

EQUALITY IMPACT ASSESSMENT

Partial Assessment Form

Policy, practice, function or project assessed	Sports Development
Lead Officer	Kirsty Human – Development Officer (Principal Lead for Sport and Leisure)
Team	New Communities
Start date of assessment	23/11/2010
Completion of assessment	

Please use this form to record your findings in relation to the assessment of an existing policy, function, service or practice.

A. POLICY, PRACTICE, FUNCTION OR PROJECT TO BE ASSESSED

A1. Please describe what are the main aims, objectives, purpose and intended outcomes of the policy or function?

Purpose and aims of the service:

1. Sports development at SCDC is heavily dependent on partnership working. With the budgets and resources available we utilise our partners, dual use centres, national governing bodies, schools, neighbouring authorities and voluntary organisations to deliver joint projects resulting in maximum value for money and numerous programmes that enhance wellbeing, increase fitness and involve the most amount of people as possible.
2. We are delivering well against Government targets for Ni8 (adult participation) and Ni110 (young people) and exceeded the Council action (increasing positive activities for teenagers). Our programmes have resulted in a 4.8% increase in adults (age 16 and over) who participate in sport and active recreation. The increase is between the baseline in 2005/06 and the rolling 24-month data from April 2008 to April 2010. This compares favourably to the rest of the county where there has been no change or a decrease. NI8 Sport and Active Recreation Results (Active People Survey published by Sport England, June 2010).
3. Our sports programmes are helping people to get active and after initial funding enabling them to run clubs and groups independently, creating long lasting sports opportunities e.g. Women try Netball, running groups, street football and fitness for parents.
4. Using the Olympics we have been able to establish a range of programmes to help create the legacy envisaged by Lord Coe. This includes the Elite Athletes Scheme, Park Life event, Paralympics competitions, Cambourne Bloco and district wide events such as the Cambourne 10K.
5. Many of our projects bring in income, which is reinvested in more sports programmes to meet the needs of residents.

Objectives:

1. Managing a sports development programme that encourages all sections of the community to take part in sport and leisure activities that improve their health and mental wellbeing.
2. Facilitating the start of new groups, which after initial financial support go on to run independently.
3. Reinvesting income made through sports activities to develop more successful programmes.
4. Working in partnership
5. Using initiative and seizing opportunities where we can for additional funding, joint working and new approaches

Outcomes:

1. Year on year increases in numbers of children and young people, adults and older people taking part in sport and leisure activities.
2. Year on year increase in numbers of sports groups established and then continuing to run sustainably self-funding.
3. Increase in number of talented athletes from our district progressing to world-class levels.
4. Improving health statistics across the district.

A2. Is this policy or function associated with any other Council policy or priority?

Yes, currently for 2010/11:

- AIM B – We are committed to ensuring that South Cambridgeshire continues to be a safe and healthy place for you and your family
- iii) Promoting active lifestyles and increasing opportunities for sport and recreation to improve the health of all age groups.
 - iv) Understanding where health inequalities exist and focussing on areas of need.

Action: We will increase the number of teenagers taking part in positive activities by 500 on the 2009/10 total during 2010/11.

And with the following draft priorities for 2011/12:

AIM B – We are committed to ensuring the South Cambridgeshire continues to be a safe and healthy place for you and your family

B1 We will take an inclusive approach to enhancing the quality of life for older people in our community through actions:

ii) Within our planning guidance to ensure appropriate design of new developments and open spaces.

iv) In conjunction with our Statutory and voluntary sector partners, to promote inclusive access to health, advice and opportunities for sport and recreation.

B2 We will encourage the development of existing, and the creation of new, sporting opportunities for all age groups:

i) Maximising developer contributions towards new sporting facilities to serve developments of over 10 dwellings.

ii) Working with dual-use sports centres, local clubs and partners to increase participation and signpost opportunities for funding;

ii) Work with partners to run specific events as part of the build-up to London 2012 and prepare to take advantage of the Olympic legacy for participation and economic development.

iv) Continuing to work with statutory and voluntary health and community partners to increase participation in sport and recreation.

A3. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community?

Residents, families, children and young people in South Cambridgeshire

Staff at South Cambridgeshire District Council

People working in South Cambridgeshire

We target activities at all sections of the community, including all ages, gender and those with disabilities.

A4. Is the policy/function corporate and far-reaching?

Yes

A5. Are you expecting to make any significant change to the policy or service in the near future? If so, please give details.

