

Equality Impact Assessment

Introduction

An Equality Impact Assessment (EqIA) is a method for assessing the effects or impacts of a council policy or function on removing barriers to equality.

The Equality Act 2010 includes a public sector equality duty which requires public authorities to try and eliminate discrimination; advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it and promote equality and good relations across a range of protected characteristics.

The protected characteristics are:

Age	Disability	Gender Reassignment
Marriage and civil partnership	Pregnancy and maternity	Race
Religion or belief (including lack of belief)	Sex	Sexual orientation

An EqIA should be completed with the full range of protected characteristics considered during the initial stages of developing new strategies, policies, functions or services, prior to starting a procurement exercise and before decisions are made.

Examples of when an EqIA should be completed are:

<ul style="list-style-type: none">Any proposals to introduce or add to a service	<ul style="list-style-type: none">Any proposals to adopt policy priorities, strategies and plans
<ul style="list-style-type: none">Any proposals to remove, reduce or alter a service	<ul style="list-style-type: none">Changes to staffing structure where groups of employees are likely to be negatively affected
<ul style="list-style-type: none">Any new policies or changes to policies	<ul style="list-style-type: none">Any proposals in relation to procured or commissioned services

Stage 1 - Equality Screening

Whenever a policy/service or function is reviewed, changed, developed or removed an initial equality impact assessment stage 1 will need to be undertaken. This is a screening template and will help establish whether a full assessment is needed. This should be done at an early stage of the process so that it is part of policy development.

Stage 2 – Equality Impact Assessment

This is the full EqIA and seeks to identify the equality considerations that have been taken into account including any mitigating actions proposed and ensures decisions are based on evidence. The EqIA will need to be agreed with the appropriate Head of Service or Director and should be included on the decision making report, along with commentary on the assessment in the main body of the report.

STAGE 1 – Equality Screening

1. Identify the policy, project, function or service change

a. Person responsible for this EqIA

Officer responsible:
Richard Gibson

Service Area:
Communities, Wellbeing & Partnerships

Title:
Head of Communities, Wellbeing & Partnerships

Date of assessment:
1 July 2024

Signature: Richard Gibson

b. Is this a policy, function, strategy, service change or project?

Policy

If other, please specify:

c. Name of the policy, function, strategy, service change or project

Cheltenham Playing Pitch Strategy which forms part of a wider physical activity strategy that will be brought back to Cabinet in the Autumn

Is this new or existing?

Already exists and is being reviewed

Please specify reason for change or development of policy, function, strategy, service change or project

The current Playing Pitch Strategy was prepared in 2016/17 and is out of date

d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?

Aims:

Work with partner organisations to develop a sports and physical activity strategy for Cheltenham, to improve and further develop sport provision and help ensure more opportunities for external funding in order to improve health and wellbeing opportunities for local people

Objectives:

- Cheltenham has the physical sporting infrastructure (playing pitches and built facilities) needed to ensure everyone has the opportunity to enjoy sports and physical activity.
- Cheltenham has the community sporting infrastructure (clubs, teams, and groups) needed to ensure everyone has the opportunity to enjoy sports and physical activity.
- That this physical and community infrastructure is of appropriate quality, is in the right place to meet current and projected future demand, meets up-to-date standards of accessibility and is sustainable over the longer-term.
- We create active communities where everyone has the chance to be active and thrive.

Outcomes:	<ul style="list-style-type: none"> • Cheltenham is a place where all our communities enjoy and benefit from physical activity; • Our physical and community infrastructure is accessible and affordable but also high-quality and sustainable; and • We will collaborate to create active and inclusive communities.
Benefits:	<p>The strategy will not only assist in the development of a wider sports and physical activity strategy but will also be a tool to help inform the council in addressing some of the following challenges:</p> <ul style="list-style-type: none"> • Determining the longer-term future of Council physical activity facilities, particularly Leisure at Cheltenham and Prince of Wales Stadium. Due to their age, both facilities require significant investment. • Addressing health inequalities –Health data identifies that some of our geographic communities face long-term health inequalities; local partners have assessed data relating to a range of health conditions including obesity, depression and heart disease. The data paints a picture that low income communities have worse health outcomes than more affluent communities. • Access to physical activities - We are aware that some of our low income communities do not have the same access to physical activity opportunities as more affluent communities. For instance, there are no youth football teams serving West Cheltenham in the Cheltenham Youth League. <p>The strategy will also assist to harnessing some significant opportunities:</p> <ul style="list-style-type: none"> • Our communities are ambitious and are coming forward with plans to deliver improved activity and sports facilities; both Cheltenham Saracens FC and Belmont School have developed multi-million pound sporting schemes. A new strategy can help create the framework by which these communities can access external investment. • Creating opportunities to be more physically active and to enjoy sports is going to be central to creating sustainable and healthy communities in our growth areas and garden community – Elms Park and Golden Valley developments. A new strategy will set out how we use physical activity and sports to support the longer-term growth ambitions of Cheltenham, will inform the preparation of the Cheltenham, Gloucester and Tewkesbury Strategic and Local Plan together with identify future priorities for infrastructure, including informing priorities for the negotiation of Section 106 obligations and allocation of Community Infrastructure Levy.

e. What are the expected impacts?

