

## Appendix 2: Leisure & Wellbeing Strategy - Equalities Impact Assessment



### Form to be used for the Full Equalities Impact Assessment

<b>Service Area:</b>	CS	<b>Section:</b>	CS	<b>Date of Initial assessment:</b>	<b>Key Person responsible for assessment:</b> Ian Brooke – Head of Service	<b>Date assessment commenced:</b> 16 June 2015
<b>Name of Policy to be assessed:</b> ✓		Leisure and Wellbeing Strategy 2015 to 2020				
<b>1. In what area are there concerns that the policy could have a differential impact</b>	<b>Race</b> None		<b>Disability</b> None		<b>Age</b> None	
	<b>Gender</b> None		<b>Religion or Belief</b> None		<b>Sexual Orientation</b> None	
<b>Other strategic/ equalities considerations</b>	<b>Safeguarding/ Welfare of Children and vulnerable adults</b> None		<b>Mental Wellbeing/ Community Resilience</b> None		<b>Marriage &amp; Civil Partnership</b> None	
<b>2. Background:</b>  Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.	This strategy is ambitious and goes beyond our approach to the Council's leisure assets to how we create an environment that encourages people to become active and how we work with partners to create a world class leisure offer for everyone. While the strategy focuses on the needs of the city's residents, the leisure offer goes beyond the city's boundary. The strategy details our plans, acts as a framework of influence for partners and includes good practice case studies. In the context of this strategy, leisure encompasses physical activity, sport and all activities that take place in leisure and outdoor sports facilities.					

**3. Methodology and Sources of Data:**

The methods used to collect data and what sources of data

**Methodology**

The views of Senior Managers in public health and the Managing Director of the County Sports Partnership were initially sought to help to scope the strategy.

A cross party steering group was then set up to oversee key milestones A full review of needs was undertaken in 2013/14 and the report was left in each political party's group room with an email sent to encourage comments.

The strategies objectives were then talked through with the Leisure Partnership Board which comprises representatives from young people, older people, public health, leisure centre users, officers and councillors.

The Council's inclusion officer led a piece of work to understand barriers to taking part from a range of minority groups.

Sport England's Facilities Planning Model (FPM) was used to bring up to date the findings from the 2009 Leisure Strategy and to model demand up to 2025. The model is a computer-based supply/demand tool that assesses the strategic need for certain community sports facilities.

The model takes into account location, price, condition, facility mix and club use. Based on these factors the city is very well served for community accessible swimming pools compared with national comparators.

A two month consultation period was then undertaken. This was complemented by focus group sessions with young people, old people and minority group.

#### 4. Consultation

This section should outline all the consultation that has taken place on the EIA. It should include the following.

- Why you carried out the consultation.
- Details about how you went about it.
- A summary of the replies you received from people you consulted.
- An assessment of your proposed policy (or policy options) in the light of the responses you received.
- A statement of what you plan to do next

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#### Plan for Public Involvement

The strategy's project scope has been developed with a cross party group of councillors. The needs data has been developed and presented to the same group, displayed in each of the councillor's group rooms with an accompanying email sent to all Councillors and presented to the Leisure Partnership Board.

Consultation has been city wide through a representative sample of the whole community and with focus groups to ensure that we obtained feedback from a broad range of people.

A summary of the strategy will be developed with support from the services Equality & Diversity Service Improvement Group.

The strategy was also promoted through the following groups and venues.

- Sports Clubs and Teams
- National Governing Bodies of Sport
- Sport England
- Friends / Voluntary Groups / Neighbourhood Action Groups
- Oxfordshire County Council
- Parish Councils
- Education Sector: Primary and Secondary Schools; Oxford
- University and Colleges; Language Schools
- Health Sector: NHS Oxfordshire.
- Community Centres
- Other City Council departments
- Oxfordshire Sports Partnership
- A press release was used to promote the start of the consultation
- Leisure providers
- Leisure Partnership Board

Throughout the consultation period the draft strategy was available on the Council website and available for comment through the on-line consultation page.

No surveys were planned as the needs analysis data provides a thorough evidence base.

The next step is now to implement the strategy.

<p><b>5. Assessment of Impact:</b></p> <p>Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults</p>	<p>Officers consider that there is no adverse impact on safeguarding and / or the welfare of children and vulnerable adults with this strategy.</p> <p>An extensive needs analysis was undertaken in 2013/14 that provided the evidence base, this included using Sport England's Facilities Planning Model to understand current and future needs.</p> <p>The demographic research confirmed our target groups and reinforced that deprivation is integrally correlated with lower levels of activity and the negative health impacts of inactivity. Work has also been undertaken to improve our understanding of which groups are underrepresented, what the barriers are and how we can better target our resources into creating a world class leisure offer for everyone.</p> <p>Before the consultation the Council's inclusion officer led a piece of work to understand barriers to taking part from a range of minority groups. We then also tested the strategy with focus groups at the end of the consultation.</p>
<p><b>6. Consideration of Measures:</b></p> <p>20 This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>Inclusion is at the heart of the strategy. The leisure offer takes a city wide view and incorporates cross sector provision to enable the best possible provision for the community.</p>
<p><b>6a. Monitoring Arrangements:</b></p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any</p>	<ul style="list-style-type: none"> <li>• CorVu periodic reporting against key performance indicators</li> <li>• Project Board support (i.e. Sport &amp; Youth Board, Leisure Partnership Board, Community Partnerships, Leisure Delivery Board)</li> <li>• Service Management Team periodic key agenda item</li> <li>• <a href="#">Sportworks</a> – Sported<sup>1</sup></li> <li>• Sport England Active people Survey</li> <li>• Healthy Lifestyle Behaviours: Model Based Estimates (NHS Information Centre for health and social care)</li> <li>• Public England Health profile – Oxford District</li> </ul>

<sup>1</sup> Sportworks is a shared measurement system specifically designed for sports development organisations who deliver projects, fund programmes and make policy decisions.

evidence of discrimination.						
<b>7. 12. Date reported and signed off by City Executive Board:</b>		Pre consultation draft to CEB – December 2014 Final strategy to CEB for approval September 2015				
<b>8. Conclusions:</b>  What are your conclusions drawn from the results in terms of the policy impact		That we need to improve the communication of the leisure offer to our target groups and test this for other council services.				
<b>9. Are there implications for the Service Plans?</b>	YES	NO	<b>10. Date the Service Plans will be updated</b>	March/ April 2015	<b>11. Date copy sent to Equalities Officer in HR &amp; Facilities</b>	16 June 2015
<b>13. Date reported to Scrutiny and Executive Board:</b>	N/A	N/A	<b>14. Date reported to City Executive Board:</b>	Pre consultation draft to CEB – December 2014 Final strategy to CEB for approval July 2015	<b>12. The date the report on EqIA will be published</b>	TBC

Signed (completing officer) Lucy Cherry – Leisure & Performance Manager

Signed (Lead Officer) Ian Brooke – Head of Service

**Please list the team members and service areas that were involved in this process:**

Organisational Development & Learning Advisor/ Equalities: (completing officer) Jarlath Brine.

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