

Equality Impact Assessment Template

Sport and Physical Activity Strategy

Directorate: Lifelong Learning

Head of Service: Vacant

Lead Officer: Jon Widdows

Names and Roles of people carrying out the EIA

Jon Widdows – Sports Development Manager

Cathy DeAbaitua – Equalities Champion

Section 1 - Introduction

Identify the aims of the Policy

What is the aim, objective or purpose of the policy?

The Sport and Physical Activity Strategy aims to provide a focus for supporting, developing and encouraging sport and physical activity in the borough. It seeks to encourage more people to be physically active.

- Is the policy delivered by one department or in conjunction with other departments, agencies etc.

The Strategy will be the main working document for the Sports and Leisure Group however partners will have to contribute to the actions to ensure the outcomes are met. The Strategy has been endorsed by the Waltham Forest Sports Forum whose membership includes the Sports and Leisure Group, school sports partnerships, Green Space and all other key sports agencies and sports providers in Waltham Forest.

- How does the policy fit in with the council's wider aims?

The strategy has direct links to all five of the Community Priorities.

1. Improve learning opportunities to help individuals achieve their potential
2. Increase community understanding and participation
3. Decrease crime and improve the safety and quality of the environment
4. Improve the local economy and infrastructure

5. Improve the health and well being of local people

What is the rationale behind the policy and its delivery?

- State the underlying policy objectives, which underpin the service and what they are trying to achieve. Are there associated objectives of the policy?

Key Outcomes of the Sports and Physical Activity Strategy

Use the opportunity provided by the Olympics to develop sports throughout the borough.

Increase participation in sport and physical activity by the local population.

Support sports clubs and organisations in the borough to meet the sporting needs of local people

Provide affordable and accessible sports facilities and exercise programmes across the borough

Waltham Forest clubs and individual sportsmen and women to achieve regional, national and international success.

Is the policy aimed at a particular client group?

- Who are the main stakeholders in relation to this policy

The sports strategy will target the whole population of Waltham Forest. Target groups include,

Young people

Older people

Children and adults with a disability

People on a low income

People from a black or ethnic minority community

Sports clubs

Sports coaches

Elite sports performers

The outcomes of the strategy cannot be achieved by the local authority alone and therefore it is essential that a range of sports providers/organisations are engaged and work in partnership to ensure that it is delivered.

How is the policy/service delivered

- Is there an eligibility criteria

The Strategy is a borough document and relies on a range of sports providers/organisations, and partnership working between these groups, to ensure that it is delivered. It is not the sole responsibility of the Sports and Leisure Group however they do have responsibility to ensure the right networks are in place and will facilitate partnership delivery.

The Strategy targets people who work, live and play in Waltham Forest.

- Is the service statutory or non statutory

Non statutory

- Is the service free or subject to charges?

There are a wide range of services and programmes delivered through the implementation of the Strategy. In some cases the activities will be free and for some there will be a charge.

Section 2 - Broad Needs Analysis of the Service Area

Please set out your understanding of the needs of your clients and their barriers to having these needs met and theirs and you barriers to accessing/delivering your service. This needs to be broken down into the 6 equality areas. In completing this exercise ask and answer the following questions.

- Are staff trained in equality awareness and cultural awareness relevant to the needs of your client group

All Sports Development coaching staff have attended the following Sports Coach UK courses, 'Equity in Your Coaching', 'How to Coach Disabled People in Sport' and 'Good Practice and Child Protection'.

Greenwich Leisure staff attend in house equity and disability awareness training.

Officers within the Sports and Leisure Group have attended equity and disability training courses.

Partner sports organisations tasked with delivering the strategy have their own employment and training practices however it is assumed that they use appropriately trained staff.

- Are there any factors about the way the strategy is delivered that could have an equalities impact? Consider opening times; physical access; translation and

interpretation services

The Sports and Physical Activity strategy will be delivered using schools, sportshalls, leisure centres, parks and other open space. Accessibility is a consideration during the planning of all activities.

The providers of activities have the power to set their own prices however affordability is a key consideration for target groups. The Waltham Forest Leisure Centres have a competitive pricing structure and offer concessions for a whole range of target groups.

Costs to participate will be minimised to enable people on low income to attend and provision will be made for people living in super output areas.

The strategy attempts to address inequalities of provision. Programmes/events specifically for people with a disability will be run, as well as programmes encouraging inclusive participation.

The strategy attempts to provide opportunities for people of all ages with specific programmes for young people and older people.

Women and girls are generally underrepresented in sports and leisure participation therefore the strategy will attempt to address this.

Black and minority ethnic groups will also be targeted by the strategy in an attempt to increase sport and physical activity participation of this group.

- What methods do you use to promote or advertise the strategy?

Consultation on the strategy has been conducted and in it is still possible to comment on it via the Waltham Forest website.

The strategy has been circulated to all stakeholders and been made available to the general public via the Council website. Waltham Forest residents have been encouraged to comment on the strategy in articles in the Waltham Forest Magazine and Waltham Forest Guardian newspaper.

The strategy itself and publicity regarding the strategy complies with equality policies through the use of appropriate images.

- What measure do you undertake to reach traditionally excluded communities

Please see above.

Translated versions of the strategy can be supplied if required.

- Has your strategy been subject to any complaints, which involve equality issues?

The strategy is a new document and there have been no complaints. There is still an opportunity for people to comment on the document.

- Are there any additional equalities monitoring information you want to collect?

