

ActiveChances ActiveChoices

Dundee Sport & Physical Activity Strategy 2010-2015
(Technical Appendix 5)



**POLICY & RESOURCES COMMITTEE
REPORT (8 MARCH 2010)**

EQUALITY IMPACT ASSESSMENT

REPORT TO: Policy & Resources Committee - 8 March 2010

REPORT ON: Dundee Sport & Physical Activity Strategy 2010-2015

REPORT BY: Director of Leisure and Communities

REPORT NO: 135-2010

1.0 PURPOSE OF REPORT

1.1 This report seeks Dundee City Council endorsement for the Sport & Physical Activity Strategy generated under the auspices of the Dundee Partnership for the period 2010-2015.

2.0 RECOMMENDATIONS

The Committee is asked to:

- 2.1 approve the Dundee Sport & Physical Activity Strategy 2010-2015 (attached). A coloured version of the Strategy and Technical Appendices can be accessed on the website: www.dundee.gov.uk/spasrategy.
- 2.2 approve the membership and remit of the implementation group (Appendix 1); and
- 2.3 instruct the Director of Leisure & Communities to report periodically on progress with implementation to the Dundee Partnership and Policy Resources Committee.

3.0 FINANCIAL IMPLICATIONS

- 3.1 Implementation of the Strategy will require the ongoing support of the City Council and its partners. However, there are no new financial implications and approval of the Strategy will not commit the Council to any new capital or revenue expenditure.
- 3.2 Approval of the Strategy will assist the Council and its partners to secure external funding from **sportscotland** and other bodies who require evidence of an integrated strategy and clear commitment to partnership working.

4.0 BACKGROUND

4.1 Active Chances Active Choices is Dundee Community Planning Partnership's strategy to ensure that high quality, integrated and multi-agency sport and physical activity opportunities are provided, supported and created throughout the City of Dundee for our communities and our visitors.

4.2 The strategy seeks to maximise the potential of the city and its surroundings. It recognises and seeks to develop exciting and diverse opportunities that will reduce inequalities, demonstrate sporting excellence, and enable the people of Dundee to live fuller and healthier lives.

4.3 The Scottish Health Survey 2008 provided evidence of the significant health inequalities and the health challenge we face in Scotland. Inactivity levels amongst adults and children appear to be increasing to the detriment of health, productivity and quality of life. We know that it is possible to reverse many of these trends by increasing physical activity. The strategy group came to the view that: "the enjoyment and appeal of leading an active life has not lost value, but requires positive promotion, clear presentation and support". This is precisely what the Dundee Sport & Physical Activity Strategy aims to do.

4.4 The Strategy sets out the following overarching vision:

"Dundee is a city renowned for opportunities, levels of participation and achievements in sport and physical activity."

4.5 Implementation of the Vision is framed round three specific aims:

- Reduce inactivity
- Increase participation
- Improve performance

4.6 The Action Plan which accompanies the Strategy sets out a series of actions which will address each of these specific aims.

4.7 There are a number of technical appendices which support the Strategy. These will be website based and updated on a regular basis. The appendices include:

- An analysis of the contribution made by sport and physical activity to the Dundee Single Outcome Agreement
- Facilities Action Plan (2010-2015)
- Pitch Strategy (2010-2015)

- Equality Impact Assessment
- Monitoring and Evaluation Framework

4.8 Implementation of the strategy will be supported by a partnership working group, with representatives from all of the main sport and physical activity providers in the city. This group will address issues set out in the Dundee Single Outcome Agreement and will assist the City Council and its community planning partners to achieve the targets set out in the Dundee SOA.

4.9 The remit for the Sport and Physical Activity Steering Group and its membership is attached (Appendix 1).

5.0 POLICY IMPLICATIONS

5.1 This report addresses a number of policy priorities for both the Scottish Government and Dundee City Council.

5.2 It has also been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management. No major issues have been identified.

5.3 Implementation of the Strategy will assist Dundee and its partners to achieve many of the objectives set out in other strategic documents, in particular, it will address the pressing issues of the health and fitness of Dundee's population and will do so in a way which promotes inclusion, equity and sustainability.

