

Impact Assessment

Step 1: Screening for relevance

Name of a policy / procedure / function / project / decision:	NI8 – Adult Participation in Sport & Active Recreation
Date:	23/11/2009, revised December 2010
Lead Officer:	Helen Pearce
External Challenger:	
Other members of team undertaking Impact Assessment:	<p>Angela Simpson (Green Spaces Manager)</p> <p>Ian Tordoff (Senior Development Officer (Sport))</p> <p>Allison Lewis (Senior Development Officer (Community Sport))</p> <p>Julia Hope (Strategic Commissioning Manager - Health & Wellbeing)</p> <p>Clive Roberts (Business Excellence Manager)</p> <p>Gill Brown (Business Performance Development Officer)</p>

Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:

To increase the number of over 18's living in Cheshire West and Chester taking part in regular sport and/or active recreation.

Please delete guidance notes (*in italic*) after completion

Is the above relevant to equality and diversity?

Yes No

Exit the process if you answered No to all of the above questions, otherwise please continue.

Step 2: Scoping

What do you already know about the policy (decision etc), what are the main issues you need to consider:
(Prompts: promotion of equality in the areas of age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, or human rights; meeting the needs of different communities and groups; outcomes of any relevant consultation already undertaken; examples of good practice in this area)

Target group / area	Main issues (<i>bullet points</i>)	Evidence and data currently available (<i>qualitative & quantitative</i>)	Consultation / involvement carried out	Further information needed to undertake the assessment
<p>Race and Ethnicity <i>(including Gypsy and Travellers; migrant workers, asylum seekers etc.)</i></p>	<p>Reading of marketing materials</p> <p>Specific cultural activities as requested/demanded</p> <p><i>NB: Black Minority Ethnic (BME) report (hardcopy) can be viewed at the next O&S meeting 27 Jan 2011 (or can be emailed in advance if there is interest)</i></p>	<p>Sporting Equals The structure of Sporting Equals is light and flat, giving partners direct access to core areas of expertise. They are an independent not-for-profit organisation, with a network of 5,000 black and minority ethnic organisations drawing on the wide experience of trustees and team members to provide effective equality and diversity solutions, including research</p> <p>PCT data</p> <p>Local demographic profile and information</p> <p>Consultation with BME</p>	<p>Yes</p>	<p>Information required from Research and Intelligence (R&I) team on what social groups are present in Cheshire West and Chester (CWaC) area and where they are densely located.</p> <p>Consultation with target group as to how they feel Culture & Recreation address their needs.</p>

Please delete guidance notes (*in italic*) after completion



		<p>community for the Corporate Equality plan purpose</p> <p>Complaints/comments process in place</p> <p>Membership monitoring</p>		
<p>Disability <i>(as defined by the DDA: ..."someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities)</i></p>	<p>Access to facilities / activities Barriers: Physical access to buildings Changing/toilet facilities Price of activities Timing of activity Need for carer/buddy</p>	<p>English Federation of Disability Sport: English Federation of Disability Sport (EFDS) is the national body responsible for developing sport for disabled people in England. We work closely with key partners to develop sporting opportunities for the 11 million disabled people in England.</p> <p>Focus groups</p> <p>Disability sport forum (special school and</p>	Yes	<p>Adequate information available</p> <p>Ongoing manipulation of Active People Dataset from Sport England</p>

		<p>parents)</p> <p>Complaints / comments system in place</p> <p>GP referrals</p> <p>Membership monitoring</p>		
Gender / Gender reassignment	<p>Women traditionally participate in less leisure/recreation activity than men.</p> <p>Barriers include;</p> <p>Childcare</p> <p>Time</p> <p>Cost</p> <p>Image of sport</p>	<p>Women's Sport & Fitness Foundation: Make being active more attractive for women and girls. They help organisations understand what women want and need and also campaign to persuade policy makers to be more pro-active in targeting women to take part.</p> <p>Community sport network – partnership data and intelligence</p> <p>Membership monitoring</p>	Yes	<p>Adequate information available</p> <p>Ongoing manipulation of Active People Dataset from Sport England</p>
Religion and belief	Unknown due to lack of information/data on this	None available	No	More work needed to liaise with faith

