

## Equality Impact and Needs Analysis (EINA)

<b>Directorate:</b>	Education, Children's and Cultural Services
<b>Service Area:</b>	Sport and Fitness Services
<b>Name of service/ function/ policy/ being assessed:</b>	Sport and Fitness Services
<b>Officer leading on assessment:</b>	Colin Sinclair, Head of Sport and Fitness
<b>Other staff involved:</b>	<ul style="list-style-type: none"> <li>• Chris Jones, Sports Development Manager;</li> <li>• Jon Davey, Sports Centres' Manager;</li> <li>• Caroline McGuire, Centre Manager Teddington Pools and Fitness Centre; and</li> <li>• Henry Kilpin, Planning and Partnerships Officer, ECCS</li> </ul>

### PREPARATION FOR THE EQUALITY IMPACT AND NEEDS ANALYSIS

#### 1. Briefly describe the service/ function/ policy:

There are a number of key elements to the Sports and Fitness Service:

- Sports Development
  - Primary School tournaments;
  - London Youth Games and Mini Games;
  - Management and support for other events, e.g. Mini-Marathon, Swimming Galas and Borough Sports;
  - "Competitive Edge" programme aimed at developing talented young people in a range of Olympic sports;
  - Sports focussed development programmes including tennis, basketball and badminton;
  - Support for partner organisations, including sports clubs, in developing participation and standards of performance;
  - Sports Information Service and Club database; and
  - RISE programme delivering a range of opportunities for people with special educational needs and/ or a disability.
- 5 Dual Use Sports Centres
  - Sports halls;
  - Fitness suites;
  - Gymnasias and dance studios;
  - Floodlit artificial turf pitches; and
  - Multi-use games areas.
- Teddington Pools and Fitness Centre
  - 25 metre pool;
  - Learner pool;
  - Hydrotherapy pool;

<ul style="list-style-type: none"> <li>- Fitness suite; and</li> <li>- Dance studio.</li> <li>• <u>Play Development</u> (excluded from this EINA)</li> <li>• <u>Sports Facility Development</u> <ul style="list-style-type: none"> <li>- Working with partner organisations to develop the volume and range of sports facilities in the Borough</li> </ul> </li> </ul> <p>The Service's priorities are determined by priorities set in the Council's Cultural Partnership Plan 2009-13, which include:</p> <ul style="list-style-type: none"> <li>• Provide more opportunities for all people to participate in cultural activities;</li> <li>• Increase and widen participation in cultural activities by targeting provision and support at low participant groups and neighbourhoods including: looked after children and other vulnerable young people; people with disabilities and learning difficulties; older people; people from Black and Minority Ethnic communities; women; and residents from the Borough's five areas of relative disadvantage;</li> <li>• Develop more opportunities for people to learn, achieve, volunteer and develop new skills through cultural services;</li> <li>• Identify and develop effective pathways to support talented sports people;</li> <li>• Increase opportunities for cultural activities to improve the health and emotional wellbeing of participants; and</li> <li>• Improve and develop cultural facilities, in particular people have access to improved sport and fitness facilities.</li> </ul> <p>These priorities strongly influence the services that are directly provided by the Sport and Fitness Service including activity type, price and any targeted marketing, as well as influencing the nature of partnership working.</p>
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## **2. Why is the equality impact and needs analysis being undertaken?**

<p>The EINA is being undertaken as the Sports and Fitness Service was identified as one of the high relevance services in relation to the protected characteristics. Furthermore, the EINA will provide a baseline for the service upon which future proposals for management of the service can be benchmarked.</p>
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## **3. Has this service/ function/ policy undertaken a screening for relevance?**

**If so, which protected characteristics and parts of the duty were identified as of high or medium relevance and why? Please attach screening for relevance as an appendix to this EINA.**

**If not, make an assessment of which protected characteristics and parts of the duty are of high or medium relevance and explain why:**

<p>In the screening for relevance in 2011, the Sports and Fitness Service was identified as of high relevance to age, sex, race, disability, and religion and belief, of medium relevance to sexual orientation and pregnancy and maternity, and of low relevance to gender reassignment and marriage and civil partnership.</p>
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## **4. What sources of information have been used in the preparation of this equality impact and needs analysis? For example, this could include equalities monitoring information, performance data, consultation**

**feedback or needs assessment. Please provide the details in the table below:**

<b><i>Information source</i></b>	<b><i>Description and outline of the information source</i></b>
Sports Development and Sports Centre programmes	Current programmes
Pricing policy and current charges	Schedule of charges, including concessions
Partner organisations	Partners in provision or promotion of the service
Sport and Fitness Equality Information 2012-13	Equality related data collected from users who registered with sports and fitness facilities in the borough. Of the 5837 registration forms that were completed, 4440 (76.07%) have the equality information sections completed and 1397 (23.93%) do not. Equalities information contained within the EINA therefore relates to 4440 forms.