6.0 CONSULTATION

6.1 The Strategy has been produced by a Dundee Partnership working group, with membership drawn from a wide range of organisations involved in sport and physical activity in the city. The Scottish Government has been represented on the working group by its lead agency sportscotland.

6.2 The Chief Executive, Depute Chief Executive (Support Services), Director of Education and the Director of Finance have been consulted on this report and are in agreement with its content.

6.3 Following approval of the draft Strategy by the Dundee Partnership Management Group in November 2009, extensive consultation on the draft and comments from sporting organisations, SportTayside & Fife, Council departments and others have been integrated into the Strategy and Action Plan which accompanies this report.

SPORT & PHYSICAL ACTIVITY IMPLEMENTATION GROUP

Remit:

- To assume overall responsibility for supporting and guiding implementation of the Dundee Sport & Physical Activity Strategy 2010-2015 - "Active Chances Active Choices".
- To generate an annual action plan in order that progress can be monitored and evaluated.
- To actively seek examples of innovation/opportunities and agree any changes to the Sport & Physical Activity Strategy and to record these to ensure partnership agreement is maintained.
- To act as a focal point for inter-agency discussion on "Games Legacy Programme for Scotland" and to progress any actions or issues arising within the context of delivering sport and physical activity in Dundee.
- To provide a forum for inter-agency discussion on new funding opportunities and funding bids.
- To meet on a regular basis, setting aside at least two meetings a year to focus specifically on issues associated with monitoring and evaluation.
- To promote the importance of sport and physical activity at a strategic level across the Dundee Partnership and through its member organisations.
- To report progress on an annual basis to Dundee Partnership.
- To contribute to the Actions within the SOA - Health Delivery Plan and Integrated Children's Services Delivery Plan

Membership:

- Dundee Partnership - Stewart Murdoch (Chair)
- NHS Tayside - Mary Colvin
- sport**scotland
 - Ian McGregor
 - Ryan McAlindin
- SportTayside and Fife - Brian Samson
- Dundee City Council
 - Carole Robertson (Corporate Planning)
 - Dave Nicoll (Education)
 - Merrill Smith (Leisure & Communities)
 - Audrey White (Leisure & Communities)
 - Gary Robertson (Leisure & Communities)
- Dundee Leisure - Rod Wallace

19th February 2010 (sm/et)

Equality Impact Assessment (EQIA) and the Rapid Impact Assessment Tool (RIAT)

1. Legal background

Equalities legislation and regulation recognises and protects individuals and groups who face prejudice and discrimination because of their race or ethnic background (including gypsy travellers), disability, sexual orientation, gender, religion or belief, and age, collectively known as the 6 equality strands. Those protected include employees, applicants for posts, existing and potential service users, the wider community, and staff employed in contracted-out services.

To ensure that people are not discriminated against, public authorities must include within their race, disability and gender equality schemes, or single equality schemes, a statement of the authority's methods for assessing the impact of its policies and practices, or the likely impact of proposed policies and practices, on any or all of the 6 equality strands.

2. Discrimination is defined as:

- Direct discrimination - treating people less favourably than others on grounds of race or ethnic origin, age, disability, gender, sexual orientation,, or religion or belief.
- Indirect discrimination - applying a provision, criterion or practice which disadvantages people of race or ethnic origin, age, disability, gender, sexual orientation, or religion or belief, and which is not justified.
- Victimisation - treating people less favourably because they have used the law to complain of discrimination, given evidence, or made allegations.
- Harassment - unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment on grounds of race or ethnic origin, age, disability, gender, sexual orientation, religion or belief.

3. What is an equality impact assessment (EQIA)?

An EQIA is a tool that helps public authorities make sure their policies, and the ways they carry out their functions, do what they are intended to do - and for everybody.

EQIAs help public authorities meet the requirements of the equality duties and identify active steps they can take to promote equality.