The service will change some of its focus to meet the 2011/12 Council priorities (looking more at activities for older people) as well as continuing as much of its other work as possible.

A6. Is this a new or existing policy or function?

Existing

B. EVIDENCE/ DATA and CONSULTATION

It is important to consider all information that is available in determining whether the policy or function could have a differential impact. Please attach examples of monitoring information, research or consultation reports.

B1. What monitoring or other information do you have about relevant target groups, which will show the impact of the policy or function?

We monitor everyone that takes part in our activities including registering their age, gender, ethnicity and physical ability where appropriate. Year on year data is currently being collated to show the impact of our work but where already available it shows:

1. Park life – Olympic countdown event. 2009 – 1000 participants. 2010 – over 2000 participants, mainly families with young children.
2. Fitness4Health 2008 – 414 referrals. 2009/10 – 379 referrals. Approx 70% over 50, 25-30% over 65, over 60% female, Approx 15% with a disability and 6% from BME groups.

B2. Have you compared the data you have with the equality profile of the local population? What does it show?

Yes it shows:

1. We need to do more activities for the older population – an action for 2011/12
2. We deliver projects around the village college dual use facilities, which are in the larger wards with the largest populations.
3. Higher ethnic minority participation in projects where they are near a new community e.g. Cambourne/Orchard Park.
4. Travellers are our largest ethnic minority and although we do record this we are hoping to deliver specific projects to this population.
5. The main cause of death is circulatory disease. Our GP referral project Fitness4Health is specifically aimed at reducing this type of illness through supervised exercise.

B3. Have you identified any improvements or other changes that could be made from monitoring the data?

1. The County Disability Sports Forum identified gaps in the provision of activities for adults with disabilities. We aim to deliver taster sessions in sports to adults with disabilities by March 2011 (action within this years service plan).
2. Statistics showed back in 2005 that women were underrepresented in sport. We established an award winning Women Try Netball project, which has encouraged over 250 women to get back in to sport. The project also involves other women try sports sessions and continues today to help bridge the gap between men and women's participation.
3. The council focussed on teenagers as the priority for 2010/11 and through numerous activities, participation amongst this group has rocketed, far exceeding the 500-target set.
4. For 2011/12 the Council's priority is to engage older people in sport and recreation given the ageing nature of our population in South Cambs. We are developing projects to begin in April 2011 to meet this challenge.

B4. Have you consulted or involved external stakeholders about the policy or function? If so, what were their views?

Yes we have consulted at the local level with partners, and stakeholders such as schools, sports centres, County Sports Partnership, other local authorities and Schools Sports partnerships. There is the potential to consult on a wider basis with the public, parish councils and other individual sports providers via public survey.

B5. Have you undertaken any consultation with staff to assess their perception of any impacts of the policy or function? If so, what has been learnt from them?

To date consultation has been very informal, via messages on the Councils internal website. This led to running groups being set up for staff and a number of activities in the recreation room at lunchtime and after work e.g. Yoga, Pilates, spinning, boxercise etc. We will look to survey staff about these activities as part of the forthcoming survey by the social committee on work based activities/events.

B6. Please provide information about any other consultation, research, or involvement undertaken in relation to this impact assessment.

1. Sport England gathers statistics from all over the country on sports participation, satisfaction, value and impact. It is comparable and up to date. All sections can be found at: <http://www.sportengland.org/research.aspx>
2. "Tellus" survey conducted in schools gave us useful information on children and young peoples participation and satisfaction with sports. It has been discontinued as part of the Governments spending review in 2010.
3. The Schools Sports Partnership also collects data on children and young peoples participation in sport within schools and after school.

C1. IMPACT OF THE POLICY OR FUNCTION

Assess the potential impact on each of the following protected characteristics. The impact could be negative, positive or neutral. If you assess a negative impact for any of the groups then you will need to assess whether that impact is low, medium or high. Refer to the evidence you use.

DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Adverse)	Extent of Impact (Low, Medium, High)
AGE: Identify the potential impact of the policy or function on different age groups.		
We deliver specific projects for children and young people, adults, women and older people.	Positive	
DISABILITY: Identify the potential impact of the policy or function on disabled people.		
We deliver specific projects for children and young people with a disability, adults with a disability and also GP referrals (mostly health related but with the possibility of leading to a disability).	Positive	
GENDER REASSIGNMENT: Identify the potential impact of the policy or function on people that have changed gender identity.		
We deliver projects aimed at all genders. Gender reassignment has not been an issue for us to date but we would develop policies and procedures for this if the situation occurred, for example if there were concerns over single sexed changing facilities.	Neutral	
MARRIAGE AND CIVIL PARTNERSHIPS: Identify the potential impact of the policy or function on people who are married or in a civil partnership.		
This does not affect our projects; they are available to everyone regardless of marriage or civil partnership arrangements.	Neutral	
PREGNANCY AND MATERNITY: Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.		
If this group of people wished to partake in our activities we would advise them of the health and safety issues and risk assess their particular situation. This has not been an issue to date.	Neutral	

RACE: Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.		
Our projects are not race specific however we are hoping to work with children and young people from the Travelling community to run some street football sessions.	Neutral	
RELIGION/BELIEF: Identify the potential impact the policy or function on different religious/faith groups.		
We deliver projects aimed at all faiths.	Neutral	
SEX: Identify the potential impact of the policy or function on men and women.		
We run projects for men and women. In addition women were identified as an underrepresented group in sport so we do have a specific "Women Try" project for them to increase the numbers of women partaking in sport and active lifestyles.	Positive	
SEXUAL ORIENTATION: Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.		
We deliver projects for everyone regardless of sexual orientation.	Neutral	
OTHER CHARACTERISTIC SPECIFIC TO SOUTH CAMBRIDGESHIRE – RURALITY: Identify the potential impact of the policy or function on people who are rurally isolated.		
SCDC does not own or manage any sports facilities. We make best use of the dual use sports centres located at the 10 village college sites in the district. Our residents use these as a hub for activities and recreation given the rural nature of the district and the fact that not every village can have its own sports/leisure facilities.	Neutral	

PLEASE NOTE: Following completion of the section above, if the nature of the impact is adverse then you may need to proceed to a full equality impact assessment.

C2. Could you minimise or remove any adverse or potential impact that is high, medium or low significance, in advance of a full impact assessment? Explain how.

N/A

C3. Does the policy or function actively promote equal opportunities and good community relations? Or could changes be made so that it does so?

Yes

C4. Please provide any further information, qualitative or quantitative that does not fit into the questions but you feel has a likely impact on this assessment.

The service may be subject to change given the uncertainty over budgets and funding cuts. The Government has recently announced the end of the Schools Sports Partnership network and this will have an impact on our ability to deliver sports to children and young people.

D. CONCLUSIONS			
D1. Was there sufficient data to complete the partial assessment?	Yes?	<input checked="" type="checkbox"/>	If “NO”, what arrangements are in place for evidence gathering and continuing with the assessment?
	No?	<input type="checkbox"/>	
D2. Is the outcome of the partial assessment that the policy or function would have an adverse impact (medium or high impact) on one or more target group?	Yes?	<input type="checkbox"/>	If “YES”, will you proceed to a full assessment? If so, what arrangements are in place to carry out the full assessment?
	No?	<input checked="" type="checkbox"/>	
D3. Is the outcome of the partial assessment that the policy or function would have a neutral or positive impact on equalities?	Yes?	<input checked="" type="checkbox"/>	If “YES”, have you included proposals in the Action Plan to further improve the impact of the policy or function on equalities?
	No?	<input type="checkbox"/>	Do you plan to review the service or policy again in future to assess whether there has been any change? If so, when? Has the Equalities Steering Group and the Consultative Forum reviewed the assessment? If so what were their comments?
D4. Do you have any other conclusions/outcomes from the partial assessment?			

ACTION PLAN for enhancing existing practice

Recommendation/ issue to be addressed	Planned Milestone	Planned completion of milestone (date)	Officer Responsible	Progress
Review any reduction in service against equal opportunities legislation. Ensure there is not a negative impact on any one group.	March 2011	March 2011	Kirsty Human	
Review staff sporting/healthy living activities as part of social committee survey.	April 2011	April 2011	Kirsty Human	
User Survey	March 2012	March 2012	Kirsty Human	
Street Football for children and young people from Travelling families	March 2012	March 2012	Helen Stepney	

RESOURCES

Does the above action plan require any additional resources?

No

ARRANGEMENTS FOR MONITORING

Please give your plans for monitoring the achievement of the above actions.

Through the Service Plan and specific Sports Section (Work Plan).

SIGN OFF: The officers below confirm that this partial assessment has been completed in accordance with the Council's guidance

Signature of Lead Officer

Date:

Signature of Corporate Manager or Chief Officer:

Date:

Please retain the original form on your service area and return a copy of the completed form to the Equality & Diversity Officer.