

## Appendix F: Equality Impact Assessment

<p>Name of project, policy, function, service or proposal being assessed:</p>	<p>Strategic Outcomes Planning Model (SOPM) and Playing Pitch and Outdoor Sport Strategy (PPOSS)</p>
<p>The main objective of the Strategy</p>	<p>The SOPM has a vision of <b>“Gedling is a healthy borough with its people more active, more often to help improve health equalities across our communities.”</b></p> <p>This Strategy has identified the priority themes for Gedling Borough, as <b>Economy, Community and Place</b> and created a synergy with the Gedling Plan 2023-27 themes.</p> <p>This Strategy is developed based on Sport England’s Strategic Outcomes Planning Model (SOPM). At the heart of the SOPM is “Insight” and the need to understand your community and your place. A key element of the model is to gather insight from community and stakeholders to identify barriers and opportunities for behaviour change.</p> <p>The PPOSS has a vision to <b>“Ensure that Gedling Borough Council has a robust future proof evidence base to ensure the appropriate provision of community facilities for active sport providing exercise opportunity for all.”</b></p> <p>It’s aims are:</p> <ul style="list-style-type: none"> <li>• To <b>protect</b> the existing supply of outdoor sport provision and ancillary facilities where it is needed for meeting current and future needs.</li> <li>• To <b>enhance</b> outdoor sport provision and ancillary facilities through improving quality and management of sites.</li> <li>• To <b>provide</b> new outdoor sport provision and ancillary facilities where there is current or future demand to do so.</li> </ul>

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It is delivered in accordance with Sport England’s Playing Pitch Strategy (PPS) Guidance (for playing pitch sports) and Sport England’s Assessing Needs and Opportunities Guide (for “non-pitch” sports).

For both strategies Insight from the community is considered from user and resident consultation to inform in depth analysis. This insight informs this Equality Impact Assessment.

### What impact will the SOPM and PPOSS have on the following groups?

These strategies are based on local health and well-being data, significant consultation with the local community and other local and national stakeholders, a comprehensive assessment of local community and leisure facilities and considers the impact of the Covid-19 pandemic on our communities.

Please use only ‘Yes’ where applicable		Negative	Positive	Neutral	Comments
<u>Gender</u>	External		Yes		<p>The Strategy considers the levels of activity for males and females in the local community drawing upon the local consultation undertaken, health and wellbeing, facilities participation and Sport England’s Active Lives Survey data.</p> <p>Life expectancy in Gedling is 80.9 years for men, higher than the national average of 79.6 years and 82.9 years for women which is lower than the national average of 83.2.</p> <p>Women are overrepresented at Gedling leisure centres (almost 52.2% are female compared to 47.8% male) and conversely men</p>

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					<p>are underrepresented, this is counter to general activity levels and shows the impact leisure centres have on attracting women to be active.</p> <p>Sport England and UK Active 'As Told By 51%' (2021) categorises barriers for female engagement into fitness and leisure centres into 6 key themes: Ability and Confidence; Body Consciousness and Judgment; Affiliation with Setting; Personal Safety; Staff Knowledge and Practical Issues.</p> <p>The SOPM has identified "Motivation" as a barrier to physical activity citing anxiety, lack of confidence and motivation as factors for consideration.</p> <p>It also identifies "Cultural Barriers" as a barrier to physical activity citing the need to address barriers relating to gender, culture and religion as well as norms within households.</p> <p>PPOSS establishes the gaps in provision where both male and female changing facilities are required.</p>
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	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.  The leisure centres to also follow UK Active guidance on transgender use of facilities.
	Internal		Yes		See Internal comments above – under Gender.
<u>Age</u>	External		Yes		There has been targeted consultation and an ongoing review of physical activity data in relation to different age groups as part of Strategy development.

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					<p>Gedling has higher than the national average of adults classified as overweight or obese.</p> <p>The <b>80-84 year</b> age group will increase the most (by 32%) indicating a high proportion of older people which data shows tend to be less active leading to health problems and illness.</p> <p>Gedling has high levels of older residents compared to national levels.</p> <p>45.4% of children and young people in Gedling do not meet the Chief Medical Officer guidelines for physical activity.</p> <p>The <b>impact of the pandemic</b> has not been equal, with certain groups more affected than others. Data shows that older people have been disproportionately affected.</p> <p>Older people are under-represented at Gedling leisure centres which, given the ageing population and that older people are less likely to be active, means ways to encourage this age group to be</p>
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					<p>more physically active needs to be considered.</p> <p>26-65 years are also under-represented which is usually the stable core membership base for leisure centre users. Again, ways to attract these age groups to the leisure centres should be looked into. Conversely, young ages are over-represented which is likely to be due to swimming lessons, or in case of 15-24 years, gym users.</p> <p>The primary reason preventing the 65+ from doing more activity/exercise was a health condition/disability/impairment.</p> <p>A Strategic Theme identified from Stakeholder engagement has been “Older People to be Independent in the community” linking to the concept of ageing well.</p> <p>“Young people with not much to do”, “Children and young people” and “Older adults” were identified as target groups through the stakeholder consultation.</p>
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					The PPOSS identifies the facilities required to manage the current and demand for adult, junior and youth sport. Also identifies need for outdoor sport, in which the older population are more likely to participate, such as bowls and tennis.
	Internal		Yes		See Internal comments above – under Gender.
<u>Marriage and civil partnership</u>	External			Yes	
	Internal			Yes	
<u>Disability</u>	External		Yes		<p>18.8% of Gedling residents are disabled under the Equality Act higher than the England average.</p> <p>Data shows there is a strong correlation between regular physical activity and reducing the risk of a number of health conditions.</p> <p>The <b>impact of the pandemic</b> has not been equal, with certain groups more affected than others. Data shows that those with a disability or long-term condition have been disproportionately affected.</p> <p>The Active Alliance Annual Disability and Activity Survey 2020-</p>

