

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a ‘**General Duty**’ on all public bodies to have ‘**due regard**’ to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advancing equality of opportunity between those with a ‘relevant protected characteristic’ and those without one;
- Fostering good relations between those with a ‘relevant protected characteristic’ and those without one.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council’s commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council’s Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Haringey Physical Activity and Sport Strategy 2019 - 2023
Service area	Environment and Neighbourhoods
Officer completing assessment	Andrea Keeble
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	11 th June 2019
Director/Assistant Director	Stephen McDonnell; Director/David Murray; Assistant Director

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

The Haringey Physical Activity and Sport Strategy 2019 – 2023 is being assessed. This strategy sets out the vision, mission, aims and objectives to increase physical activity and sport up until 2023. This strategy is a refresh of the Haringey Physical Activity and Sport Framework 2014 -2019.

The strategy is for the whole borough with an emphasis on a ‘Whole Systems Approach’. The expectation is that the strategy will influence all levers to improve physical activity and will act to improve all resident participation levels.

The strategy seeks to utilise the Whole Systems Approach to impact most significantly on improving the rates of participation of key groups in Haringey who are currently more inactive than other groups. Further where deprivation is greatest in the borough (generally the east of the borough) it is also hoped that the overall strategy will positively affect participation rates.

Key stakeholders include sports clubs, sports organisations, community groups, the NHS, Public Health, Adult Services, Children and Young People’s Service, Transport, Regeneration and schools.

The Strategy is due to be adopted by Cabinet after the Haringey Active Network endorses it in early March.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Sport England’s Active Lives data, Leisure Centre data, Sport England Benchmarking, 2018 Residents Survey	Sport England’s Active Lives data, Leisure Centre data,
Gender Reassignment		

	No available data for Haringey, some national research	Little available data, staff survey
Age	Sport England's Active Lives data, Leisure Centre data, Sport England Benchmarking, 2018 Residents Survey	Sport England's Active Lives data, Leisure Centre data
Disability	Sport England's Active Lives data, Leisure Centre data, Sport England Benchmarking, 2018 Residents Survey	Sport England's Active Lives data, Leisure Centre data
Race & Ethnicity	Sport England's Active Lives data, Leisure Centre data, Sport England Benchmarking.	Sport England's Active Lives data, Leisure Centre data
Sexual Orientation	No available data for Haringey, some national research	Little available data, staff survey
Religion or Belief (or No Belief)	No available data for Haringey, National Sport England data, census	Little available data, staff survey
Pregnancy & Maternity	No available data for Haringey, some national research	Little available data, staff survey
Marriage and Civil Partnership	No available data for Haringey, some national research	Little available data, staff survey

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

The key source of data in this area is Sport England's Active Lives data. Fuller details on this data can be found <https://www.sportengland.org/research/active-lives-survey/> Sport England also commission research and carry out research reviews in this area and this is detailed <https://www.sportengland.org/research/about-our-research/> Data is also detailed in the 2018 Haringey Residents Survey, in the areas of sex, age and disability. The resident survey data is generally in line with Sport England data regarding these 'Protected Characteristic' groups. Further to this the Residents Survey includes data around the locality of the respondent and the key barriers to exercise. This data also correlates with Sport England findings in this area.

The key findings for Haringey include:

Sex

- Men are more active than women and have less inactivity;
- Sport England – 68% of men and 63% of women 150 minutes of physical activity a week
- Residents Survey – 71% of men and 65% of women exercise at least once a week

Gender Reassignment

- Research indicates that nationally levels of activity are lower amongst transgender people.

Age

- Younger people are more active than older people;
- Sport England – 71% of 16 to 34 and 66.7% 54-75 150 minutes per week
- Residents Survey – 84% of 16- 24 and 55-64 60% exercise at least once a week

Disability

- Able bodied people are more active than disabled people, both nationally and in Haringey;
- Sport England 44% of 16+ with a disability exercise 150 minutes a week
- Residents Survey 23% of residents permanently sick or disabled exercise once a week

Race and Ethnicity

- There are similar levels of activity and inactivity between white British and Black and Ethnic Minority groups. However, note that national data indicates that there are some groups of BAME people e.g. Asian women, who have high levels of inactivity;
- It is notable that the Haringey wards with the highest levels of low activity are those with the largest BAME populations. See table below, where the darker shading indicates low activity. It is therefore likely that BAME Haringey residents are less active on average than White British Haringey residents.

