

Equality Impact Assessment (EqIA) form: Initial impact assessment

If an officer is undertaking a project, policy change or service change, then an initial impact assessment must be completed and attached alongside the Project initiation document.

EqIA Titular information:

Date:	19.02.21
Service:	Strategy and Commissioning (Place)
Project, policy or service EQIA relates to:	Draft Leisure Strategy
Completed by:	Susan Bentley
Has the EQIA been discussed at services team meeting:	19/2/21
Signed off by:	Beverley Thompson
Sign off date:	19/2/21

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1. Policy, Project or service information:

This section should be used to identify the main purpose of the project, policy or service change, the method of delivery, including who key stakeholders are, main beneficiaries and any associated aims.

What is the purpose of the project, policy change or service change , its expected outcomes and how does it relate to your services corporate plan:
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The existing Leisure strategy created in 2017 is to be refreshed in line with current service and council plans. The strategy plays a key part in the council's community vision by supporting physical activity and sports supporting the physical and emotional well-being of the Borough's people and communities as is also explicitly recognised in the Joint Health & Wellbeing Strategy 2018 -2021. The strategy is closely aligned with key priority and outcomes; promoting health and wellbeing (general), raising participation and reducing levels of inactivity (targeted), maintain and extend accessibility to Indoor leisure facilities, maintain and extend accessibility to outdoor spaces, fostering enjoyment and sporting excellence (pathways), raising levels of active travel and ensure financial sustainability.
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Further developing partnership working with external stakeholders is also key to support the expected outcomes of the strategy, stakeholders range from national, sub regional and local organisations as well as other public, voluntary and private sector partners.

The strategy will also align closely with Sport England's five-year national strategy in May 2016, responding to the Government's Sporting Future strategy and has a stronger focus on reaching those who are least active and helping to deliver the strategy's wider outcomes. Public Health also play a key part with Public Health England providing a strong influence on policy and practice nationally with regard to promoting increased levels of physical activity providing. They also have a strong evidence base of what works and are a key source of data for informing local strategies and priorities of which is detailed in the strategy.

The decision has been taken at this stage by the Executive is to approve a draft strategy for extensive consultation with stakeholders, including the general public. Consultation has the potential to highlight any concerns or issues for all communities and stakeholders of interest or place in the Borough. The strategy will go back in Autumn for final sign off with executive.

Outline how you are delivering your project, policy change or service change. What governance arrangements are in place, which internal stakeholders (Service managers, Assistant Directors, Members ect) have/will be consulted and informed about the project or changes:

The Strategy has been developed involving officers from a range of internal services including CLT which provided sign off from all directors. The draft strategy will be considered by the Executive on the 26th March and requested to approve as a draft for extensive consultation through April to June 21. A cross-council officer steering group is being established to take the strategy and implementation forward and will report through to the member working group on a regular basis.

Outline who are the main beneficiaries of the Project, policy change or service change?

The primary beneficiaries are the general population within and outside of the borough (employees and employers) and external stakeholders including national, sub regional and local organisations as well as other public, voluntary and private sector partners. A key aim of the strategy is to deliver, support and develop physical activity and emotional wellbeing across the borough and to all communities.

Secondary reputational and economic benefits extend to the business community.

Outline any associated aims attached to the project, policy change or service change:

The key priorities within the strategy are as follows:

1. Promoting health and wellbeing (general)
2. Raising participation and reducing levels of inactivity (targeted)
3. Maintain and extend accessibility to Indoor leisure facilities
4. Maintain and extend accessibility to outdoor spaces
5. Fostering enjoyment and sporting excellence (pathways)
6. Raising level of active travel
7. Ensure financial sustainability

2. Protected characteristics:

There are 9 protected characteristics as defined by the legislation:

- Race
- Gender
- Disability
- Gender re-assignment
- Age
- Religious belief
- Sexual orientation
- Pregnancy/Maternity
- Marriage and civil partnership:

To find out more about the protected groups, please consult the EQIA guidance.

3. Initial Impact review:

In the table below, please indicate whether your project, Policy change or service change will have a positive or negative impact on one of the protected characteristics. To assess the level of impact, please assign each group a Positive, No, Low or High impact score:

For information on how to define No, low or high impact, please consult the EQIA guidance document.

If your project is to have a positive impact on one of the protected groups, please outline this in the table below.

For details on what constitutes a positive impact, please consult the EQIA guidance.

Protected characteristics	Impact score	Please detail what impact will be felt by the protected group:
Race:	Positive	The strategy will promote equality of opportunity between diverse communities and to enhance their participation physical activity and wellbeing.
Gender:	No impact	It is considered that the strategy will support all genders in its offerings and will not adversely affect any one gender more than another.
Disabilities:	Positive	Provision will be made to meet the needs of all segments allowing access to services and programmes within the leisure offerings.
Age:	Positive	The strategy provides an offering for a mixture of age groups and abilities in which has very significant health benefits of physical activity are universal, from the very young to the elderly - helping to raise achievement in schools, enabling self-care for those with long-term conditions and helping to prevent mental and physical illness across all age-groups.
Sexual orientation:	No impact	Potentially access to a wider range of leisure opportunities.
Religion/belief:	No impact	Potentially access to a wider range of leisure opportunities.
Gender re-assignment:	No impact	Potentially access to a wider range of leisure opportunities.

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Pregnancy and Maternity:	No impact	Potentially access to a wider range of leisure opportunities.
Marriage and civil partnership:	No impact	Potentially access to a wider range of leisure opportunities.

Based on your findings from your initial impact assessment, you must complete a full impact assessment for any groups you have identified as having a low or high negative impact. If No impact, or a positive impact has been identified, you do not need to complete a full assessment. However, you must report on this initial assessment and it must receive formal approval from the Assistant Director responsible for the project, policy or service change.

Initial impact assessment approved by....

Date:....

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