Further information may be required from the Waltham Forest Sports Forum as a whole.

Section 3 - Data collection and analysis

- Profile of service user

The sports strategy will target the population of Waltham Forest. Target groups include,

Young people

Older people

Children and adults with a disability

People on a low income

People from a black or ethnic minority community

Sports Clubs

Sports coaches

Elite sports performers

- Profile of borough – using census and ward data

Waltham Forest has a population that is 49.8% male and 50.2% female.

Waltham Forest is ranked 47th out of 354 local authorities on the Deprivation indices for 2004 and is the 12th most deprived borough in London

The Black and Minority Ethnic population in Waltham Forest is 44.26% against a London average of 28.85%.

- Profile of staff delivering the strategy – council and voluntary and independent sector

Delivery of the strategy involves running a wide range of programmes and events, in turn managed by a range of partners. The staff profile will differ from programme to programme but they will all be suitably qualified.

- Profile of training available and who has had it – council and voluntary and

independent sector

In 2005 Waltham Forest council hosted the following workshops. These were open to anyone in Waltham Forest.

How to Coach Disabled People in Sport

Equity in Your Coaching

Good Practice and Child protection

First aid

These programmes were attended primarily by volunteer sports men and women.

- Does the customer profile of your strategy reflect the local population or the relevant target group or is there under or over representation by certain groups?

The strategy has been written to address any in equalities in provision.

- Any Gaps in data information required?

Need consistent approach to data collection. Currently in Waltham Forest the Leisure Centres use Microcache to capture information on service users. This is only applicable on pre paid members and data is not collected on pay and play participants other than attendance levels.

Sports Development do not have one system to collect and record equalities data.

Partners have their own monitoring arrangements but the information being collected is likely to be similar, as most funding streams require standard monitoring information such as ethnicity, gender and age.

Section 4 - Consultation

- What consultation exercises have been carried out over the last 2 years/are planned in the near future.
- Consultation includes; research; needs analysis; ongoing consultation and involvement in service development.
- Make sure hard-to-reach/hear communities or sections of communities are consulted.
- Repeat section 5 if necessary in light of responses to consultation.
- When making a final decision on the policy, take assessments and consultations fully into account.

The Strategy has been emailed to all partners and is available on the Waltham Forest website.

Consultation workshops have been held with members and partners.

The public have been encouraged to comment on the strategy via the Waltham Forest magazine and the Waltham Forest Guardian newspaper.

The Waltham Forest Sports Forum is a group made up of representatives from all sports partners in the borough, voluntary and professional. The Sports Forum will be the main consultative body in managing the delivery of the strategy.

Section 5 - Assessment

- Identify if there is any differential effect of the policy on different equality from the information available above

NO

- How are people from each equality group reflected in the take up of services?

The strategy aims to provide for everyone who lives, works and plays in Waltham Forest but also targets those individuals and groups generally underrepresented in sport and physical activity.

- If there are differential impacts are they adverse, unlawful or positive?

Positive targeting

- Are there other ways in which the service could be provided which would achieve its aims without adverse or unlawful impact?

NO

- How does the policy contribute to better Community Cohesion?

Cohesion will be improved through the provision of facilities and services that encourage community participation. Neighbourhood based activities for local people irrespective of age, gender and ethnicity provide an ideal opportunity for communication and understanding. Improved accessible facilities create opportunities for all members of local communities to come together to take part in physical activity and sport.

- What opportunities are there for positive good relations between different communities cross-cultural contact between different communities to take place.

As above

- In what way does the policy work to eliminate discrimination

As above. Further workshops to be held in Waltham Forest on equality and disability.

- How does the policy promote equal opportunities

As above

- Identify if there are groups other than those already considered that may be adversely affected by the policy. This could include effects of peoples physical and mental health needs
- What is the custom and practice in the provision or allocation of this policy? Could these have a disproportionate impact on the equality target groups?

NO

Section 6 - Adverse Impact

- Specify measure that can be taken to remove or minimize the disproportionate impact or adverse impact identified. If there was none, then identified how disproportionate impact or adverse effect could be avoided in the future.

Monitoring process will be set up to ensure that the strategy is achieving its aims both from a participation perspective and an equalities one.

Section 7 - Monitoring and Review of policy

- Make arrangements to monitor and review for adverse impact in the future.

The Strategy has actions, which will be reviewed every 6 months. The review will form part of the onward planning process.

The local authority and the Waltham Forest Sports Forum will monitor the delivery of the strategy.

Future consultation with users and partners will need to be planned.

Section 8 - Conclusions and Recommendations

- Does the policy comply with equalities legislation, including the duty to promote race equalities?

YES

- Yes or No. If No please comment on how this is to be remedy
- What are the main areas requiring further attention
 1. Translation
 2. Data collection of users and providers
 3. Monitor consultation responses
 4. Confirm role and responsibility of Waltham Forest Sports Forum in management of strategy

- How will the results of the EAI feed into the performance planning process

Actions will feed into service plans, will be reviewed at the LLL Equalities Board and will be placed on the council website.

- How and when will the policy be monitored

Ongoing monitoring by the Sports and Leisure Group and 6 month review by the Waltham Forest Sports Forum

- Suggested consultation for the future

Annual process via Waltham Forest Sports Forum

- For recommendations please complete improvement plan.

Section 9 - Publish the Results

- We have a statutory specific duty to publish the results of our EIA, consultation and monitoring.
- The improvement plan and the list of consultations need to put on the council website.