## **ANALYSING IMPACT, NEEDS AND EFFECTS**

**It is important that the analysis addresses each part of the duty assessed as relevant to the area being examined** (see further Guidance on RIO).

### **5. Key questions to consider:**

- a. **What does the data tell you about the groups identified as relevant to the area being assessed?**
- b. **What does customer feedback, complaints or discussions with stakeholder groups tell you about the impact of the service/ function/ policy on the protected characteristic groups, where assessed as relevant to area being examined?**

Other questions to consider:

- How well are diverse needs met?
- Have any differences in access to services/functions been identified for any group?
- Has the area identified any disadvantages experienced by groups, which need to be addressed?
- Have there been any complaints about a failure to receive an appropriate and fair service?
- Is there any other evidence of differential impact or different outcomes which needs to be addressed?
- Is there any evidence that participation in areas of public life is disproportionately low for any particular relevant protected characteristic group?
- Have the needs of disabled people been identified and addressed where these are different from the needs of non-disabled people?
- Have you identified any need to tackle prejudice or promote understanding between different relevant protected characteristic groups?

**Remember that equality analysis is not simply about identifying and removing negative effects of discrimination but it is also an opportunity to identify ways to advance equality of opportunity and to foster good relations.**

<b><i>Protected Group</i></b>	<b><i>Findings</i></b>
Overall	<p>Sport and Fitness Centre usage is monitored regularly in relation to the equality strands of gender, age, ethnicity, sexual orientation, language spoken, disability and religion.</p> <p>Generally, participation by men and women is approximately 50:50. Use by BAME groups is generally in line with proportions of these groups in the local community.</p> <p>Participation by people with disabilities is lower than average and participation by older people is lower than for the general population.</p>
Age	<p>Younger people (under 18) and older people (over 60) are stated Council priority groups.</p> <p>There is strong evidence that if young people develop a habit for physical activity they are more likely to remain active throughout their adult lives. Similarly there is strong evidence linking physical activity in older people with improved health outcomes.</p> <p><u>Young People</u> To encourage young people to get into sports and fitness we have undertaken a range of initiatives:</p> <ul style="list-style-type: none"> <li>• Free Leisure and Youth Card for under 19's;</li> <li>• Off peak promotional activities for Leisure and Youth Card holders;</li> <li>• Free use of all Sport and Fitness Services by Children Looked After and friend;</li> <li>• Youth Offending Team – free use of fitness suites;</li> <li>• Young peoples sports coaching programmes, swimming lesson programmes and holiday activity programmes;</li> <li>• Weekly youth club sports evening at Whitton Sport and Fitness centre;</li> <li>• Discounted charges for a range of services, e.g. casual swimming;</li> <li>• Free and discounted use of facilities by schools at dual use sports centres and Teddington Pools and Fitness Centre;</li> <li>• Subsidised use of facilities by key partner organisations with youth sections, e.g. Teddington Hockey Club, Teddington Swimming Club;</li> <li>• Facility development projects particularly benefitting young people, e.g. Barn Elms, Twickenham Brunswick Boxing Club;</li> <li>• Promotion of services to partner organisations, e.g. Youth Service, Children Looked After Service, Youth Offending Team etc;</li> <li>• Discounted hire charges to Sports Development Team for London Youth Games trials and squads;</li> </ul>

