

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 EqlA

Officer responsible: Richard Gibson

Service Area: Communities

Title: Head of communities, wellbeing & partnerships

Date of assessment: 10 March 2025

Signature: R J 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

Physical activity and sports strategy action plan

Is this new or existing?

New or proposed

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

Commitment in 2023-2027 corporate plan to develop a sports strategy

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

Aims:

Vision: Cheltenham is a place where everyone has the opportunity to enjoy and benefit from physical activity and sports, creating active, healthy and happy communities.

Objectives:

Outcomes:

Three outcomes:

- Our physical and community infrastructure is accessible and affordable but also high-quality and sustainable;
- Cheltenham is a place where all our communities enjoy and benefit from physical activity and
- We will collaborate to create active and inclusive communities.

Benefits:

To address inactivity inequalities within our communities

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
Do you expect the impacts to be positive or negative?	Positive
Please provide an explanation for your answer:	
The action plan sets out a number of commitments that will help deliver the vision that Cheltenham is a place where everyone has the opportunity to enjoy and benefit from physical activity and sports, creating active, healthy and happy communities.	

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	

Please forward this completed form to 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.

From the latest Sport England data (Nov 22-23) from Sport England, 71% of Cheltenham's population are considered to be active (exercising for at least 150 minutes a week) and 18.9% are considered to be inactive (exercising for fewer than 30 minutes a week). Although this compares favourably with 21.5% inactive for the county and 25.7% inactive nationally, there are areas of Cheltenham and groups of people where inactivity levels will be higher.

Low income - People living in our lower income neighbourhoods are at risk of lower activity levels. Nationally, 1.5 times people are classed as inactive in the most deprived communities (33.7%) when compared to the least deprived communities (20.5%).

Disabled people – Nationally, we know that 40.8% of people who class themselves as disabled are inactive compared to only 20.7% who class themselves as non-disabled – a participation gap of c.20%.

Ethnicity - Nationally, 33% of people from the Asian ethnic group are classed as inactive, compared to 24.3% of people from white British origin.

Younger women - Whilst similar rates of adult women are classed as active when compared to men, school data from the Gloucestershire online pupil survey showed 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 found it embarrassing compared with only 21% of boys.

Children and young people – from Sport England's active lives data for children and young people (2023-24), whilst 48.3% of children are active in Cheltenham (doing the recommended average of 60 minutes or more a day), 30.9% are classed as less active (less than an average of 30 minutes of activity a day).

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.

The council carried out a physical activity survey between Jan and March 2024 and which had 163 responses.

- 87% of respondents felt either reasonably or very active;
- 90% of respondents are either reasonably or very interested in being more active;
- Over 60% of respondents enjoy being active either around their neighbourhood, in local parks or in the countryside.

Top 5 ways of keeping active:

Option	Total	Percent
1. Walking	104	63.80%
2. Cycling	45	27.61%
3. Running	44	26.99%
4. Pilates / yoga	44	26.99%
5. Indoor swimming	38	23.31%

Top 5 barriers:

Option	Total	Percent
1. Costs of taking part	68	41.72%
2. Lack of time	53	32.52%
3. Having to book in advance, or be a member	38	23.31%
4. Feeling nervous to start a new activity or go to a new place	34	20.86%
5. Getting to places to be active	29	17.79%

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+)	Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
	Younger People (16-25)	Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
	Children (0-16)	Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
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	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
	Sensory Impairment (sight, hearing)	Neutral	None identified	None identified
	Mental health	Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
	Learning Disability	Neutral	None identified	None identified
GENDER REASSIGNMENT		Neutral	None identified	None identified
MARRIAGE & CIVIL PARTNERSHIP	Women	Neutral	None identified	None identified
	Men	Neutral	None identified	None identified
	Lesbians	Neutral	None identified	None identified
	Gay Men	Neutral	None identified	None identified
PREGNANCY & MATERNITY	Women	Neutral	None identified	None identified
RACE*	White	Neutral	None identified	None identified

Further information on the breakdown below each of these headings, is available here . For example Asian, includes Chinese, Pakistani and Indian etc	Mixed or multiple ethnic groups	Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
	Asian	Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
	African	Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
	Caribbean or Black	Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
		Choose an item.		
RELIGION & BELIEF** A list of religions used in the census is available here	See note	Neutral	None identified	None identified
SEX (GENDER)	Men	Neutral	None identified	None identified
	Women	Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified
	Trans Men	Neutral	None identified	None identified
	Trans Women	Neutral	None identified	None identified
SEXUAL ORIENTATION	Heterosexual	Neutral	None identified	None identified
	Lesbian	Neutral	None identified	None identified
	Gay	Neutral	None identified	None identified
	Bisexual/Pansexual	Neutral	None identified	None identified
Other considerations				
Socio-economic factors		Positive	The action plan identifies a specific action to address inactivity inequalities within this group	None identified

(income, education, employment, community safety & social support)				
Rurality i.e. access to services; transport; education; employment; broadband		Neutral	None identified	None identified
Other (e.g. caring responsibilities)		Neutral	None identified	None identified

* 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
Recognising the barriers that some members of our community face; the Council will work with local partners and NGBs to secure additional investment for programmes that both listen and engage with communities and create more active opportunities where everyone feels welcome.	2026	Richard Gibson
The council will work with partners to expand the existing Feed Cheltenham activity pass. The current pass incentivises food bank users to take up memberships at Leisure-at Cheltenham, but there is scope to expand both the groups being able to access the card, and the range of physical activity providers. This will be funded from the council's allocation of NHS funding.	Implementation from April 2025	Richard Gibson
Subject to funding being available, the Council wishes to engage with young people to explore whether a Youth Activity Passport might be beneficial. The passport could give young people growing up in low-income families or neighbourhoods the chance to improve their physical and mental health through an exciting range of physical, social, creative and cultural activities that they would not be able to access otherwise.	2026	Richard Gibson