Sexual Orientation

- National data indicates that gay and lesbian people are more active than heterosexual people

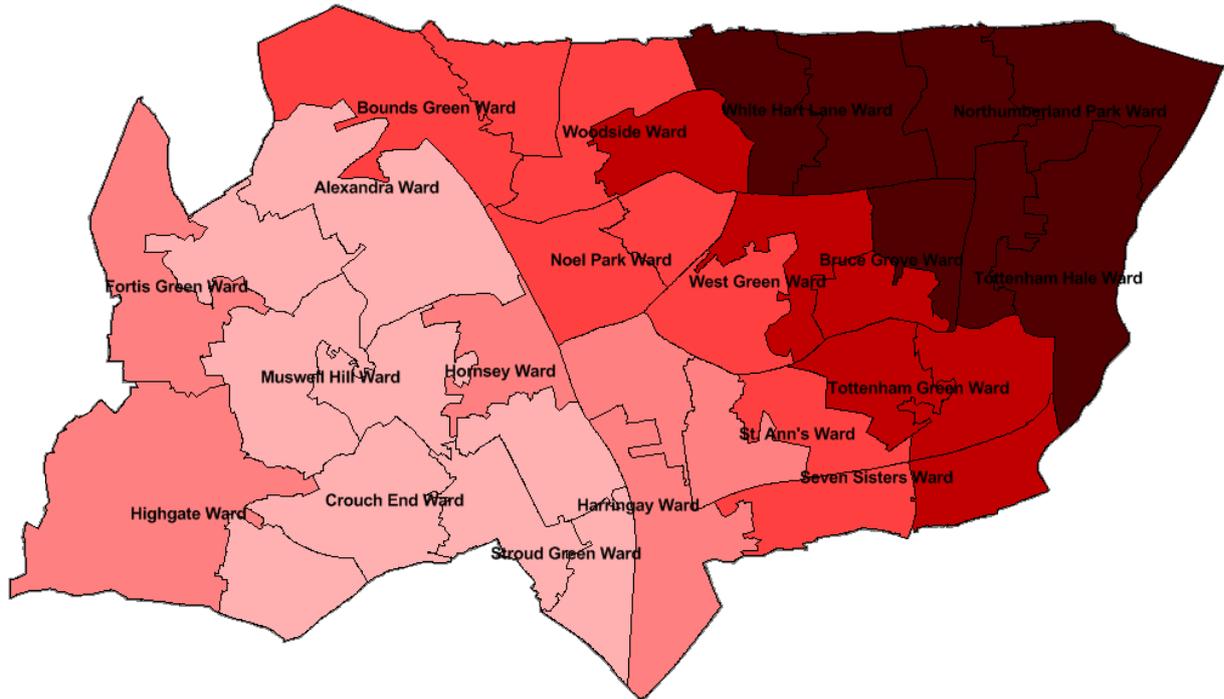
Religion or Belief (or No Belief)

- Nationally there is a mixed picture regarding faith and physical activity. Overall, those with no religion, Christians and Buddhists are the most active while Hindus, Jewish, Muslim and Sikh people have low levels of activity.

Pregnancy & Maternity/ Marriage and Civil Partnership

- There is no Active Lives data regarding both pregnancy and marriage/civil partnership. However, other Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.

Table – Rates of Inactivity in Haringey. Darker areas are more inactive.



The Haringey Physical Activity and Sport Strategy aims to improve rates of physical activity overall as well as tackle inequalities. Generally, the major inequalities relate to sex, ethnicity, disabilities and age.

The strategy adopts a Whole Systems Approach to increasing physical activity and focuses attention on the areas of the borough where there is the most inactivity. Protected groups will benefit from this approach.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

In addition to analysing relevant data on Haringey's population we have consulted widely with individuals, organisations and residents. As this strategy is a refresh of the previous Framework the consultation carried out at that time still has some relevance.

The views gathered as part of this consultation exercise (and the previous consultation) have shaped the vision, aims, objectives and actions set out within the Strategy. The consultation exercise that informed the development of the Strategy included the following elements:

- In depth conversations with 4 individuals who were identified as key partners and stakeholders in the delivery of physical activity and sport.
- Distribution of an online survey to sport/physical activity clubs and community organisations, national governing bodies of sport (NGBs), schools, education providers (schools and FE colleges) and public health professionals. In total, 25 sport/physical activity clubs and community organisations, 11 national governing bodies for sport, 11 education providers and 2 public health professionals responded to these surveys;
- A Workshop to check and challenge the emerging vision, aims, objectives and actions. Partners and stakeholders were asked to feed in their opinions and touchpoints within the Whole Systems Approach that they thought would have the most impact. Around 50 individuals representing a wide range of organisations attended this event.
- Public Health England
- Haringey Clinical Commissioning Group
- Tottenham Hotspur Foundation
- CONEL (The College of Haringey, Enfield and North East London)
- Fusion Lifestyle
- Pavilion Tennis
- Homes for Haringey
- Haringey Disability Forum
- Finsbury Park Sports Partnership
- Community Action Sport
- Pedal Power
- YMCA Hornsey
- The Bridge Renewal Trust
- Greater London Authority (GLA)
- The Laureus Foundation
- NGBs of Sport
- Sport England

