

# EQUALITY IMPACT ASSESSMENT FORM

## THE COUNCIL'S EQUALITIES STATEMENT

This Council recognises that people have different needs, requirements and goals and we will work actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce.

We will also work to create equal access for everyone to our services, irrespective of ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, use of Welsh language, BSL or other languages, nationality, responsibility for any dependents or any other reason which cannot be shown to be justified.

<b>NAME OF NEW OR REVISED PROPOSAL*</b>	Caerphilly County Borough Sport & Active Recreation Strategy 2018-2028
<b>DIRECTORATE</b>	Communities
<b>SERVICE AREA</b>	Communities & Leisure
<b>CONTACT OFFICER</b>	Rob Hartshorn

**\*Throughout this Equalities Impact Assessment Form, 'proposal' is used to refer to what is being assessed, and therefore includes policies, strategies, functions, procedures, practices, initiatives, projects and savings proposals.**

## INTRODUCTION

The aim of an Equality Impact Assessment (EIA) is to ensure that Equalities and Welsh Language issues have been proactively considered throughout the decision making processes governing work undertaken by every service area in the Council as well as work done at a corporate level.

It also helps the Council to meet its legal responsibilities under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the Welsh Language (Wales) Measure 2011 and supports the wider aims of the Well-being of Future Generations (Wales) Act 2015. There is also a requirement under Human Rights legislation for Local Authorities to consider Human Rights in developing proposals.

Specifically, Section 147 of the Equality Act 2010 is the provision that requires decision-makers to have 'due regard' to the equality implications of their decisions and Welsh Language Standards 88-97 require specific consideration of Welsh speakers under the Welsh Language Standards (No.1) Regulations 2015.

The Council's work across Equalities, Welsh Language and Human Rights is covered in more detail through the [Equalities and Welsh Language Objectives and Action Plan 2016-2020](#).

## PURPOSE OF THE PROPOSAL

<b>1</b>	<p><b>What is the proposal intended to achieve?</b> <i>(Please give a brief description of the purpose of the new or updated proposal by way of introduction.)</i></p> <p>The Council has identified the need and opportunity to develop a strategic approach to shape the future of its sport and active recreation services.</p> <p>The Strategy aims to establish a joined up vision for future provision, setting clear outcomes recognising the contribution that sport and active recreation makes to economic, social, environmental &amp; cultural well-being.</p>
<b>2</b>	<p><b>Who are the service users affected by the proposal?</b> <i>(Who will be affected by the delivery of this proposal? e.g. staff members, the public generally, or specific sections of the public i.e. youth groups, carers, road users, people using country parks, people on benefits etc.)</i></p> <p>The Sport and Active Recreation Strategy affects the public generally and in particular current, potential and future users of the following:</p> <ul style="list-style-type: none"><li>• Outdoor and Indoor Sport and Leisure Facilities;</li><li>• Sports Development programmes;</li><li>• Staff</li></ul>

## IMPACT ON THE PUBLIC AND STAFF

3	<p><b>Does the proposal ensure that everyone has an equal access to all the services available or proposed, or benefits equally from the proposed changes, or does not lose out in greater or more severe ways due to the proposals?</b></p> <p><i>(What has been done to examine whether or not these groups have equal access to the service, or whether they need to receive the service in a different way from other people?)</i></p> <p>Sport and active recreation provision is not a statutory requirement of Local Government in Wales. The Council heavily subsidises Sport and Leisure Services provision in Caerphilly. This subsidy is not necessarily strategically directed nor applied consistently which results in operational anomalies. Reducing revenue and capital resources need to be balanced against crucial health and well-being priorities and focus on making the most impact possible on health and well-being inequalities, which will facilitate continued provision of a range of opportunities to benefit our residents.</p> <p>The Strategy proposes a rationalisation of facilities to achieve a sustainable future service alongside investment of some savings to enhance the quality and customer offer at strategic sites. The new model of service delivery will evolve over the 10 year lifetime of the Strategy and careful consideration will be given to opportunities for alternative provision before any facilities are withdrawn.</p> <p>Whilst some existing facilities might close which may result in some users having longer travel time to facilities, all of the proposed strategic facilities are fully accessible, have ample disabled parking, and are accessible by public transport. All future provision will so far as reasonably practicable ensure geographic coverage across the county borough. Implementation ensures a fair and just allocation of resources that will provide for continued sport and active recreation provision into the future for the benefit of all.</p> <p>New and refurbished facilities will be more attractive and accessible to families and people with carers. An ongoing investment strategy will ensure that our leisure facilities are maintained and that equipment is replaced, making them more attractive to all users and improving access equally.</p> <p>A collaborative approach aims to motivate children and young people to adopt and continue healthy active lifestyles through inspirational physical activity experiences whilst they are in education, whilst also ensuring the learning environments are maximised for community use out of school hours.</p> <p>There is a coordinated approach between schools &amp; Caerphilly Adventures in the engagement of the Duke of Edinburgh Awards helping young people to gain skills for life delivering better educational, employment, and social outcomes for the benefit of all of our communities.</p> <p>The Council's sport and active recreation outreach and intervention provides targeted support to help keep older people involved and active in local communities helping local organisations to provide ways of supporting older people/less independent people lead healthy lives through low intensity, social, and easy to</p>
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	<p>access physical activities.</p> <p>The Strategy aims to deliver sustainable sport and active recreation provision that can be maintained at a level of service which is comparable with other Local Authorities. Facilities will be improved and the Council will take steps to mitigate any negative impacts and will work to address access for older people, younger people, and disabled people who rely on forms of transport other than private cars.</p>
	<p><b>Actions required:</b></p> <ol style="list-style-type: none"><li>1. Give careful consideration to opportunities for alternative provision before any facilities are withdrawn.</li><li>2. Take steps to mitigate any negative impacts due to longer travel distances and work to address access for people who rely on forms of transport other than private cars.</li></ol>

