

# Charnwood Borough Council

## Equality Impact Assessment

<b>Title</b>	Active Together Project
<b>Date</b>	23 <sup>rd</sup> March 2011
<b>Lead Officer</b>	Zoe Griffiths
<b>Team Members</b> this could include representatives from the service, other services in the Authority, service users, partners, stakeholders and external service providers.	Will Blanche,

### Step 1 – Setting Out the Parameters of the Assessment

<b>A. Scope: Outline the scope of what is being assessed</b>	
Assessment of Active Together Project.	
<b>B. Objectives and outcomes: Identify the objectives/outcomes of what is being assessed</b>	
1.	To provide physical activity opportunities for adults 16 + living within Charnwood regardless of their ethnicity, race, religion, disability and social/economic background.
2.	To ensure that all sessions are fully inclusive.
3.	
4.	

### Step 2 – What we already know and where there are gaps

<p><b>Available research and data</b></p> <ul style="list-style-type: none"> <li>▪ Details/results of consultation undertaken i.e. who, when, how, and findings from consultation</li> <li>▪ Findings from previous Equality Impact Assessments</li> <li>▪ Findings from Active People survey</li> <li>▪ Demographic information</li> <li>▪ Anecdotal and other evidence</li> <li>▪ Areas where we lack the information required</li> </ul>
<p>Currently carry out activity evaluation surveys (every 6 months) with existing users to ascertain customer satisfaction levels/value for money and to obtain feedback to influence the development of future programmes.</p> <p>We do not undertake non user surveys.</p> <p>The programme caters for all adults (including day time, evening and weekend sessions).</p> <p>There is a good geographical spread of activities.</p> <p>The programme offers an array of exciting activities.</p> <p>The programme is available for adults 16 years plus.</p> <p>Future funding for this scheme is uncertain after September 2011.</p>

### Step 3 – Do we need to seek the views of others and if so, who?

**Determine whether there is a need for further consultation or satisfaction testing**

Continue to meet with County Sports Partnership to establish how they would like the service to be delivered in the future.

## Step 4 – Findings

Diversity areas	Evidence of adverse/differential impact on specific groups Unmet needs that have been identified Any evidence of non-compliance with legislation
Age	Currently offer programme to Adults 16 plus.
Disability (physical, learning, sensory, mental health)	Marketing material needs to be in an appropriate format and representative of the diverse communities that we are serving including disability.
Gender	There are no barriers to participation in respect of gender.
Religious Belief	We do not currently offer any sessions to cater for specific religion beliefs Need for a greater awareness and understanding of religious practices e.g.; prayer time coinciding with activity times, fasting etc.
Racial Group	Our aim is to have an inclusive approach to participation that is harmonised irrespective of racial group however we need to seek an understanding of specific incidences that might impact on this aim.
Sexual Orientation	We would seek to ensure that all adults are not discriminated against regardless of their/or any perceived sexual orientation.
Transgender	Same as above.
All	

Assessment rating at first assessment: Red  Amber  Green

## Step 5 – What we need to do

<b>This could include issues such as: gaps in data hence further consultation/research is required, actions needed to address inequality/adverse impact, the need to amend processes e.g. future procurement arrangements or ease of accessibility to a service.</b> <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Objective	Action	Time-scale	Responsible Officer
Develop more imaginative and targeted marketing	<ul style="list-style-type: none"> <li>Review current activity programme literature and distribution channels and producing creative marketing communications plan</li> </ul>	Oct 2011	Will Blanche/Active Together team
Disability Awareness	<ul style="list-style-type: none"> <li>Revise wording of programmes simplify where appropriate, provide relevant images</li> <li>Access appropriate training</li> </ul>	Ongoing	Will Blanche/Active Together team
To secure future funding	<ul style="list-style-type: none"> <li>Meet with County Sports Partnership</li> </ul>	Ongoing	Zoe Griffiths Will Blanche
To investigate opportunities to deliver family activities	<ul style="list-style-type: none"> <li>As above and Play Rangers/Community Sports Coaches</li> </ul>	Ongoing	Zoe Griffiths Will Blanche
To carry out non user survey	<ul style="list-style-type: none"> <li>Devise survey and distribute appropriately</li> </ul>	Sept 2011	Will Blanche/Active Together teams
Religious Belief	<ul style="list-style-type: none"> <li>To offer sessions that consider religious beliefs and practices</li> </ul>	June 2011	All

	<ul style="list-style-type: none"> <li>Staff to attend further training or point of contact for further advice</li> </ul>		
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**Step 6 – Who needs to know and how they will be informed**

	<b>Who needs to know</b>	<b>How they will be informed</b>
<b>Employees in the service</b>	All of sport and Active Recreation team	Team meetings, e mails
<b>Employees in other services</b>	CSP, Leisure Centres, Front Desk, Call Centre, Marketing and Communications team	E mail, meetings, web site
<b>Service users</b>	Existing service users	E mail, post, web site
<b>Partners and stakeholders</b>	Leisure Centres, Local Councillors	E mail, regular meetings, mail outs, Web site
<b>Others</b>		
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		