- London Sport
- Haringey Play Association
- Sports clubs / community organisations including those representing equalities groups
- Schools and FE colleges Haringey
- Children's Centres

Note that the consultation for the 2019 – 2023 Strategy built on the consultation carried out for the Haringey Physical Activity and Sport Framework 2014 – 2019.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

Consultation with a broad range of key stakeholders and partners identified the following key priorities which have shaped and informed the vision, aims, objectives and actions in the Strategy:

The Vision within the Strategy 'is to create and embed a culture of activity so that Haringey becomes one of the most physically active and healthy London boroughs'

- Reducing inactivity levels and getting more people in Haringey doing some activity.

Our Mission 'is to ensure that all of Haringey's residents have the encouragement, opportunity and environment they need to lead active, healthy and fulfilling lives. By working collaboratively and cooperatively, as a whole system, we seek to transform attitudes and behaviours and make it easier for residents to embed physical activity into their everyday lives'

- Demonstrating the value and benefits of sport and physical activity through quantifiable measures which funders and other partners understand.
- Fostering a lifelong love of sport in all its guises (amongst participants, coaches, officials, volunteers, spectators).

Priority Aim 1

'**Active People**; To get more people, of all ages, backgrounds and abilities, regularly active; and use physical activity, active play and sport to connect communities and improve health and wellbeing'

Active People Objectives (4)

‘Active Mindsets: People are motivated and empowered to change their behaviours and physical activity is considered a normal part of everyday life.’

- Ensuring that mainstream opportunities to participate in physical activity and sport are accessible to people who need them most.
- Offering the right opportunities to the right people at the right times and in the right places.

‘Children, Young People and Families: Every child, young person and family, whatever their background, will be engaged, confident and able to be active every day’

- Providing all children and young people with the best start in life through high quality physical activity, sport and play opportunities in appropriate settings which develop their physical literacy.
- Reducing childhood obesity levels.

‘Opportunities to be Active: A wide range of partners provide and promote high quality opportunities to engage residents and sustain activity across the life-course.’

- Supporting partners and networks to develop their own solutions.
- Enabling a mixed economy of trusted providers and providing a coherent repertoire of high quality facilities in response to identified local needs.
- Offering the right opportunities to the right people at the right times and in the right places.
- Providing affordable participation opportunities for those who experience cost as a barrier (e.g. those on low incomes).

‘Care Pathways: Physical activity is visible and proactively used in health and social care pathways to improve physical and mental health and wellbeing.’

- Using physical activity and sport to help improve physical and mental health outcomes across the borough.
- Encouraging active lifestyles to help to stop the onset of/alleviate the burden of long term health conditions.
- Using physical activity and sport as mechanisms to achieve prevention and early intervention to tackle long term health conditions.
- Helping people to live longer and healthier lives (increasing healthy life years).
- Reducing the rate of cardiovascular disease in Haringey.

- Reducing social isolation and loneliness amongst older people.

Priority Aim 2

‘Active Place: To position physical activity at the heart of place shaping and ensure a network of high quality, safe and accessible environments exist to make it easier for people to be active’

‘Accessible and Active Environments: Protect, enhance and provide a network of well planned and accessible environments for formal and informal physical activity, active play and sport.’

- Ensure that the importance and impact of physical activity and sport are reflected in planning policy and regeneration schemes and benefit from investment in the borough (including through developer contributions).

‘Walking and Cycling: Improve air quality and increase the number of people walking, cycling and scooting via continues promotion and public realm improvements.’

- Increasing take up of active travel to make people healthier and the environment greener.

‘Safer Communities: Ensure more people feel safe being active in public spaces and use physical activity and sport as a positive diversionary tool amongst people vulnerable to risky behaviours’

- Increase diversionary activities for children and young people which prevent them from involvement in crime, anti-social behaviour and other activities which harm their health and wellbeing, and help them not to reoffend.
- Developing more physical activity and sport based projects and initiatives that address the key economic and social challenges facing people in Haringey.
- Improving trust between the community and emergency services in particular the police.

‘Animated Places: Activate the community by making activity more engaging and visible in community settings’

- Improving provision for and availability of physical activity in parks and open spaces.
- Reduce perceived fear of crime in order to increase levels of physical activity and sport, especially in the boroughs parks and open spaces.’