An EQIA is a systematic approach to assessing the likely (or actual) effects of policies on people in respect of Ethnic Minority Communities (including Gypsy Travellers), Gender including transgender, those with or without a Religion or Belief, Disability and Carers, Age, and LGBT (lesbian, gay, bisexual or transgender).

(In 2011 a new Equality Act will refer to '8 protected characteristics' adding pregnancy and maternity, and gender reassignment to those protected under equality legislation, and a duty to address inequality that arises from socio-economic disadvantage)

EQIA means looking for **opportunities to promote equality** that have previously been missed or could be better used, as well as **negative or adverse impacts** that can be **removed or mitigated**, where possible.

If any negative or adverse impacts amount to unlawful discrimination, **they must be removed**.

4. Outcomes

An EQIA has four possible outcomes. More than one outcome may apply to a single policy:

Outcome 1: **No major change**: the EQIA demonstrates the policy is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

Outcome 2: **Adjust the policy**: the EQIA identifies potential problems or missed opportunities. Adjust the policy to remove barriers or better promote equality.

Outcome 3: **Continue the policy**: the EQIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly set out the **justifications for continuing** with it. The justification should be included in the EQIA and must be in line with the duty to have due regard. For the most important relevant policies, **compelling reasons** will be needed.

Outcome 4: **Stop and remove the policy**: the policy shows actual or potential unlawful discrimination. It must be stopped and removed or changed

5. Equality and Diversity Rapid Impact Assessment Tool (RIAT)

The RIAT aims to provide those responsible for drafting new or reviewing existing policies, procedures, strategies or practices (policies) with a simple tool that can aid in undertaking most equality impact assessments. The RIAT...

- Sets out the aims of the policy
- Identifies the relevance of the policy to groups protected by equality legislation
- Provides evidence that 'due regard' has been given to modify policies and practices to eliminate any negative impacts, and if appropriate enhance equality of opportunity.
- Identifies where policies might be amended to better promote equality of opportunity.

'Equality impact assessments are not an end in themselves, but a process which an authority will go through in order to identify and act on the need to modify policies and practices to promote equality' (DRC 2005).

6. Who should undertake a Rapid Impact Assessment?

The person who drafts or reviews a policy or practice is responsible for conducting an RIAT. It is essential that the author or the reviewer of a policy has undertaken Equality and Diversity training, and Equality and Diversity Impact Assessment training.

7. When should you undertake an RIAT?

Allow time to undertake an RIAT in the **early stages** of the planning of policies. It's not an-add on but an integral part of the policy drafting process.

8. We don't have to assess everything.

Not all policies impact on equality groups e.g. a policy on recycling paper will probably not have any impact, but a policy for stocking coloured paper may impact on our ability to provide written information for people who are visually impaired. It is often advisable to seek the views of departmental **Equality Champions** or other colleagues who may have relevant experience or knowledge. Other departments may have faced similar issues or are engaged with **relevant communities** who can advise.

9. Assessing the impact and analysing the data

Assessing and analysing data involves gathering relevant data and information to identify any potential negative impacts in relation to protected communities. This can be informed through published reports, guidance from the Equality and Human Rights Commission etc.

There may also be examples of **completed Impact Assessments** on the DCC web site or from other sources that can be used to inform a policy. If we lack relevant information or are unsure of the potential impact on communities we **MUST allow time to consult** and involve individuals and the communities affected before going ahead with the policy.

Community feedback will help us identify any strengths or negative impacts, and - as importantly - potential solutions, before a policy is finalised. This approach will help ensure that our policy will not discriminate and will enhance equality in practice. **DCC Equality Action Groups** can be a useful source of advice and guidance, and provide you with direct links to the communities you may need to consult with.

If a **negative or adverse** impact is found we must eliminate it by **amending or replacing** the policy. It may be necessary to consider if additional measures to reduce or remove a negative impact can be carried out without changing the overall aim of the policy, and we can take this opportunity to **explore possible alternatives** to achieving the same aims.