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				<p>21 has recommendations to encourage and facilitate disabled users being more physically active.</p> <p>Consultation has identified that the primary reason preventing those with a long-term disability from doing more activity/exercise was a health condition/disability/impairment.</p> <p>A Strategic Theme identified from Stakeholder engagement has been “Reduce Health Inequalities” by addressing physical inactivity.</p> <p>It identifies “Motivation” as a barrier to physical activity citing anxiety, lack of confidence and motivation as factors for consideration.</p> <p>“People with disabilities” and “Carers” were identified as target groups through the stakeholder consultation.</p> <p>The provision of any future new facilities should be fully compliant with accessibility regulations to ensure the needs of those with a disability are catered for.</p>
	Internal		Yes	See Internal comments above – under Gender.



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<u>Race &amp; Ethnicity</u>	External		Yes		<p>The <b>impact of the pandemic</b> has not been equal, with certain groups more affected than others. Data shows that black and asian adults have been disproportionately affected.</p> <p>The SOPM has identified “Cultural Barriers” as a barrier to physical activity citing the need to address barriers relating to gender, culture and religion as well as norms within households.</p>
	Internal		Yes		See Internal comments above – under Gender.
<u>Sexual Orientation</u>	External		Yes		<p>The SOPM has identified “Cultural Barriers” as a barrier to physical activity citing the need to address barriers relating to gender, culture and religion as well as norms within households.</p> <p>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</p>

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					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 Strategy delivery.
	Internal		Yes		See Internal comments above – under Gender.
<u>Religion or Belief (or no Belief)</u>	External		Yes		<p>The SOPM has identified “Cultural Barriers” as a barrier to physical activity citing the need to address barriers relating to gender, culture and religion as well as norms within households.</p> <p>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 be 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.</p>
	Internal		Yes		See Internal comments above – under Gender.
<u>Pregnancy &amp; Maternity</u>	External		Yes		The Strategy aims to specifically target children and young people and families in need. Through the

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					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.

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<p>Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)</p> <p>Please state the group/s:</p> <p><b>Existing user groups</b> Low income groups Those with a health condition</p>	<p>External</p>		<p>Yes</p>	<p>The Strategy has been developed considering a range of data based on health inequality and considered the geographical areas of most need in the Borough. Its aims to specifically target neighbourhoods where inactivity exists and those with a limiting illness.</p> <p>Deprivation affects activity levels. Nationally 40.9% of children and young people in the most deprived decile are classed as less active, higher than the 32.4% average across England.</p> <p>Life expectancy in Gedling is 7.6 years lower for men and 7.5 years lower for women in the most deprived areas.</p> <p>Looking at activity variations by deprivation it can be seen that <b>adults and children in the most deprived decile have higher levels of inactivity.</b></p> <p>The <b>impact of the pandemic</b> has not been equal, with certain groups more affected than others. Data</p>
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					<p>shows that lower socio-economic groups have been disproportionately affected.</p> <p>Residents from some of the most deprived areas (deciles 1 and 3) are over-represented at Gedling leisure centres, which is encouraging given that people from deprived areas are less likely to be active and often experience health inequalities.</p> <p>Strategic Themes identified from Stakeholder engagement are “Social Cohesion” and “Reduce Health Inequalities”. These aim to connect people and address inequality through sport and physical activity.</p> <p>The SOPM has identified “Motivation” as a barrier to physical activity citing anxiety, lack of confidence and motivation as factors for consideration.</p> <p>It identifies “Access to Facilities” as a barrier to physical activity, citing consideration of geographical location, transport and to “not feeling welcome in a space” as issues for consideration.</p>
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					<p>“People with diabetes”, “Those with high BMI” and “People living in deprived wards” were identified as target groups through the stakeholder consultation.</p> <p>Evidence of need identified by the PPOSS will assist in accessing greater resources for Gedling’s facilities to deliver the demand from local sports clubs across both the urban and rural areas. Community sports clubs are offering opportunities for residents from a broad range of socio-economic backgrounds.</p>
	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.

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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, race 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.
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	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	Head of Communities and Leisure

<b>Authorisation and Review</b>	
<b>Completing Officer</b>	<b>Lance Juby, Head of Communities and Leisure</b>
<b>Authorising Director</b>	<b>Francesca Whyley, Interim Director</b>
<b>Date</b>	<b>18 October 2023</b>
<b>Review date ( if applicable)</b>	<b>18 October 2024</b>