

Equality Impact Assessment Form



Directorate: People and Places		Service: Community Services	
Completed by: John Nelson		Date: 25th January 2016	
Subject Title: Leisure Strategy (inc playing Pitch Strategy)			
1. DESCRIPTION			
Is a policy or strategy being produced or revised:		Yes* <i>*delete as appropriate</i>	
Is a service being designed, redesigned or cutback:		No*	
Is a commissioning plan or contract specification being developed:		No*	
Is a budget being set or funding allocated:		No*	
Is a programme or project being planned:		No*	
Are recommendations being presented to senior managers and/or Councillors:		Yes	
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty (Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations):		Yes	
Details of the matter under consideration:		Providing a Leisure Strategy for the Council which includes a linked playing pitch strategy. Providing a strategic direction for the provision of leisure services for the period 2015 – 2025.	
<p><i>If you answered Yes to any of the above go straight to Section 3</i></p> <p><i>If you answered No to all the above please complete Section 2</i></p>			
2. RELEVANCE			
Does the work being carried out impact on service users, staff or Councillors (stakeholders):		Yes	
If Yes , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered Yes go to Section 3</i>		Providing a Leisure Strategy for the Council which includes a linked playing pitch strategy. Providing a strategic direction for the provision of leisure services for the period 2015 – 2025.	
If you answered No to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>			
3. EVIDENCE COLLECTION			
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?		Current and future users of Leisure Services provided by the Council.	
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?		The proposed strategy documents impact across all sectors of the community, the provision of a universal service with specific target groups.	

Which of the protected characteristics are most relevant to the work being carried out?	<i>*delete as appropriate</i>
Age	Yes*
Gender	No*
Disability	Yes
Race and Culture	No*
Sexual Orientation	No*
Religion or Belief	No*
Gender Reassignment	No*
Marriage and Civil Partnership	No*
Pregnancy and Maternity	No*
4. DATA ANALYSIS	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	Universal service.
What will the impact of the work being carried out be on usage/the stakeholders?	Provide a leisure strategy for the Council in order to prioritise actions and funding.
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?	
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	Consultation with key stakeholders and user groups. The strategy documents have been made available for public consultation prior to any amendments and formal adoption.
If any further data/consultation is needed and is to be gathered, please specify:	None
5. IMPACT OF DECISIONS	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	The actions and delivery from the strategy documents will impact on future availability and quality of services
6. CONSIDERING THE IMPACT	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	The affordability of the proposed key aims/actions and recommendations will need to be assessed; not all of the aims and actions will be affordable or delivered and are all subject to resources being available.
What actions do you plan to take to address any other issues above?	No actions <i>If no actions are planned state no actions</i>
7. MONITORING AND REVIEWING	
When will this assessment be reviewed and who will review it?	October 2016 John Nelson