<b>Protected Group</b>	<b>Findings</b>
	<ul style="list-style-type: none"> <li>• Badders in the City aimed at creating a junior badminton club;</li> <li>• FANS scheme providing free use of facilities for nationally ranked athletes; and</li> <li>• Discounted hire charges for Middlesex County Hockey at Teddington Sports Centre and Middlesex FA at Whitton Sport and Fitness Centre.</li> </ul> <p><u>Older People</u></p> <p>To encourage older people to take part in sports and fitness we have undertaken a range of initiatives:</p> <ul style="list-style-type: none"> <li>• Discounted Leisure Card for Over 60's;</li> <li>• Promotional month in October 2012, offering 50% discounts as part of "Full of Life" LBRUT campaign;</li> <li>• Discounted charges for a range of services, e.g. casual swimming, hydro pool open sessions</li> <li>• Over 50's sessions particularly at Teddington Pools and Fitness Centre, e.g. Nifty Fifties; and</li> <li>• Proposal for free use for over 75's.</li> </ul> <p>Equality monitoring data relating to young people and older people is collected six monthly to enable analysis to ensure these targeted groups are continuing to access sports and fitness services.</p> <p>Data from the equalities monitoring of registered users of sports and fitness facilities in the borough in 2012-13 shows that:</p> <ul style="list-style-type: none"> <li>• 56.87% of users were under 16;</li> <li>• 7.50% of users were 16-30;</li> <li>• 14.68% of users were 31-49;</li> <li>• 5.41% of users were 50-64;</li> <li>• 2.16% of users were 65+; and</li> <li>• 13.38% of users did not state their age.</li> </ul>
Disability	<p>There is evidence from Active People Surveys that physical activity rates amongst people with disabilities are significantly lower than for the overall population.</p> <p>To address this, we have undertaken a range of initiatives to enable more disabled residents in the borough to access sports and fitness opportunities:</p> <ul style="list-style-type: none"> <li>• RISE consultation with parents, young disabled people and organisations representing them;</li> <li>• Disability awareness training for coaches and volunteers involved in RISE programme;</li> <li>• Disability invitation inter-Borough swimming gala;</li> <li>• RISE programme including Sports Centre open days;</li> <li>• RISE "clubs" and regular sessions, e.g. swimming at Pools On the Park, wheelchair basketball, dance, trampolining, multi-sports;</li> <li>• RISE holiday programmes;</li> </ul>

Protected Group	Findings
	<ul style="list-style-type: none"> <li>• RISE to Shine programme to identify and develop talent;</li> <li>• London Youth Games disability events;</li> <li>• Inclusive Fitness Initiative at fitness suites;</li> <li>• Live Well Richmond including Exercise Referral, Falls Prevention, discounted hire for weight management sessions and free Swim Pass for people with long-term medical conditions;</li> <li>• Programming of hydro pool to ensure focus on disability and rehabilitation;</li> <li>• Discounted / free charge for some services;</li> <li>• Promotion of services to partner organisations, e.g. Clarendon and Strathmore Schools, Three Wings Trust etc;</li> <li>• Special needs swimming club for both adults and children; and</li> <li>• 1:1 swimming lessons for people with special educational needs and disabilities (SEND).</li> </ul> <p>Equality monitoring data relating to people with a disability using sports and fitness services is collected six monthly to enable analysis to ensure these targeted groups are continuing to access services.</p> <p>Data from the equalities monitoring of registered users of sports and fitness facilities in the borough in 2012-13 shows that:</p> <ul style="list-style-type: none"> <li>• 3.3% of users were disabled;</li> <li>• 88.2% of users were not disabled; and</li> <li>• 8.5% of users did not state their disability.</li> </ul> <p>Of those users who described themselves as disabled, the following types of disability were most common:</p> <ul style="list-style-type: none"> <li>• Physical impairment- 16.33%;</li> <li>• Sensory impairment- 15.65%;</li> <li>• Mental health condition- 10.88%;</li> <li>• Learning difficulty or disability - 32.65%;</li> <li>• Long-standing illness/ health condition- 14.29%;</li> <li>• Other- 6.80%; and</li> <li>• Unstated- 3.40%.</li> </ul>
Gender (Sex)	<p>The Active People Survey reveals that overall men are higher participants in physical activity in Richmond borough than women. It is estimated that the ratio of male to female members of sports clubs is approximately 2:1. Analysis of user figures for the Sport and Fitness Service demonstrates no significant differences in usage between men and women.</p> <p>To encourage more females to engage with sport and fitness opportunities we have undertaken a range of female specific activities:</p> <ul style="list-style-type: none"> <li>• Women's Friendship Swimming Group at Teddington Pools and Fitness Centre, including training of lifeguards funded by Sport and Fitness Service;</li> </ul>

