

Charnwood Borough Council

Equality Impact Assessment

Title	Cardiac Rehabilitation Scheme/Active Lifestyle Referral Scheme
Date	23 rd March 2011
Lead Officer	Zoe Griffiths
Team Members 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

A. Scope: Outline the scope of what is being assessed	
Assessment of Cardiac Rehabilitation Scheme/Active Lifestyle Referral Scheme.	
B. Objectives and outcomes: Identify the objectives/outcomes of what is being assessed	
1.	To provide exercise sessions for adults living within Charnwood who have undergone heart surgery/heart attack or have a risk of CHD/Obesity/COPD/diabetes etc 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>Available research and data</p> <ul style="list-style-type: none"> ▪ Details/results of consultation undertaken i.e. who, when, how, and findings from consultation ▪ Findings from previous Equality Impact Assessments ▪ Demographic information ▪ Anecdotal and other evidence ▪ Areas where we lack the information required
<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>We do know current participants would continue to participate if required to pay an increased fee to safe guard service delivery.</p> <p>There are limited opportunities for people to take part in the scheme if they work full time. The majority of sessions are programmed during the day and not evenings and weekends.</p> <p>The majority of sessions are based in the leisure centres potentially causing transport issues for those that live in rural locations.</p> <p>We currently provide additional activities outside the programme to enable participants to continue exercising.</p>

We are currently at capacity for the Cardiac Rehabilitation Scheme so have client waiting lists. There is a lack of qualified cardiac rehabilitation instructors which means that we are limited to the number of sessions we can offer.

Both services are only available for adults 18 years plus. There is no service for young people within the borough of Charnwood.

Future funding for both schemes is uncertain after September 2011.

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 leisure centre contractors/ NHS/PCT etc to establish how they would like the service 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 18 plus. Cardiac Rehab Programme currently at capacity clients on waiting list.
Disability (physical, learning, sensory, mental health)	Need for on going staff training re; delivery of appropriate exercises. 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 children and young people 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

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. <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Objective	Action	Time-scale	Responsible Officer
Investigate increasing the number of evening/weekend sessions to accommodate full time workers	<ul style="list-style-type: none"> Meet with leisure centre coordinator 	Oct 2011	Will Blanche/Carol Dixon
Develop more imaginative and targeted marketing	<ul style="list-style-type: none"> Review current activity programme literature and distribution channels and producing creative marketing communications plan 	Oct 2011	Will Blanche/Carol Dixon
Look to provide cardiac rehab sessions in the community	<ul style="list-style-type: none"> Senior Active Rec Dev Officer to meet with CR Officer to discuss further 	Ongoing	Will Blanche
Disability Awareness	<ul style="list-style-type: none"> Revise wording of programmes simplify where appropriate, provide relevant images Access appropriate training 	Ongoing	Will Blanche
To reduce waiting time for clients	<ul style="list-style-type: none"> Look to move existing client 	Ongoing	Carol Dixon

wanting to access cardiac rehab scheme	<ul style="list-style-type: none"> • s on when ready. • Look to increase qualified instructors 		
To investigate offering the service to young people with heart related/CHD conditions	<ul style="list-style-type: none"> • Sport & Active Recreation Manager and Senior AR Dev Officer to meet with PCT 	April 2011	Zoe Griffiths Will Blanche
To secure future funding	<ul style="list-style-type: none"> • Meet with PCT 	April 2011	Zoe Griffiths Will Blanche
Religious Belief	<ul style="list-style-type: none"> • To offer sessions that consider religious beliefs and practices • Staff to attend further training or point of contact for further advice 	June 2011	All

Step 6 – Who needs to know and how they will be informed

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