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4. What are the impacts of the proposals?					
Protected Group		Positive Impact?	Negative Impact?	No Specific Impact	What will the impact be? If the impact is negative how can it be mitigated? (action)
Gender	Male			X	
	Female			X	We provide female only activities as part of our routine service delivery. <b>Action: Sustain female only activities at existing service levels.</b>
	Transgender			X	The Council is sensitive to issues around changing, but has not had any representations' or engagement on this issue to date.
Religion			X		
Race				X	There is no evidence available to the Council to suggest a negative impact due to race.
Disability		X	X		<p>Where leisure facilities are closed people with disabilities may be more greatly affected if this results in longer travel times to alternative facilities. However, all of the proposed strategic facilities are fully accessible, have ample disabled parking, and are accessible by public transport.</p> <p>The Strategy aims to sustain sport and active recreation provision in the county borough alongside investment of some savings to enhance the quality and customer offer at strategic sites. It provides the opportunity to promote and increase participation in sport and active recreation.</p> <p>New and refurbished facilities will be more attractive and accessible to families and people with carers. An ongoing investment strategy will ensure that our leisure facilities are maintained and that equipment is replaced, making them more attractive to all users and improving access equally.</p> <p>The public consultation process has been used to seek views and information from individuals and from groups representing</p>

					<p>disabled people. Careful consideration will be given to opportunities for alternative provision before any facilities are withdrawn.</p> <p>In promoting a sustainable vision for sport and leisure provision it is recognised that participation in physical activity can have a positive effect on both mental and physical health. In particular levels of cardio vascular disease and type 2 diabetes are particularly high in the county. Participation in a physical activity can significantly reduce the risks for both existing sufferers and those most vulnerable.</p> <p><b>Action: Give careful consideration to opportunities for alternative provision before any facilities are withdrawn.</b>  <b>Action: Take steps to mitigate any negative impacts and work to address access for disabled people who rely on forms of transport other than private cars.</b></p>
Sexual Orientation				X	
Age	Older People	X	X		<p>The Strategy aims to sustain sport and active recreation provision in the county borough alongside investment of some savings to enhance the quality and customer offer at strategic sites. It provides the opportunity to promote and increase participation in sport and active recreation. However there may be some negative impact where there are increased travel distances following any rationalisation of facilities.</p> <p>The public consultation process has been used to seek views and information from individuals and from groups representing older people. Careful consideration will be given to opportunities for alternative provision before any facilities are withdrawn.</p> <p>The Council's sport and active recreation outreach and</p>

				<p>intervention provides targeted support to help keep older people involved and active in local communities helping local organisations to provide ways of supporting older people/less independent people lead healthy lives through low intensity, social and easy to access physical activities.</p> <p>We will also support individuals by providing specialist interventions to reach targeted audiences in our communities where there is evidence of need and no other alternative provider.</p> <p><b>Action: Give careful consideration to opportunities for alternative provision before any facilities are withdrawn.</b>  <b>Action: Take steps to mitigate any negative impacts and work to address access for older people who rely on forms of transport other than private cars.</b></p>
	Children and Younger People (Under 25)	X	X	<p>The Strategy aims to sustain sport and active recreation provision in the county borough for future generations alongside investment of some savings to enhance the quality and customer offer at strategic sites. It provides the opportunity to promote and increase participation in sport and active recreation. However there may be some negative impact where there are increased travel distances following any rationalisation of facilities.</p> <p>The public consultation process has been used to seek views and information from individuals and from groups representing children and young people. Careful consideration will be given to opportunities for alternative provision before any facilities are withdrawn.</p> <p>Young people attending schools where there was joint use would benefit from access to enhanced sport and leisure facilities during the school day. A joint sport and active recreation and</p>