<b>Protected Group</b>	<b>Findings</b>
	<ul style="list-style-type: none"> <li>• Partnership with Sport Richmond to try to address imbalance of male / female membership within clubs, e.g. grants for women's participation projects;</li> <li>• Back to Netball – discounted women only sessions</li> <li>• Women's dance sessions for 16-19 year olds at Teddington Sports Centre;</li> <li>• Back to Hockey – women's sessions; and</li> <li>• Junior hockey – girl's training sessions.</li> </ul> <p>The take up of all sports and fitness services is monitored to ensure a balanced gender take up continues.</p> <p>Data from the equalities monitoring of registered users of sports and fitness facilities in the borough in 2012-13 shows that:</p> <ul style="list-style-type: none"> <li>• 44.51% were male; and</li> <li>• 55.59% were female.</li> </ul>
Gender reassignment	This is considered to be of low relevance to the Sports and Fitness Service and data relating to gender reassignment status of users is not collected.
*Marriage and civil partnership (*only in relation to first part of the duty: eliminate discrimination and harassment)	This is considered to be of low relevance to the Sports and Fitness Service and data relating to gender reassignment status of users is not collected.
Pregnancy and maternity	<p>To encourage pregnant females or new mothers in the borough, specific sports and fitness activities are offered. For example:</p> <ul style="list-style-type: none"> <li>• Occasional pre/post natal courses at Teddington Pools and Fitness Centre; and</li> <li>• Most hydro courses at Teddington Pools and Fitness Centre adapted to include pre/post natal.</li> </ul>
Race/ethnicity	<p>The Active People Survey reveals that physical participation amongst BAME groups in Richmond borough is generally lower than for the overall population. However, analysis of user figures for the Sport and Fitness Service demonstrates no significant differences in usage between minority ethnic groups and the overall population.</p> <p>All sport and fitness services are monitored to ensure a proportionate take up by BAME groups.</p> <p>Data from the equalities monitoring of registered users of sports and fitness facilities in the borough in 2012-13 shows that:</p> <ul style="list-style-type: none"> <li>• 69.55% of users were White British;</li> <li>• 14.28% of users were White other;</li> <li>• 4.81% of users were Asian or Asian British;</li> <li>• 4.48% of users were Black or Black British;</li> </ul>

<b>Protected Group</b>	<b>Findings</b>
	<ul style="list-style-type: none"> <li>• 1.94% of users were from any other ethnic background;</li> <li>• 0.09% of users did not wish their ethnicity to be recorded; and</li> <li>• 3.65% of users did not state their ethnicity.</li> </ul> <p>In total therefore, 25.51% of users were from a non-White British background.</p> <p>In addition, data relating to language spoken was also collected which shows that:</p> <ul style="list-style-type: none"> <li>• 52.23% of users spoke only English;</li> <li>• 6.82% of users spoke English plus other language/s;</li> <li>• 2.09% of users only spoke other language/s; and</li> <li>• 38.85% did not state what language they spoke.</li> </ul>
Religion and belief including non-belief	<p>The service offers sports and fitness activities that are accessible to all, regardless of religion and belief. Where necessary, additional services are offered to meet the needs of different religious groups. For example, occasionally baptisms take place in the Hydrotherapy Pool.</p> <p>Monitoring data relating to the religion and belief of sports and fitness services users is collected and analysed to ensure people from all religions and beliefs are able to access services.</p> <p>Data from the equalities monitoring of registered users of sports and fitness facilities in the borough in 2012-13 shows that:</p> <ul style="list-style-type: none"> <li>• 47.91% of users were Christian;</li> <li>• 0.79% of users were Buddhist;</li> <li>• 1.40% of users were Hindu;</li> <li>• 0.38% of users were Jewish;</li> <li>• 1.91% of users were Muslim;</li> <li>• 0.50% of users were Sikh;</li> <li>• 0.74% of users stated Other;</li> <li>• 17.34% of users stated no faith or belief; and</li> <li>• 29.03 of users did not state their religion or belief.</li> </ul>
Sexual orientation	<p>The service offers sports and fitness activities that are accessible to all, regardless of sexual orientation.</p> <p>The service has also undertaken initiatives to support Lesbian, Gay, Bisexual or Transgender people in the borough, for example by developing facilities at Barn Elms to accommodate development of Stonewall FC.</p> <p>Monitoring of adult take up of Sport and Fitness Services offered includes sexual orientation. Data from the equalities monitoring of registered users of sports and fitness facilities in the borough in 2012-13 shows that:</p> <ul style="list-style-type: none"> <li>• 0.05% of users were bisexual;</li> <li>• 0.025 of users were gay men;</li> <li>• 0.07% of users were gay women/ lesbians;</li> </ul>