	group			groups in order to explore if any impact
Sexual orientation (<i>inc. heterosexual, lesbian, gay, bi-sexual</i>)	Unknown due to lack of information/data on this group <i>See attached research doc from Sp England acknowledging the need for further research</i>	Lion's Pride document detailed impact of services on LGB community.	No – not by service area	More targeted consultation in order to explore if there is impact on the group
Age Children and young people Adults Younger older people Older older people	NI 8 is concerned with Adults participating in sport activities			
	Barriers to participation; Cost Access Ability Programming 15-19 year old (female) research paper Recently retired full research report	Youth Sport Trust(YST): The YST is an independent Charity established in 1994 to work to address health inequalities for children and to ensure that every child has the opportunity to take part in sport and excel. Partners' data: Age Concern UK, Health authority Membership monitoring Customers' feedback	Yes	

<p>Rural communities</p>	<p>Access to Sport & Physical activity opportunities for those in rural communities</p> <ul style="list-style-type: none"> - Reduced choice - Higher cost - Transportation <p>Limited information on the impact – no research nationally by Sport England to date</p> <p>Local information: Rural access to sport</p> <p>Public rights of way</p>	<p>Sport England data: In rural areas, we know the barriers include reduced choice in the sports available, higher delivery costs and transportation issues</p> <p>Limited hard data to show any health disadvantage for those living in rural areas</p>	<p>No</p>	<p>Select a number of rural locations and compare for access to sport and active recreation in a wider sense (not just leisure centres)</p>
<p>Areas of deprivation</p>	<p>Barriers to participation</p> <p>Cost</p> <p>Inclination</p> <p>Prioritisation</p>	<p>Health and inequalities data from Primary Care Trust (PCT)</p> <p>Membership monitoring</p> <p>Customers' feedback</p>	<p>Yes</p>	<p>Adequate information available</p> <p>Ongoing liaison with PCT/Schools required</p>

Step 3: Assessing impact and strengthening the policy

Target group / area	Is the policy (function etc.) likely to have an adverse impact on any of the groups? If yes please comment <i>Please start by considering the aspects below</i> <ul style="list-style-type: none"> • <i>Promoting good community relations</i> • <i>Safety</i> • <i>Environment and access to services</i> • <i>Economic well-being</i> 	Are there any particularly positive impacts of the policy (function etc.) on any of the groups you would like to highlight?	Please rate the impact taking into account any measures already in place to reduce the potential impact highlighted in the previous column. High -significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available, urgent need for consultation with service users, general public, employees Medium -some potential impact, some mitigating measures in place but no evidence available how effective they are, would be beneficial to consult with service users, general public etc. but not urgent Low -almost bordering with non relevance to the EIA process (heavily legislation led - very little discretion exercised, limited public facing aspect)			Future actions that may need to take place to further reduce the impact.
			High	Medium	Low	
Race and Ethnicity <i>(Including Gypsy and Travellers; migrant workers, asylum seekers etc.)</i>	Communication and awareness of the activities in place	Translation/interpretation services in place Membership reflects ethnic make up of population			X	Further work with local BME groups
Disability <i>(as defined by the DDA: ..."someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities)</i>	Access and participation	Access audits carried out on all leisure facilities Specific development programmes in place to encourage participation in sport (Special Olympics group) Concessions package		X		

		including half price gym inductions for disabled adults and also GP referral programme / access swims / free carer places / wheels for all etc				
Gender / Gender reassignment	<p>Awareness of issues related to Trans Gender (TG) customers accessing sport facilities</p> <p>Encouraging more women to participate in sport activities</p>	<p>Targeted programme of activity to encourage women to participate in sport/recreation; Ladies only sessions (gym/swim)</p> <p>Family orientated activity programmes</p> <p>Step Back to netball Events – fixed allocation of places for women</p> <p>Some leisure facilities operate unisex changing villages (TG and mixed gender friendly e.g. fathers with daughters going swimming)</p>		X		TG awareness training for frontline staff
Religion and belief	Not very well explored area				x	<p>Liaise with local faith groups to explore potential impact</p> <p>Frontline staff training on religion and belief</p>
Sexual orientation <i>(includes</i>	Not very well explored area				x	Liaise with the Lions' Pride Lesbian Gay and Bisexual

