:

(How does the policy fit in with the council's wider aims? Include Corporate and Local Strategic Partnership Priorities)

- Current Corporate Priorities – More people, more active, more often and Develop Strong and Inclusive Communities
- 2008/09 Corporate Priorities – Children and Young People, Strong and Safer Communities and Healthy Communities
- 2008/09 LSP priorities – Older People, Healthier Communities, Children and Young People, Safer Communities

How does the policy relate to other policies and practices within the council?

The service works predominantly in priority neighbourhoods

Links to Social Inclusion Policy through Positive Futures

Links to CATs

Children & Young People's Engagement Plan

What factors/forces could contribute/detract from the outcomes?

- Short-term funding of posts and programmes
- Budget cuts
- Access to services
- Lack of partner engagement
- Change in Central/Local Government priorities

How the policy is implemented

Is the service/policy provided solely by one service or in conjunction with another service or through a Partnership?

In conjunction with

- North West Leicestershire Local Sports Alliance

- Primary Care Trust
- School Sports Partnership
- Youth Service
- Sports Clubs/Community Groups
- Health Forum
- Leicestershire & Rutland Sport (County Sports Partnership)
- NWL Children & Young People's Forum

If external partners are involved - what are the measures in place to ensure that they comply with the Council's Equal Opportunities policy?

- NWL Local Sports Alliance will be developing an Equal Opportunities policy through the County Sports Partnership
- Primary Care Trust has an Equal Opportunities policy
- School Sports Partnership and Youth Service come under County Council policy
- Sports Clubs who gain ClubMark accreditation have Equal Opportunities policies. The sports development team are working with other clubs to gain this accreditation

Users and beneficiaries are:

(Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to reflect the Community).

- Children and Young People
- Older People
- Disabled People
- Mental Health Referrals
- Low income groups
- Girls
- People in Priority Neighbourhoods

Action needed:

(Include short-term measures to be taken to provide a baseline where no or little information is available)

- Collect information for activities where none is available
- Use the information collected to inform activity programme

PART 2**ASSESSMENT OF IMPACT**

	From the evidence available Identify how the groups are reflected in the take up of the service	From the evidence does the policy have an actual or potential negative impact	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity
Race	Certain projects/events have participant make-up that reflects the District's Ethnic populations but others do not and some we do not have enough detailed information for.	No	N/A
Gender	Most of the sports development projects and initiatives are attended reasonably equally by both males and females with the exception of the Youth Games which has more female focussed events (ie. Events specifically for girls). HEAL, Exercise Referral and Active Together all have a strong female bias to them Positive Futures has a male bias	HEAL, Exercise Referral and Active Together contain a lot of fitness classes in their programmes which tend to appeal more to females rather than males Positive Futures focuses on sport to engage with young people and sports activities, particularly football, tend to attract higher male participation levels Not unlawful discrimination as both males and females can take part in any of the above activities/schemes	N/A

Disability	<p>More than 50% of the Exercise Referrals have a disability. Youth Games, Star:track and Sports Awards all have some participation by disabled people</p> <p>Other service areas don't have many disabled participants</p>	<p>Certain disabilities may be difficult to incorporate in certain sessions but adaptations will be made or alternatives found to allow them to take part e.g. the Annual Fun Run sometimes has courses which are unsuitable for wheelchair users as they can be at venues with grassy parts to the course. These can be difficult for wheelchair users to get across, especially in race conditions or if there is adverse weather.</p>	N/A
Age	<p>The service is focussed on young people through the Positive Futures and Sports Development teams</p> <p>Older people are focused on through Active Together, HEAL and Exercise Referral as well as club development</p>	No	N/A
Religion/Belief	<p>This information is not currently collected as it not appropriate to collect this from young people</p>	No	N/A
Sexual Orientation	<p>This information is not collected as it is not appropriate to collect it from young people</p>	No	N/A
Other groups		None identified	

PART 3: PROCESS OF POLICY OR SERVICE DELIVERY AND MONITORING

Operation Times

When is the service provided - are there seasonal issues; are there barriers to the service based on the time and delivery of the service which may affect the target groups?

Positive Futures – service delivery only takes place in some areas for one night in the week due to budget constraints therefore affecting the service to young people in these areas

Exercise referral classes only take place at certain times, usually during the day. There aren't enough sessions in the evenings and at weekends and this can be a barrier for referrals who work.

Methods of communication to the public (external) and internally

What methods do you use to communicate this service? Include review and assessment of methods, media, translations, interpretation etc, bearing in mind the extent to which these media forms are accessible to all sections of the community

Externally:

Vision

Local papers (Coalville Times, Ashby Echo, Leicester Mercury)

Posters at GP surgeries, leisure centres, some community venues

Website

Newsletters

Partnership meetings

Internally:

Inner Vision

E-news bulletin

E-mail

Posters

How will the results of the EIA feed into the Service and Financial planning process?

We will continue to monitor equality information for all of our projects and services to ensure that they are equal and accessible to all. The action plan points will be incorporated into the 2008/09 Service Delivery Plan for Leisure & Culture

Future Monitoring and Consultation

How and when will the policy be monitored?

Identify areas for future consultation and any barriers to participation in consultation with proposals to overcome these.

Consult with disability groups about access to services

Consult with males over potential activities in HEAL, Exercise Referral and Active Together schemes

Consult with females over potential activities for Positive Futures

PART 4

MEASURES TO REDUCE DISPROPORTIONATE OR ADVERSE IMPACT – POSITIVE IMPACT

Specify measures that can be taken to remove or minimise the disproportionate impact or adverse effect identified at the end of Part 3. If none were identified in Part 3, identify how disproportionate impact or adverse effect could be avoided in the future. (Consider measures to reduce any adverse impact and better achieve the promotion of equality of opportunity).

RACE:

Ensure we continue to collect monitoring information

GENDER:

Look into male-focused sessions for HEAL, Exercise Referral and Active Together projects
Look into female-focused sessions for Positive Futures

DISABILITY:

Need to collect more data on disability
Ensure all capital projects that Leisure & Culture work on in conjunction with local sports clubs are DDA compliant

AGE:

Ensure we continue to collect monitoring information

RELIGION/BELIEF:

Not appropriate to collect this information

SEXUAL ORIENTATION:

Not appropriate to collect this information

PART 5 – ACTION PLAN

Recommendation	Key activity	Responsible Officer	Milestones	Progress	Date of completion
To collect relevant data	To ensure ethnicity, disability, age and gender questions are included on all application/registration forms	Sport & Physical Activity Manager	Completion by June 2008		
Ensure activities cater for both males and females	Provide more activities that appeal to males for HEAL, Exercise Referral and Active Together	Physical Activity Co-ordinator	Completion by December 2008		
	Provide more activities that appeal to females for Positive Futures	Positive Futures Co-ordinator	Completion by December 2008		
Ensure access to local sports facilities are accessible for people with disabilities	Work with sports clubs to ensure that capital developments are DDA compliant	Sport & Physical Activity Manager	Ongoing		