<b>Protected Group</b>	<b>Findings</b>
	<ul style="list-style-type: none"> <li>• 7.91% of users were heterosexual/ straight;</li> <li>• 0.09% of users preferred not to say;</li> <li>• 7.05% of users did not state their sexual orientation; and</li> <li>• 84.01% of registration forms did not include a sexual orientation question.</li> </ul>

**6. Have you identified any data gaps in relation to the relevant protected characteristics and relevant parts of the duty? If so, how will these data gaps be addressed?**

<b>Gaps in data</b>	<b>Action to deal with this</b>
Need to undertake increased targeting of equality groups who are not accessing services	Potential to use market segmentation data to more effectively target equalities target groups
Need to consider the current service impact on protected groups that are not currently targeted.	Consideration of current service impact on protected groups that are not currently targeted

**SUMMARY OF THE KEY FINDINGS**

**7. Set out the key findings from the equality impact needs analysis of the service/ function/ policy. Key questions to consider when completing this section:**

- *Are there findings of unlawful discrimination?*
- *Can you address any identified adverse impact?*
- *Can you mitigate any negative impact?*
- *Please provide rationale if you are unable to address any adverse impact.*
- *Have you identified any ways of advancing equality in this area? For example, meeting diverse needs?*
- *Is there a need for any actions to promote understanding between different protected groups?*

There is no evidence of unlawful discrimination or adverse impact.

There is evidence that certain equality groups enjoy lower levels of participation than the overall population and these should continue to be a priority for Sport and Fitness Services and partner organisations:

- Vulnerable young people, including children looked after;
- Older people;
- People with disabilities; and
- Women in membership of sports clubs.

Additionally, this audit attempts to set a base line upon which the Council can measure any future negative impact that may arise from altered management arrangements for the Sport and Fitness Service.

**CONSULTATION ON THE KEY FINDINGS**

**8. What consultation have you undertaken with stakeholders or critical friends about the key findings? What feedback did you receive as part of the consultation?**

The current programme has been built up through partnership and consultation with a range of agencies, including:

Sport Richmond, LBRUT School Sport Partnership, MLD and SLD Schools, Three Wings Trust, Crofters, Richmond Advice and Information on Disability, Women's Friendship Group, Richmond PCT, LBRUT Early Years Service, LBRUT Youth Service, LBRUT Children Looked After Service, LBRUT Adult Services etc.

**ACTION PLANNING**

**9. What issues have you identified that require actions? What are these actions, who will be responsible for them and when will they be completed?**

Issue identified	Planned action	Lead officer	Completion Date
Better use of market segmentation to identify target groups	Discussion at Sport and Fitness Management Team level.	Colin Sinclair	31 March 2013

**MONITORING AND REVIEW**

**10. How will the actions in the action plan be monitored and reviewed? For example, any equality actions identified should be added to business, service or team plans and performance managed.**

Action in Section 9 will be included in the Annual Service Plan.

**PUBLISHING THE COMPLETED ANALYSIS**

**11. When completed, the equality impact and needs analysis should be approved by a member of DMT and published on the Council's website. Please provide details below:**

Approved by	Ian Dodds
Date of approval	30 November 2012
Date of publication	31 December 2012

**DECISION-MAKING PROCESS**

**12. Has a copy of this EINA or summary of key findings been provided to key decision-makers to help inform decision making, for example as an appendix to a Cabinet or Committee report?**

- **If so please provide the details including the name of the report, the audience i.e. Cabinet/ Committee, the date it went, and the report author.**
- **Please also outline the outcome from the report and details of any follow up action or monitoring of actions or decision taken:**

To be included as additional information along with consultant's report regarding the Sports and Fitness Service to be considered by Cabinet in Spring 2013.
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