Are there any aspects, including how it is delivered or accessed, that could have an impact on the lives of people, including employees and customers.	Yes
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Do you expect the impacts to be positive or negative?	Positive
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Please provide an explanation for your answer:

The Playing Pitch Strategy sets out an action plan for how the Council, working with multiple partners can:

- Protect existing pitch provision;
- Enhance pitches and ancillary provision by improving the quality and management of facilities;
- Provide new pitches and ancillary provision where there is demand.

If your answer to question e identified potential positive or negative impacts, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.

f. Identify next steps as appropriate	
Stage Two required	Yes
Owner of Stage Two assessment	Richard Gibson
Completion date for Stage Two assessment	1 July 2024

Please forward this completed form to [xx] and move on to Stage 2 if required.

STAGE 2 – Full Equality Impact Assessment

2. Engagement and consultation

The best approach to find out if a policy etc, is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those equality groups.

a. Research and evidence

List below any data, consultations (previous, relevant, or future planned), or any relevant research, studies or analysis that you have considered to assess the policy, function, strategy, service change or project for its relevance to equality.

We have access to data from Sports England and other local data such as the online pupil survey:

We know that 21% of our population is considered inactive and although this compares with 23% inactive for the county and 26% nationally, there are areas of Cheltenham and groups of people where inactivity levels are far higher.

Low income - People living in our lower income neighbourhoods are at risk of lower activity levels. Twice as many people are classed as inactive in our most deprived communities (38%) when compared to our least deprived communities (19%). We also know that obesity in women affects 39.5% of those living in most deprived areas compared with 22.4% from least deprived areas

Disabled people – we know that 36% of people who class themselves as disabled are inactive compared to only 17% who class themselves as non-disabled – a participation gap of c.20%

Ethnicity –Nationally, 37% of people from the Asian ethnic group are classed as inactive, compared to 24.5% of people from white British origin. In the Asian and white British ethnic groups, women are more likely to be inactive than men

Younger women – Whilst similar rates of adult women are classed as active when compared to men, school data from the Gloucestershire online pupil survey shows that whilst 60% of boys do the recommended level of activity, only 48% of girls achieve this. In addition, 46% of girls don't exercise because they find it embarrassing compared with only 21% of boys.

b. Consultation

Has any consultation be conducted?

Yes

Describe the consultation or engagement you have conducted or are intending to conduct. Describe who was consulted, what the outcome of the activity was and how these results have influenced the development of the strategy, policy, project, service change or budget option.

If no consultation or engagement is planned, please explain why.

Stakeholders have identified the following barriers to achieving the vision:

- Cost is a barrier for many people - only going to get worse with cost of living
- Childcare can be a barrier
- Perceptions of feeling safe when exercising
- Unequal geographic distribution of facilities and opportunities- exacerbated by lack of bus services

The Council undertook a physical activity survey to understand how we keep people being active but also understand the barriers that might be preventing people from being active in the first place. The survey was shared online via a media release, plus additional face to face sessions were held to encourage a wider range of participants to take part in the survey.

The survey opened on 31 January 2024 and closed on 21 March 2024. There were 166 responses. Respondents identified the main barriers to be physically active as the following:

- Costs of taking part,
- Lack of time
- Having to book in advance - or be a member
- Feeling nervous to start a new activity or go to a new place,
- Getting to places to be active

3. Assessment

a. Assessment of impacts

For each characteristic, please indicate the type of impact (positive – contributes to promoting equality or improving relations within an equality group, neutral – no impact, negative – could disadvantage them).

