

Equality Impact Assessment

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| Directorate: Place and Community | |
| Service: Leisure Services (Everyone Active) | |
| Name of Officer/s completing assessment: Liz Jones (SBC) & Luke Routhorn (Everyone Active) | |
| Date of Assessment: June 2022 | |
| Name of service/function or policy being assessed: Suspension of Everyone Active community programme | |
| 1. | <p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The aim of the community-programme delivered by Everyone Active is to promote and increase take-up of physical activities by residents who may not be comfortable (or be able to afford) using leisure centres.</i></p> |
| 2. | <p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Everyone Active (external service partner)</i></p> |
| 3. | <p>Who will be affected by this proposal? For example, who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership:</p> |

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| | <p>Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:</p> <p><i>The Everyone Active community-programme is aimed to target Slough residents who do not use leisure centres to access physical activity. This programme was suspended in 2020 due to Covid-19 lockdown restrictions, and the programme began in 2018. During this time no protected characteristic data was collected by Everyone Active.</i></p> <p><i>During programme delivery an average of 25 people attended sessions each week. Six sessions were provided each week – these were: Seated exercise (aimed at residents with mobility restrictions) = 4 sessions per week (average attendance 32 people per session) After school football (aimed at young people) = 1 session per week (average attendance 2 people per session) Green gym session (general audience) = 1 session per week (average attendance 19 people per session)</i></p> <p><i>This data suggests that residents with mobility related disability and/or are older will be most affected by the community-programme not re-starting in 2022/23.</i></p> |
| 4. | <p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>No direct positive impacts. However, the programme has not been operational for two years so there are no current programme users who will actively miss the sessions.</i></p> |
| 5. | <p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>The data does not allow definite descriptions of the groups who may be particularly negatively impacted. However, residents with a mobility disability and/or older residents may be negatively impacted if these sessions were the only or main physical activity they participated in.</i></p> |
| 6. | <p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> |

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| | <i>The data used to assess the impacts is participation data per session provided by Everyone Active.</i> |
| 7. | <p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g., have the staff forums/unions/ community groups been involved?</p> <p><i>No</i></p> |
| 8. | <p>Have you considered the impact the policy might have on local community relations?</p> <p><i>Yes. Without mitigation there could be a negative impact on residents who cannot afford or feel uncomfortable using leisure centre activities.</i></p> |
| 9. | <p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example, what plans, if any, will be put in place to reduce the impact?</p> <p><i>To reduce these negative impacts the council has already worked with Sport England to allow the community-based activity work previously only delivered in Chalvey to be expanded across the borough. The Council's Leisure Service is currently in the process of mapping community physical activity programmes delivered across the borough by other organisations to identify gaps in community-based outreach provision. The remaining Sport England grant (to 2023/24) will be used to commission non-council and non-Everyone Active providers to deliver specific activity outreach programmes. In addition, the Council will re-focus the work of the Active Communities Officer to deliver outreach programmes for particularly hard to reach groups in the borough (based on mapping exercise) so work will continue beyond the life of the Sport England grant.</i></p> <p><i>In addition, the Council will continue to identify new opportunities (e.g., working with Lawn Tennis Association and ParkRun) to promote casual use of community sports and leisure resources across the borough.</i></p> |
| 10. | <p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p><i>All sessions commissioned by or provided directly by SBC will collect detailed participation data. This will allow an improved understanding of which residents are using these programmes and will inform future delivery programmes (including bidding for external funds). This is an ongoing commitment to improved understanding of our customers.</i></p> |

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This refreshed and robust customer understanding will also allow more targeted promotion of activities to particularly under-represented groups.

The Council will share this data with Everyone Active when they re-start their community-programme in 2023/24 so they can also focus their delivery to particular groups. We will also be clear about the detail of the participation data to be collected by the service partner.

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| What course of action does this EIA suggest you take? More than one of the following may apply | ✓ |
| Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken | |
| Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan). | |
| Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan). | ✓ |
| Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan). | |

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

| Action | Target Groups | Lead Responsibility | Outcomes/Success Criteria | Monitoring & Evaluation | Target Date | Progress to Date |
|---|----------------------|----------------------------|--|------------------------------------|--------------------|--|
| Mapping of current provision and gap analysis to identify what community activity programmes to commission. | All | Kam Birdie | Comprehensive list and map of all current provision and analysis of gaps based on geography, protected characteristics and other vulnerabilities such as care leavers. | In regular supervision sessions | July 2022 | Informal understanding being collated and critically challenged by community partners. |
| Publication of new commissioning process | All | Kam Birdie | Sport England grant spent on delivering local | Quarterly commissioning | October 2022 | |

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| for groups to take part in to delivery outreach/community programmes across Slough targeting known hard to reach groups/locations. | | | sports/leisure outreach programmes. All commissioned services collect and analyse participation data to assist with future programme design. | management meetings with partner organisations. | | |
| Newly commissioned services to actively promote community sessions to hard-to-reach groups/localities to drive participation | All | Active Communities Behaviour Change officer | Increase in participation rates amongst traditionally hard to reach groups. | Quarterly commissioning management meetings with partner organisations. | October 2022 & ongoing | |
| Share anonymised participation & programme data with Everyone Active to inform their future delivery of community outreach programmes. | All | Kam Birdie/Luke Routhorn | Refreshed gap analysis undertaken by Everyone Active. New community outreach programme designed and delivered. | Fortnightly operational contract monitoring meetings. | February 2023 | |

Name: Liz Jones

Signed: (Person completing the EIA)

Name: Luke Routhorn

Signed: (Person completing the EIA)

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| Name: |
| Signed:(Policy Lead if not same as above) |
| Date: 31 May 2022 |