					<p>schools strategy will be pursued to achieve a single, shared outcome of more young people becoming active adults through more inspirational learning experiences.</p> <p>A collaborative approach with schools to motivate children and young people to adopt and continue healthy active lifestyles through inspirational physical activity experiences whilst they are in education.</p> <p><b>Action: Give careful consideration to opportunities for alternative provision before any facilities are withdrawn.</b>  <b>Action: Take steps to mitigate any negative impacts and work to address access for younger people who rely on forms of transport other than private cars.</b></p>
Marriage & Civil Partnership				X	
Pregnancy & Maternity				X	We have identified no adverse impact as long as pre and post natal classes are sustained at existing service levels.
Socio-economic Background		X			<p>All future provision will be accessible by public transport and will ensure, so far as reasonably practicable, geographic coverage across the county borough. Implementation ensures a fair and just allocation of resources that will provide for continued sport and leisure provision into the future for the benefit of all.</p> <p>The Strategy proposes a financially sustainable vision to secure sport and active recreation provision in the county borough into the future. In doing so any financial pressure to increase prices for customers is reduced thereby promoting accessibility across socio-economic groups.</p> <p>The Strategy proposes the redevelopment of Caerphilly Leisure Centre which is in the vicinity of the most deprived locality (St</p>



				<p>James 3) in the whole of Wales as defined within the Wales Index of Multiple Deprivation.</p> <p>The Council's unique role will focus on:</p> <ul style="list-style-type: none"><li>I. Working with others to make the best use of all available opportunities, facilities, funding and people;</li><li>II. Making better and more innovative use of the widest possible range of indoor and outdoor physical activity spaces across all communities;</li><li>III. Specialist interventions in approaches and places that will have the greatest long term health impact on priority target audiences in our communities and where no others are in a position to provide such assistance.</li></ul>
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<p><b>5</b></p>	<p><b>In line with the requirements of the Welsh Language Standards. (No.1) Regulations 2015, please note below what effects, if any (whether positive or adverse), the proposal would have on opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</b></p> <p><i>(The specific Policy Making Standards requirements are Standard numbers 88, 89, 90, 91, 92 and 93. The full detail of each Standard is available on the Equalities and Welsh Language Portal)</i></p> <p>The Sport and Active Recreation Strategy will not have any effects on opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</p>
	<p><b>Actions required:</b> None</p>

## INFORMATION COLLECTION

<p><b>6</b></p>	<p><b>Is full information and analysis of users of the service available?</b></p> <p><i>(Is this service effectively engaging with all its potential users or is there higher or lower participation of uptake by one or more groups? If so, what has been done to address any difference in take up of the service? Does any savings proposals include an analysis of those affected?)</i></p> <p>In 2016 26.9% of people in the county borough aged 16-64 were disabled as defined by the Equality Act.  In the 2011 Census 97.6% of the population are identified as English/Welsh/Scottish/Northern Irish/British.  50.7 are identified as being of Christian religion with 48.32% identified as having no religion or religion not stated.  50.95% of the population of the county borough were female and 49.05% male.</p> <p>There are limitations in the data that we hold, but information analysis of 152,000 Sport and Leisure service users who hold Smartcards is as follows:  43% male, 52% female, 5% unspecified;  1.3% disabled;  3 different ages groups comprising of 50.9% aged 25-64, 35.9% under 25 and 13.2% over 64.  95.1% of Smartcard holders identified as English/Welsh/Scottish/Northern Irish/British</p> <p>We do not hold data regarding other services users or other protected characteristics.</p>
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**Actions required:** We have highlighted above limitations in the information that we hold, but have used the public consultation process to strengthen this position and engaged directly with:

Youth forum  
50+ forum  
Age Cymru  
Deafblind.org  
RNIB Cymru  
Action Hearing Loss Cymru  
BDA  
Disability Can Do  
Caerphilly County Borough Access Group  
Caerphilly People First  
Disability Sports Wales  
Caerphilly Borough Mind  
Gwent Education Multi-Ethnic Service (GEMS)  
Race Equality Council  
SEWREC  
Umbrella Cymru  
LGBTQ+ youth group  
Stonewall Cymru  
Menter Iaith  
Welsh Language Forum

## CONSULTATION

### 7 What consultation has taken place?

*(What steps have been taken to ensure that people from various groups have been consulted during the development of this proposal? Have the Council's Equalities staff been consulted? Have you referred to the Equalities Consultation and Monitoring Guidance?)*

A ten week consultation period was undertaken to obtain the views of Caerphilly County Borough residents, existing users and a broad range of stakeholders. Views were sought via a questionnaire and 11 drop-in sessions that were held across the county borough to provide the opportunity for one to one discussions with Officers. As well as other stakeholders we also engaged directly with the following:

Youth forum  
50+ forum  
Age Cymru  
Deafblind.org  
RNIB Cymru  
Action Hearing Loss Cymru  
BDA  
Disability Can Do  
Caerphilly County Borough Access Group  
Caerphilly People First  
Disability Sports Wales

	<p>Caerphilly Borough Mind  Gwent Education Multi-Ethnic Service (GEMS)  Race Equality Council  SEWREC  Umbrella Cymru  LGBTQ+ youth group  Stonewall Cymru  Menter Iaith  Welsh Language Forum</p> <p>711 responses were received to the consultation questionnaire with a further 20 written responses also being received.</p> <p>A 2 minute video was released explaining the key points of the Strategy.</p> <p>135,809 individuals were reached via social media with 7,242 likes, shares and comments and 250 consultation link clicks.</p>

## MONITORING AND REVIEW

<p><b>8</b></p>	<p><b>How will the proposal be monitored?</b>  <i>(What monitoring process has been set up to assess the extent that the service is being used by all sections of the community, or that the savings proposals are achieving the intended outcomes with no adverse impact? Are comments or complaints systems set up to record issues by Equalities category to be able analyse responses from particular groups?)</i></p> <p>There are limitations in the data that we hold but we have used the public consultation on the Strategy to strengthen our understanding.</p>
	<p><b>Actions required:</b>  1. Continue to review customer feedback via established Sport &amp; Leisure Service systems.</p>

<p><b>9</b></p>	<p><b>How will the monitoring be evaluated?</b>  <i>(What methods will be used to ensure that the needs of all sections of the community are being met?)</i></p> <p>Sport and Leisure Services operate a robust, systematic Customer Comments process that is regularly reviewed for trend data.</p>
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	Regular engagement with groups, clubs and organisations  Customer Satisfaction survey and Net Promotor Score process
	<b>Actions required:</b> None

<b>10</b>	<b>Have any support / guidance / training requirements been identified?</b> <i>(Has the EIA or consultation process shown a need for awareness raising amongst staff, or identified the need for Equalities or Welsh Language training of some sort?)</i>  No
	<b>Actions required:</b> None

<b>11</b>	<p><b>Where you have identified mitigating factors in previous answers that lessen the impact on any particular group in the community, or have identified any elsewhere, please summarise them here.</b></p> <p>The proposal will ensure future sport and active recreation provision in the county borough alongside investment of some savings to enhance the quality and customer offer at strategic sites. It provides the opportunity to promote and increase participation in sport and active recreation. Careful consideration will be given to opportunities for alternative provision before any facilities are withdrawn.</p> <p>Disability</p> <p>All of the proposed strategic facilities will be fully accessible and accessible by public transport.</p> <p>New and refurbished facilities will be more attractive and accessible to families and people with carers.</p> <p>New and refurbished facilities with modern and accessible equipment will encourage people with mobility impairments to become more active.</p> <p>In promoting a sustainable vision for sport and active recreation provision it is recognised that participation in physical activity can have a positive effect on both mental and physical health. In particular levels of cardio vascular disease and type 2 diabetes are particularly high in the county. Participation in a physical activity can significantly reduce the risks for both existing sufferers and those most vulnerable.</p> <p>Gender</p> <p>We provide female only activities as part of our routine service delivery.</p> <p>Age</p> <p>As identified in Section 3 above young people will benefit positively from the</p>
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enhanced collaboration between the Sport and Leisure service and schools as well as from the strengthening of the Duke of Edinburgh Award scheme.

New and refurbished facilities with modern equipment will be particularly attractive to young people and therefore enhance accessibility.

**Summary of Proposed Actions:**

- 1. Give careful consideration to opportunities for alternative provision before any facilities are withdrawn.**
- 2. Take steps to mitigate any negative impacts due to longer travel distances and work to address access for people who rely on forms of transport other than private cars.**
- 3. Sustain female only activities at existing service levels.**
- 4. Continue to review customer feedback via established Sport & Leisure Service systems.**

**12** **What outcome does this Equality Impact Assessment suggest you take?** You might find that more than one applies. Please explain why you have come to this decision.

Outcome 1		<b>No major change needed</b> – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		<b>Adjust the policy</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3	X	<b>Continue the policy</b> despite potential for negative impact.
Outcome 4		<b>Stop and rethink the policy</b> when the EIA shows actual or potential unlawful discrimination.

**Our Assessment is Outcome 3 – Continue the Policy**

We have reached this conclusion because although the potential for some negative impacts have been identified actions are proposed to mitigate these and the impacts are outweighed by the overall benefits of ensuring sustainable sport and active recreation provision across the county borough. This assessment has been informed by the extensive consultation process.

<b>Completed by:</b>	Rob Hartshorn
<b>Date:</b>	22nd October 2018
<b>Position:</b>	Head of Public Protection, Community & Leisure Services