Please use the description of impact box to explain how you justify the impact and include any data and evidence that you have collected from surveys, performance data or complaints to support your proposed changes

Protected Characteristic	Specific Characteristic	Impact	Description of impact	Mitigating Action
AGE	Older people (60+)	Neutral		
	Younger People (16-25)	Positive	One of the strategy's priorities is to explore how best to support communities increase their engagement in physical activity where we know inactivity inequalities are the greatest: <ul style="list-style-type: none"> Women and girls 	The final strategy that will come to council in the Autumn will set out how the council working with key partners can increase engagement among young women
	Children (0-16)	Positive	One of the strategy's priorities is to explore how best to support communities increase their engagement in physical activity where we know inactivity inequalities are the greatest: <ul style="list-style-type: none"> Women and girls 	The final strategy that will come to council in the Autumn will set out how the council working with key partners can increase engagement among girls
DISABILITY A definition of disability under the Equality Act 2010 is available here . <i>See also carer responsibilities under other considerations.</i>	Physical disability	Positive	One of the strategy's priorities is to explore how best to support communities increase their engagement in physical activity where we know inactivity inequalities are the greatest: <ul style="list-style-type: none"> Disabled people and people with long-term health conditions 	17% of respondents to the survey identified as a disabled person.
	Sensory Impairment (sight, hearing)	Positive		The 2021 census identified that 5.8% of the population identified as being disabled.
	Mental health	Positive		The final strategy that will come to council in the Autumn will set out how the council working with key partners can increase engagement among disabled people
	Learning Disability	Positive		
GENDER REASSIGNMENT		Neutral		
MARRIAGE & CIVIL PARTNERSHIP	Women	Positive	One of the strategy's priorities is to explore how best to support communities increase their engagement in physical activity where we know inactivity inequalities are the greatest: <ul style="list-style-type: none"> Women and girls 	The final strategy that will come to council in the Autumn will set out how the council working with key partners can increase engagement among women
	Men	Neutral		

	Lesbians	Neutral		
	Gay Men	Neutral		
PREGNANCY & MATERNITY	Women	Positive		
RACE* Further information on the breakdown below each of these headings, is available here . For example Asian, includes Chinese, Pakistani and Indian etc	White	Positive	One of the strategy's priorities is to explore how best to support communities increase their engagement in physical activity where we know inactivity inequalities are the greatest: <ul style="list-style-type: none"> • People from ethnically diverse communities 	The physical activity survey showed that for people from diverse communities, the main barriers to being physically active are: Costs of taking part – 53% Lack of time – 35% Lack of childcare – 24% Lack of skills / confidence – 24% There is an opportunity to work with Cheltenham Alliance for Race Equity on a programme to better understand these barriers and develop initiative that can address them and these to be captured in the final strategy
	Mixed or multiple ethnic groups	Positive		
	Asian	Positive		
	African	Positive		
	Caribbean or Black	Positive		
		Choose an item.		
RELIGION & BELIEF** A list of religions used in the census is available here	See note	Neutral		
SEX (GENDER)	Men	Neutral		
	Women	Positive	One of the strategy's priorities is to explore how best to support communities increase their engagement in physical activity where we know inactivity inequalities are the greatest: <ul style="list-style-type: none"> • Women and girls 	There were proportionally more females that responded to the survey than males (63% to 33%) But given that a focus of the strategy is to support more women and girls to take part in physical activity, we can be

				<p>confident that the responses to the survey reflect their voices.</p> <p>The final strategy that will come to council in the Autumn will set out how the council working with key partners can increase engagement among women</p>
	Trans Men	Neutral		
	Trans Women	Neutral		
SEXUAL ORIENTATION	Heterosexual	Neutral		
	Lesbian	Neutral		
	Gay	Neutral		
	Bisexual/Pansexual	Neutral		
Other considerations				
Socio-economic factors (income, education, employment, community safety & social support)		Positive	<p>One of the strategy's priorities is to explore how best to support communities increase their engagement in physical activity where we know inactivity inequalities are the greatest:</p> <ul style="list-style-type: none"> • Those on low incomes (including children living in poverty) • Others (older people, carers, refugees) 	The final strategy that will come to council in the Autumn will set out how the council working with key partners can increase engagement those on low incomes or with caring responsibilities .
Rurality i.e. access to services; transport; education; employment; broadband		Neutral		
Other (e.g. caring responsibilities)		Neutral		

* To keep the form concise, race has not been included as an exhaustive list, please augment the list above where appropriate to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions in the census is available [here](#)

4. Outcomes, Action and Public Reporting

a. Please list the actions identified through the evidence and the mitigating action to be taken.

Action	Target completion date	Lead Officer
Work with key partners and stakeholders to develop final strategy and action plan that will address inactivity inequalities	November 2024	Richard Gibson

b. Public reporting

All completed EqIA's are required to be publicly available on the Council's website once they have been signed off. EqIA's are also published with the papers for committee and full council decisions.

Please send completed EqIA's to [xx]

5. Monitoring outcomes, evaluation and review

The Equalities Impact Assessment is not an end in itself but the start of a continuous monitoring and review process. The relevant Service or Lead Officer responsible for the delivery of the policy, function or service change is also responsible for monitoring and reviewing the EqIA and any actions that may be taken to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from Corporate Policy and Governance will be available to provide support and guidance, please email xxxx if you have any questions.

6. Change log

Name	Date	Version	Change