

Appendix A: Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Sport and Physical Activity Strategy 2022-2025				
The main objective of the Strategy	<p>The Strategy has a vision of “Reducing Inactivity in Gedling Borough”. Its strategic aims are:</p> <ol style="list-style-type: none">1. Ensure Gedling Borough’s leisure centres, community hubs, sport facilities and the community and voluntary sector recover from the impact of COVID-19.2. Reduce inactivity by tackling inequality in Gedling Borough:<ol style="list-style-type: none">a. Within our ageing populationb. For those with a limiting illness or disabilityc. For our children, young people and families most in need.d. In neighbourhoods where inactivity exists3. Improve access and signposting to sport and physical activity opportunities4. Contribute to cohesive, diverse and safe communities through sport and physical activity				
<p>What impact will this Sport and Physical Activity Strategy have on the following groups?</p> <p>The Strategy is based on local health and well-being data, significant consultation with the local community and other local and national stakeholders and considers the impact of the Covid-19 pandemic on our communities. The delivery of the strategy will include a review and update local data and insight about our local communities to ensure the local needs of all our protected characteristic groups continue to be considered and supported.</p>					
Please use only ‘Yes’ where applicable		Negative	Positive	Neutral	Comments
Gender	External		Yes		The Strategy considers the levels of activity for males and females in the local community drawing the local consultation undertaken and health and wellbeing data, including that

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					from Sport England's Active Lives Survey. The consultation has comprehensively informed of the needs and activity interests of local women. It is acknowledged that the response rate from males was lower, however Active Lives data provides us with up to date data on levels of inactivity amongst men in Gedling. Up to date data and further community engagement will shape and target delivery and services.
	Internal		Yes		The Council has a workplace health scheme which encourages and supports staff to lead healthier lifestyles. Much of the signposting of activities and facilities and messaging about getting active developed by the Strategy delivery will be targeted at staff too.
<u>Gender Reassignment</u>	External		Yes		Data and insight on gender reassignment and physical activity levels is more limited, even at a national level. The Council has reinforced the need to ensure that its staff are trained on the application of the Equality Act 2010 across all protected characteristics, as part of the recent adoption of its new Equality Framework and Action Plan.

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	Internal		Yes		See Internal comments above – under Gender.
<u>Age</u>	External		Yes		There has been targeted consultation and review of physical activity data in relation to different age groups as part of Strategy development. The Strategy aims specifically to target the ageing population and children and young people.
	Internal		Yes		See Internal comments above – under Gender.
<u>Marriage and civil partnership</u>	External			Yes	
	Internal			Yes	
<u>Disability</u>	External		Yes		19% of consultation respondents reported having a disability and this group had some of the lowest levels of activity. The feedback from these respondents, and from the Active Lives Survey and other health and wellbeing data, has been used to inform the Strategy. The Strategy aims specifically to target those with a limiting illness or disability.
	Internal		Yes		See Internal comments above – under Gender.
<u>Race & Ethnicity</u>	External		Yes		10% of the consultation respondents reported as being from other ethnic backgrounds to White British and these recipients reported

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					higher levels of physical activity compared to other protected characteristics groups. This feedback, and data from the Active Lives Survey and other health and wellbeing indicators, have been used to inform the Strategy. Wider work to engage with all protected characteristics groups in the community as part of the Council's equalities work programme will be used to inform and further enhance Strategy delivery.
	Internal		Yes		See Internal comments above – under Gender.
<u>Sexual Orientation</u>	External		Yes		Local and national data on physical activity levels amongst LGBTQ+ communities is not well established. Sport England's Uniting the Movement Strategy commits to supporting LGBTQ+ people to get more active through greater research and projects. Published reports such as Sport England's "Pride Sport: Sport, physical activity and LGBT", 2016, and the new datasets within the national Active Lives Survey relating to gay, lesbian, bisexual and other sexual orientation groups will be considered as part of our ongoing review of Strategy delivery.

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	Internal		Yes		See Internal comments above – under Gender.
<u>Religion or Belief (or no Belief)</u>	External		Yes		Physical activity data relating to religious groups is limited nationally, although Sport England reports those who state they have no religion are more likely to physically active. Wider work to engage with protected characteristics groups in the community as part of the Council's equalities work programme will be used to inform and further enhance Strategy delivery in this regard.
	Internal		Yes		See Internal comments above – under Gender.
<u>Pregnancy & Maternity</u>	External		Yes		The Strategy aims to specifically target children and young people and families in need. Through the development of activity, such as local family hubs in the Borough, with local children's and families services there will be greater opportunities to understand the healthy lifestyles barriers within our targeted communities.
	Internal		Yes		See Internal comments above – under Gender.
Other Groups (e.g. any other vulnerable groups,	External		Yes		The Strategy has been developed considering a range of data based on health inequality and considered the geographical areas of most

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<p>rural isolation, deprived areas, low income staff etc.)</p> <p>Please state the group/s:</p> <p>Existing user groups Low income groups Those with a health condition</p>					need in the Borough. Its aims to specifically target neighbourhoods where inactivity exists and those with a limiting illness.
	Internal		Yes		See Internal comments above – under Gender.
Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes		A strategic aim of the Strategy is to reduce inactivity by tackling inequality in the Borough. This includes positively targeting specific groups according to their age, vulnerability, disability or geography.		
Is there an opportunity to mitigate or alleviate any such impacts?	Yes		Strategy delivery will include the constant review and refresh of data on local communities. This will enable the Council to understand how need is changing over time amongst all protected characteristic groups and where necessary consider any support required.		
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes		Data and consultation findings have been used to inform the Strategy. However, this assessment recognises some gaps in data in relation to gender reassignment, sexual orientation and religion and belief. The Council will continually assess opportunities for local engagement with certain groups as part of its Equality Framework delivery and review improvements in national physical activity data regarding these groups.		

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In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:

Planned Actions	Timeframe	Success Measure	Responsible Officer
Review of health and wellbeing and protected characteristic data in relation to physical activity	Annual	Annual reporting of insight to inform future plan and strategy development	Lance Juby, Head of Communities and Leisure
Assess opportunities for local engagement with certain groups as part of the Council's Equality Framework delivery	Annual	Annual reporting of insight to inform future plan and strategy development	Lance Juby, Head of Communities and Leisure

Authorisation and Review

Completing Officer

Lance Juby

Authorising Director

Alice Davey

Date

19 November 2021

Review date (if applicable)