<i>heterosexual, lesbian, gay, bi-sexual)</i>						consultees for a more targeted consultation exercise to explore the impact of leisure service
Age Children and young people	Children and Young People excluded from the NI8					
Adults	Barriers to participation; Cost Access Ability	Specific targeted programmes of activity in place, working in partnership with Age UK and Cheshire Dance for example. Over 50's gym/swim sessions Concessionary fees and charges /		X		
Younger older people				X		
Older older people				X		
Rural communities Service availability (access)	Difficulty of access to some facilities/programmes	Countryside parks and other venues and large selection of non-leisure centre based activities located in rural areas Partnership working with schools to provide leisure venues in the rural area e.g. Malpas		x		Case study to have an idea of the scope of access for rural communities to active leisure
Cost of service delivery and costs to community to access the service						

Impact on quality and character of the natural rural landscape and residents						
Impact on people wishing to visit the countryside						
Areas of deprivation	Barriers to participation Cost	Concessions schemes Targeted activity programmes e.g. Workplace programme in Winsford & Northwich targeting companies that employ individuals from deprived areas		x		
Human rights	<p><i>We all have basic human rights which must be upheld. Human rights are about ensuring Fairness, Respect, Equality, Dignity and Autonomy (FREDA) for everyone. Everyone has the right to enjoy their basic human rights such as right to life and not be treated in an inhuman or degrading manner, protected by the Human Rights Act 1998.</i></p> <p>Prohibition of discrimination</p>					

Step 4: Health and wellbeing

	Race and Ethnicity	Disability	Gender / Gender reassignment	Religion and belief	Sexual orientation	Rural communities	Areas of deprivation	Age
Is the policy (function etc.) likely to have the potential to impact on human health (pls. comment). If yes please specify.	Positive impact on all the groups above							
Will there be a significant impact on any of the following lifestyle related variables? Pls. comment	Physical activity – positive impact							
	Smoking, Drugs or alcohol use - positive impact (GP referrals)							
	Sexual behaviour – N/A							
	Accidents and stress at home or work - positive impact (e.g. falls prevention, lower stress, dealing with high sickness absence levels)							
	Diet							
Is there likely to be a significant demand on any of the following health and social care services?	Social services Primary care - positive impact across all							
	Community services							
	Primary / hospital care/ A&E / Need for medicines etc.							

Step 5: Procurement and partnership

Is this project due to be carried out wholly or partly by contractors?	Partly - multiple contracts in place
If yes, what steps did you take to ensure that any partner organisation you work with complies with equality and human rights legislation, specifically in relation to:	Future plans to set up a Community investment trust for leisure assets, E&D will be an integral part of all the below (no tendering needed)
<ul style="list-style-type: none"> tendering and specifications 	
<ul style="list-style-type: none"> awards process 	
<ul style="list-style-type: none"> contract clauses 	
<ul style="list-style-type: none"> monitoring and performance measures 	

Step 6: Making a decision and actions

What practical actions do you recommend to reduce, justify or remove any adverse/negative impact? Reflect these actions in the E&D part of the Directorate Business plans.		
Action	Lead Officer	Deadline
Research the need of a targeted programme of activity in areas of social deprivation to address health inequalities	Allison Lewis / Ian Tordoff / Primary Care Trusts	Recent use of NI8 datasets have resulted in a new Veterans Football league in Neston. Further audits happening for Winsford & Ellesmere Port
Staff training (Tier 6) on Religion and Belief, Sexual orientation	Helen Pearce, E&D	Spring 2011
Liaise with faith and LGBT groups to understand impact	Helen Pearce	Throughout 2011

Sample of rural location and access to active leisure (all forms) – case study	Helen Pearce	December 2010
--	--------------	---------------

Step 7: Monitoring and review

How will you monitor the impact and effectiveness of this policy (function etc.)?	Service outcomes provided by the CU through grant funding are monitored on a quarterly basis and to linked to grant payments.	
Next review of the policy (function etc.)	December 2011	

Step 8 Signing off; Overview and Scrutiny involvement; Publishing

Lead Officer:	Helen Pearce	
Approved by Head of Service:	Chris Cook	
Overview and Scrutiny involvement		
Date:	November 2010, January 2011	
Comments / Actions emerging from challenge session	Lead Officer	Deadline
Reflect arrangements related to Transport issue Arrangements for customers from socially deprived area	Helen Pearce	Jan 2011

All Impact Assessments are publicly available from a designated area of the Council's website, please forward the completed EIA to the Equality and Diversity Managers for publishing.