



# SOUTH KESTEVEN DISTRICT COUNCIL

## Equality Impact (Initial Analysis)

### Sport and Physical Activity Strategy

<b>Service Area:</b>	<b>Lead officer:</b>	<b>Date of Meeting</b>
Leisure	Emma Sharpe	19/11/21
	<b>Assessors:</b>	
	Susie McCahon	
	<b>Neutral Assessor:</b>	
	Carol Drury	

**1. Name and description of policy/service/function/strategy**

**Sport and Physical Activity Strategy 2021 – 2026**

This Strategy sets out the district's vision, mission, aims and objectives for increasing rates of physical activity over the next five years.

The Council's Corporate Plan (2020 – 2023) identifies Healthy and Strong Communities as a key priority. The Strategy sets out a positive vision and clear way forward to achieve much improved rates of physical activity amongst South Kesteven residents, reducing health inequalities and providing a platform to work collectively with partners.

The Strategy has been developed in line with the Council's Equality and Diversity Annual Position Statement and Safeguarding Policy.

LeisureSK Ltd, as the leisure provider for the Council, has an Equality and Diversity Policy and Safeguarding Policy that is specific to leisure industry standards. This, however, does not remove the Council's responsibilities under the Equality Act to ensure that fair and equitable services are provided to suit the needs of our residents and visitors.

The Strategy outlines the Council's role in ensuring opportunities to be active are accessible to all.

The Strategy identifies and seeks to reduce health inequalities and remove any barriers to undertaking physical activity. Target groups have been identified in the Strategy including residents from priority wards (areas identified through the indices of multiple deprivation and those with recognised health inequalities), young people, older adults, and people with disabilities and long-term health conditions, including mental health.

**Is this a new or existing policy?**

**New**

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups?  Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic, please explain why
Age	Positive	<p>This Strategy aims to provide opportunities for people to be active and encourage healthy, active lifestyles across all ages.</p> <p>There is a particular focus on priority groups who are shown to be less active or transitioning through stages in life where it is demonstrated there are increasing barriers to physical activity.</p> <p>Younger people and older adults are specifically referenced in the Strategy to provide more opportunities to be active and targeted interventions to facilitate physical activity. This is supported by Active Lives Survey data to highlight particular groups that are less active.</p> <p>For younger people, initiatives such as youth groups, youth gym membership and holiday clubs will form part of the offer.</p> <p>For older adults activities such as armchair exercises, group exercise, aqua classes, GP exercise referrals and walking programmes will be considered to increase levels of physical activity.</p>

<p><b>Disability</b></p>	<p>Positive</p>	<p>The Strategy lists those living with disability and/ or long-term health conditions as a priority group for encouraging physical activity. This is because they may face additional barriers beyond their individual disability to physical activity such as lack of confidence, limited access to activities, equipment or facilities. The Strategy will consider activities that can increase the participation of people with disabilities and / or people living with long-term health conditions in physical activity.</p> <p>The Strategy focuses on a holistic approach to wellbeing which includes a focus on mental health and the positive benefits that physical activity can have.</p> <p>Working with health partners, the Council seeks to support interventions that provide opportunities to live a healthy, active lifestyle.</p> <p>The Council and its leisure provider recognise their roles and contribution to the health and wellbeing of residents by positively promoting and providing physical activity opportunities that are accessible to all.</p> <p>There is a focus on reducing health inequalities within the Strategy and it is recognised that those living with a disability or long-term health condition may have more barriers to exercise. The Strategy aims to reduce these barriers by providing more opportunities, working with health partners and local disability groups to ensure opportunities are available. This includes the</p>
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		<p>provision of accessible changing facilities that are compliant with the Equalities Act (2010).</p> <p>Anyone requiring information in alternative format in order to participate will be provided with documents in their required format on request.</p>
<b>Race</b>	Positive	<p>There may be barriers impacting the confidence of some people from black and other minority ethnic communities to engage with physical activity, including language barriers. To reduce these barriers, anyone requiring information in an alternative language in order to participate will be provided with documents in their required language on request.</p> <p>There may be additional barriers to taking part in activity due to cultural beliefs, perceptions or traditions. A wide range of activities and sessions will be offered to encourage physical activity for all.</p>
<b>Gender Reassignment</b>	Positive	<p>Trans people may face increased barriers to participating in physical activity because of lack of confidence, lack of inclusive activity on offer or perceived (or actual) lack of trans awareness amongst staff. The Strategy aims to reduce these barriers to sport and physical activity.</p> <p>In the practical delivery of the services and activities identified through the Strategy and its Action Plan, facilities will be available to those who identify as trans.</p>

<b>Religion or Belief</b>	Positive	<p>The Strategy aims to provide opportunities for everyone to be more active, more often. This includes encouraging and facilitating a wide range of activities that will be accessible to all and provide activities appropriate for their religion / beliefs.</p> <p>There may be additional barriers to taking part in activity directly related to a person's faith, belief, perceptions or traditions. A wide range of activities and sessions will be offered to encourage physical activity for all.</p> <p>In the practical delivery of activities consideration will be taken of religious days and holidays in order that the service will be equitably accessible to all.</p>
<b>Sex</b>	Positive	<p>The Strategy aims to provide opportunities for everyone to be more active, more often, regardless of sex. One of the key themes of the Strategy is to ensure a programme that is made up of a broad range of activities that will appeal to everyone.</p> <p>In the practical delivery of the services and activities identified through the Strategy and its Action Plan, facilities will be available to those who do not identify by gender.</p> <p>There will be provision of activities that are gender neutral.</p>
<b>Sexual Orientation</b>	Positive	<p>The Strategy aims to provide opportunities for everyone to be more active, more often. A broad range of activities will be promoted to raise physical activity levels of the lesbian, gay,</p>