'We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another'. (DRC 2006)

10. Full Equality Impact Assessment

If a policy is a major one in terms of scale or significance for the authority's activities or although a policy is minor it is likely to have a major impact on protected communities it may be necessary to carry out a full Equality and Diversity impact assessment.

If a policy, procedure or strategy after undergoing a rapid impact assessment identifies a negative impact that cannot be eliminated by amending or replacing the policy then it would then be necessary to seek legal advice and/or carry out a full Equality and Diversity impact assessment.

'The involvement of disabled (sic) communities can be of great assistance in drawing up the criteria for deciding whether or not to conduct a full impact assessment and in actually conducting a full assessment.' (DRC 2006)

Copies of Full Impact Assessment are available on the DCC Intranet Web Site
http://www.dundee.gov.uk/dundee/uploaded_publications/publication_517.doc

11. Publication

Each department has its own Equality Impact Assessment Web Page. All relevant corporate and departmental policies and practices that are routinely published on the DCC Web site must be accompanied by a completed equality impact assessments (full or rapid).

DCC Departmental Information Champions must ensure that completed equality impact assessments are posted on their departments Equality Impact Assessment Web Page with a link to the relevant policy.

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment

Part 1

Date 12.02.10	Title Sport & Physical Activity Strategy
Is this a new document? x	Is this an existing document under review? <input type="checkbox"/>
Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	New Strategy
What is the description of the policy, procedure or strategy?	Dundee's first integrated Sport & Physical activity strategy.
What is the intended outcome of this policy, procedure or strategy?	To ensure that high quality, integrated and multi agency Sport & Physical activity opportunities are provided, supported and created throughout the City of Dundee.
Which individuals are responsible for undertaking Equality and Diversity Impact Assessment?	Drafted by Chair of Commissioning Group and then approved by the Group at its meeting on 19.02.2010

Part 2

Which groups of the population will be positively or negatively affected by this policy, procedure or strategy?

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Gender including transgender people	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People with a disability	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Socio-economic	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 3
Equality and Diversity Rapid Impact Assessment

<p>a) Have any positive impacts been identified? <i>ensure at this stage that we are not achieving equality trand of equality at the expense of another.</i></p>	<p>If yes please give further details</p> <ul style="list-style-type: none"> ▪ positive imagery of participants from ethnic minority, older people, people with disability, gender, learning difficulties in the strategy ▪ together provision for range of groups ▪ proposals to address financial exclusion ▪ positive impact on health inequalities
<p>b) Have any negative impacts been identified? <i>Based on direct knowledge, published research, community involvement, customer feedback etc If unsure seek advice.</i></p>	<p>If yes please give further details</p> <p>No</p>
<p>c) What action is proposed to overcome any negative impacts? <i>If you identify a negative impact that cannot be eliminated by amending or replacing the policy it would then be necessary to seek legal advice.</i></p>	<p>Please give details</p> <p>N/A</p>
<p>d) Consultation or involvement which has informed this assessment.</p>	<p>Please give details</p> <ul style="list-style-type: none"> ▪ wide consultation with a range of stakeholders ▪ The only equalities group to be consulted was the Sports Association for the Disabled.
<p>e) Is there a need to collect further evidence?</p>	<p>If yes please give further details including how you gather further evidence.</p> <p>We need to consult further with DCC Equality Action Group and their consultative forums in future.</p>

f) How will the policy be monitored ?	Please give details Monitoring and evaluation group established. Collection of data at the time of signing up for leisure cards. Monitoring participant data on specific programme.
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Part 4

Strategy Group Membership:

Dundee Partnership	- Stewart Murdoch (Chair)
NHS Tayside	- Mary Colvin
sportscotland	- Ian McGregor
	- Ryan McAlindin
SportTayside and Fife	- Brian Samson
Dundee City Council	- Carole Robertson (Corporate Planning)
	- Dave Nicoll (Education)
	- Merrill Smith (Leisure & Communities)
	- Audrey White (Leisure & Communities)
	- Gary Robertson (Leisure & Communities)
Dundee Leisure	- Rod Wallace

Type of Document

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	x
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

Contact Information

Manager Responsible	Author Responsible
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