Charnwood Borough Council

Equality Impact Assessment

Title	Early Years Physical Activity Project
Date	23rd 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 Early Years Physical Activity Project	
B. Objectives and outcomes: Identify the objectives/outcomes of what is being assessed	
1.	To provide free access for physical activity sessions for young people aged 0 to 4 years and their families living within Sure Start Children's Centres Reach Areas 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

Available research and data

- 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

Currently carry out activity evaluation surveys (every 12 weeks) with existing users to ascertain customer satisfaction levels/value for money and to obtain feedback to influence the development of future programmes.

We do not undertake non user surveys.

We do know current participants would continue to participate if required to pay but this would have to be a nominal charge.

We currently do not provide additional activities for 0-4 years as part of the holiday activity programmes.

Additional specialised resources are limited e.g. family outreach workers, extreme behavioural experts.

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
Yes we need to work more closely with other service providers (both internal and external providers)

working with priority groups. E.g. Children & Young People Services and neighbourhood development team.

Programmes within reason need to be tailored to what young people and families want or need.

Continue to consult with community groups and children & young people 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 0-4 years. Programme currently at capacity and not all 0-4 years can access the programme.
Disability (physical, learning, sensory, mental health)	Need for more staff training re; delivery of activities to children and young people with a disability. 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. However we need to target more dads to be involved in sessions.
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 X** **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.
The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Objective	Action	Time-scale	Responsible Officer
To carry out non user survey.	• Develop methodology • Distribute survey through partners • Collate and analyse results	Dec 2011	Will Blanche/Satinder Samaria
Look at long term sustainability of sessions in Children's Centres.	• Set up regularly meetings with Children Centre managers to investigate sustainable activities	July 2011	Will Blanche/Satinder Samaria
Develop more imaginative and targeted marketing	• Review current activity programme literature and distribution channels and producing creative marketing communications plan	June 2011	Satinder Samaria
Coordinate delivery and identify current gaps of provision	• Meet with all activity providers in Charnwood to discuss coordinated	Ongoing	Will Blanche

	approach to delivery		
Disability Awareness	• Revise wording of programmes simplify where appropriate, provide relevant images • Access appropriate training	June 2011	Satinder Samaria
Religious Belief	• 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	Sure Start Children's Centres, Children and Young People 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	Sure Start Children's Centres, Libraries, schools, all external partners associated with the activity programme Community groups/centres Local Councillors	E mail, regular meetings, mail outs, Web site
Others		
To ensure ease of access, what other communication needs/concerns are there?		