

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Tom Arthur

Email address: Tomarthur@wirral.gov.uk

Head of Section: Andrew McCartan

Chief Officer: Nicola Butterworth

Directorate: Neighbourhood Services

Date: 13/10/2021

Section 2: What Council proposal is being assessed?

Wirral Sport and Physical Activity Strategy Document. The strategy document is an overview of the strategy, and any further implication or documents produced alongside may require a review, and/or further EIA documentation to be produced.

Section 2a: Will this EIA be submitted to a Committee meeting?

Yes / No If 'yes' please state which meeting and what date

Tourism, Communities, Culture and Leisure- 17th November 2021

Hyperlink to where your EIA is/will be published on the Council's website

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

Services

The workforce

Communities

Other (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

None (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4: Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
<p>ALL GROUPS</p> <p>STRATEGIC PRIORITY HEALTH</p>	<p>Physical activity is an important part of a person’s development at every stage of life. We recognise that people with protected characteristics can experience barriers to activity. Our strategy will aim to increase levels of physical activity across all sectors of the community.</p> <p>People with protected characteristics may experience barriers when engaging with the Leisure service and to influence choice and availability.</p>	<p>We will provide affordable and inclusive physical activities for all children. A benchmarking exercise has been undertaken, and pricing is currently in line with other LA’s. We may include other memberships in the future, such as NHS, to cater for residents needs.</p> <p>We will work with all schools to identify areas where physical activity is low and / or obesity levels are high, and target supported programmes, encouraging those who are engaging in</p>	<p>Strategic Leadership Team</p>	<p>By 2025</p>	<p>N/A</p>

		<p>physical activity to continue to do so.</p> <p>The strategy will aim to ensure that equality, diversity, and inclusion is incorporated into service development. We will incorporate a welcoming and inclusive atmosphere into all our activities</p> <p>We will work with key partners and stakeholders within the community to develop inclusive programmes of sport and activity that can target resources to specific audiences</p> <p>We will actively engage with the local community around sport, activity, facilities, and availability which will more greatly reflect local need.</p> <p>We will ensure that all our promotions and social media campaigns are accessible and relevant</p>			
--	--	--	--	--	--

<p>ALL GROUPS</p> <p>STRATEGIC PRIORITY INFORMATION & DIGITAL</p>	<p>We recognise that not all people have access to or the skills to access information in a digital format and this can have a particular impact on people with protected characteristics</p>	<p>We need to support digital participation in fitness and sport and offer support and resources to those who have little or no access to digital services.</p> <p>We will use local and national programmes to encourage and support sport, health and physical activity.</p> <p>Leisure will play an important part in signposting to relevant support services to target health and inequality and increase levels of activity within the community.</p> <p>Equality issues will be incorporated into any design and development initiatives</p>	<p>Strategic Leadership Team</p>	<p>By 2025</p>	<p>N/A</p>
---	---	---	--	----------------	------------

<p>ALL GROUPS WELLBEING</p>	<p>Leisure Services can be an important part in supplying relevant, reliable and trusted health and wellbeing information. Access to this information can be problematic for people with protected characteristics.</p>	<p>Signposting to relevant, trusted services is and will continue to be an important part of the Leisure model and we will grow Health & Wellbeing to encourage community participation and to promote a wide range of support services available.</p> <p>Health partners will play a role in the development of social prescribing initiatives and equality implications will be a theme running through these services and signposts.</p> <p>We will offer support and space to community groups to provide targeted health and wellbeing services to targeted cohorts within the community.</p>	<p>Strategic Leadership Team</p>	<p>By 2025</p>	<p>N/A</p>
<p>ALL GROUPS ACCESSIBILITY</p>	<p>Accessibility issues, both physical and digital, can be a barrier to using Leisure services. Language and translation issues can also make services less accessible.</p>	<p>We will take access into account when refurbishing or changing the physical space within a Leisure Facility service, including lighting, colour schemes, and disability access.</p> <p>Any Council website that is used to publicise or utilise</p>	<p>Strategic Leadership Team</p>	<p>By 2025</p>	<p>N/A</p>

		<p>the service will comply with the WCAG accessibility guidelines.</p> <p>Physical access guidelines can be viewed at this website: https://www.accessable.co.uk/</p> <p>We will also be able to provide some general information in different languages/formats on request within a reasonable timeframe.</p>			
LEISURE STAFF	Some of the more long-standing members of leisure staff may feel it more challenging to move away from traditional leisure models.	<p>Change management activities and resources will be secured to support staff through this change.</p> <p>Digital skills training be made available to all leisure staff.</p>	Leisure Management Team	Dec 2021	Organisational Development resources

Section 4a: Where and how will the above actions be monitored?

Regular monitoring of the Leisure strategy implementation plan will ensure that the ambitions contained therein are achieved.

Regular routine partnership meetings aimed at monitoring the MOU and addressing any issues promptly and collaboratively.

It is anticipated that all leisure services complaints and enquiries will be visible to the service who can use this as an additional monitoring tool (on top of routine visits and observations).

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

N/A

Section 5: What research / data / information have you used in support of this process?

A comprehensive leisure needs analysis has been developed that considered the needs of different members of the community that are relevant to an updated leisure offer.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes / No – (please delete as appropriate)

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

The new “Sport and Physical Activity” strategy and model was subject to consultation. Local consultation took place, and any views and suggestions were included in the report. Long term consultation will continue with residents in regard to any proposed changes to any of the Leisure Centres in our estate or where we can bring in new services.

For example, consultation would take place with the local community before the relocation of a community leisure centre to establish whether the relocation would impact negatively on any element of the community, and to put mitigations in place if this were to be the case.

We will ensure that we invited representation from all protected groups in any further engagement activity.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**