		bisexual, trans and queer /questioning (LGBTQ+) community.
<b>Pregnancy and Maternity</b>	Positive	<p>The Strategy aims to provide opportunities and encourage people to be active. This includes those that are pre-natal and post-natal.</p> <p>The Council's leisure provider will consider initiatives such as parent and toddler exercise classes and, where appropriate, fitness team members are trained to advise on exercise both during pregnancy and post-natal.</p>
<b>Marriage and Civil Partnership</b>	Relates specifically to employment law, however, persons of all protected characteristics will be positively impact by providing opportunities for everyone to be more active, more often.	The Strategy aims to increase levels of physical activity and have a positive impact across the protected characteristics of its identified user groups.
<b>Carers</b>	Positive	<p>Providing facilities and activities that aid the physical and mental wellbeing of those they care for will be a positive impact.</p> <p>As part of the Council's pricing structure, carers accompany those they care for at no cost.</p> <p>The Strategy will consider alternative approaches to increase engagement with those who face barriers to taking part in physical activity because they have caring responsibilities.</p>
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities,</b>	Positive	The Strategy specifically mentions rural communities and providing opportunities to be active locally. This involves the provision of outreach activities in villages whereby they may not have access to one of the

<p><b>those with an offending past)</b></p> <p>*(IMD = Indices of multiple deprivation)</p>		<p>Council's leisure facilities or have to travel. Furthermore, the mapping of community assets and working with Active Lincolnshire to produce an activity finder will enable residents to find facilities and activities more easily.</p> <p>One of the clear outcomes of the Strategy is to work with the Council's leisure provider to ensure there is a pricing policy and programme of activities that means the Council's leisure facilities are accessible to all. The Council's leisure facilities offering an accessible pricing policy will have a positive impact on people who daily face social and economic inequalities.</p> <p>Evidence shows that deprived areas tend to have lower levels of physical activity and as a result will also be a focus for outreach activities and interventions. This may be through the Council's leisure provider or working with third party organisations and partners.</p> <p>The signposting and promotion of free activities e.g. use of open spaces, walking programmes and online resources will be considered to reduce the costs of activities.</p>
<p><b>General comments</b></p>	<p>The aim of the Strategy is to reduce health inequalities and enable all residents to participate and access opportunities to live a healthy, active lifestyle.</p> <p>As a result, many of the characteristics above provide a focus for the Strategy as it is recognised that these factors may provide barriers to residents being physically active currently.</p> <p>The Strategy is not limited to focusing on these characteristics, and health interventions will be targeted on highlighted areas of need. Some of these are mentioned within the Strategy and</p>	



	<p>others will come about as a result of further conversations with National Health Service (NHS) partners, social prescribing teams, third sector groups and organisations.</p> <p>The intentions of the Strategy will be practically manifest through the Action Plan that accompanies the document and in real terms through the Service Provider and the accessible buildings it operates on behalf of the Council</p>
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**3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)**

The Strategy builds upon a series of consultations and drop-in sessions which initially took place in 2019 with a wide range of clubs, stakeholders and residents in the district. Further work has since taken place to expand the key themes and develop an accompanying action plan.

In July and August 2021, more consultation took place with partner organisations to refresh the information gathered in 2019 and to agree priority outcomes and key themes.

Quarterly meetings take place with Active Lincolnshire, the county's Active Partnership, to discuss local projects and consider Active Lives Data which forms a framework for focusing on priority groups and areas, whereby levels of physical activity fall below the recommended average.

Meetings have also been held with the local sports charity Inspire+ to consider how the Strategy impacts young people, and how best to encourage partnership working to achieve the mutual objective of getting young people more active, more often in South Kesteven.

Further consultation has taken place with LeisureSK Ltd, as the Council's current leisure provider, to consider how the Strategy aligns with the work it does and to identify further opportunities, both within the Council's leisure facilities and in the local community. LeisureSK Ltd holds regular meetings and discussions with stakeholders and users of the leisure facilities.

**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

There will be continuous discussion with both users of the Council's leisure facilities and residents regarding the opportunities provided as part of the Sport and Physical Activity Strategy. This will take place through user forums at the leisure centres and informal drop-in sessions and surveys.

The Council's Leisure Officers will continue to work with Council colleagues, Members, National Health Service (NHS) partners and organisations to highlight priority groups who require focused physical activity interventions and opportunities to be active.

The supporting Action Plan and it's progress will be monitored on a six monthly basis via the Culture and Visitor Economy Overview and Scrutiny Committee.

**4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.**

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<b><i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i></b>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions b.1 and b.2</i></b>		
c)	Adverse impact but continue	<input type="checkbox"/>
<b><i>If you have checked option c) you will need to answer questions c.1</i></b>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

**b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?**

**b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

***If you have checked option b) you will need to complete a Stage 2 equality analysis***

- c.1** Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

***If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.***

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**Signed (Lead Officer):**                      **Emma Sharpe**  
*(Name and title)*                                      *Leisure Officer*

**Date completed:**                      **19/11/21**

**Signed (Neutral Assessor):**              **Carol Drury**  
*(Name and title)*                                      *Senior Community Development Officer*

**Date signed off:**                      **22/11/21**