Priority Aim 3

‘Active Economy: To maximise the sector’s contribution to economic growth through training, skills development, employment and the creation of more healthy, productive work environments’

‘Strong, Resilient Workforce: Strengthen, grow and diversify the sector’s paid and volunteer workforce to ensure they are equipped to promote and deliver physical activity and sport at all levels’

- Need to recognise physical activity and sport as an employment (voluntary and paid) sector in its own right.

‘Training, Skills and Jobs: Use physical activity and sport as a tool to enhance self efficacy, training,, skills development and routes into employment’

- A need to harness the wider value of sport and physical activity on education, employment, social inclusion, community cohesion, civic pride, crime reduction etc.

‘Active Workplaces: Create active workplaces and promote the benefits of a more active. Healthy and productive workforce’

‘Open for Business: Support Haringey’s talent and champion the borough as a destination for sector businesses, providers, events and investment.’

- Ensuring that the importance and impact of sport and physical activity are reflected in other strategies, policies and plans.

Implementation Plan

The strategy will be led, owned, governed and implemented by the Haringey Active Network (HAN) who will be accountable to the borough’s People, Place and Economy Theme Boards as well as the Health and Wellbeing Board.

The HAN will work together to develop an Annual Implementation Plan that will detail the actions against each of the aims and objectives.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Overall women and girls are not as active as men and boys. This strategy will positively affect rates of physical activity amongst this group. Firstly by acknowledging the issue and shining a light on it. From this; interventions will be enabled and encouraged to develop. For example, we will work with the community via the Laureus Model City project to provide safe girls only spaces for sport.

Positive	x	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Due to the general discrimination to this group and issues around changing facilities, it is likely that that rates of physical activity are lower among trans people than the general population. The impact that the strategy will have will be difficult to gauge due to a lack of local data. However, we will work to ensure that leisure services and activities are trans-inclusive.

Positive		Negative		Neutral impact		Unknown Impact	x
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3. Age *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Overall as people age they participate less, yet the importance of staying active for good health is well documented. The strategy will assist to improve rates of physical activity for older people. The Whole Systems Approach, championed by the Strategy, for example looks to use touch points within health and social care settings e.g. brief interventions by NHS staff to encourage and increase physical activity amongst older people.

Positive	x	Negative		Neutral impact		Unknown Impact	
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4. Disability *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

For people who have disabilities, staying active is important to promote good health and prevent health conditions. Haringey has a strong history of utilising all levers to improve rates of participation among people with disabilities including work with the Dementia Alliance and real advances in increasing participation at the leisure centres.

This direction of travel is strengthened with the approach adopted in the refreshed Strategy.

Positive	x	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

As detailed in the evidence section, overall Sport England data indicates that BAME people in the borough have slightly higher levels of physical activity than white British people. However from national evidence we know that certain BAME groups have significantly lower levels of activity and generally BAME people overall have lower rates. In Haringey, we know that the wards with the highest levels of inactivity are also those with the largest BAME populations. , Actions arising from the Strategy will predominantly concentrate efforts to increase participation in the east and the middle of the borough. As this is where most BAME people live, the Strategy will have a positive impact on their participation rates.

Positive	x	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Nationally gay, lesbian and bisexual people have higher rates of participation than heterosexual people. But, research also indicates that there is a degree of discrimination for this group within the sports context. The Strategy sets out to improve rates of physical activity in all Protected Groups and hence actions arising from the Strategy will include for example the promotion of a positive and welcoming attitude in sports clubs to LGBT people, LGBT sensitive interventions and general promotion across the borough of campaigns in this area. Publicising such campaigns as ‘Pride Sports’ and ‘Rainbow Laces’ should assist to improve rates.

Positive	x	Negative		Neutral impact		Unknown Impact	
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7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

National evidence indicates that certain religious groups e.g. Muslim, Hindus and Jewish are much less active than the Christian/no religion population. This low participation rate is likely to be exacerbated amongst women and girls in certain faith communities.

Actions arising from the Strategy include working with the Laureus Model City Project to, in a collaborative and community led manner (including faith communities), to increase physical activity amongst groups including residents from faith communities.

Positive	x	Negative		Neutral impact		Unknown Impact	
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8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Data for the borough in this area is not available but Sport England research finds that generally major life changes adversely affect physical activity participation. This knowledge will be utilised within the Whole Systems Approach that the Strategy adopts - to seek touchpoints and levers within the system to influence behaviour at these life changing times in a positive way regards physical activity. For example, good information for woman available in health and social care settings around the benefits of keeping active during pregnancy and safe ways this can be achieved.

Positive	x	Negative		Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

Married people and people in civil partnerships will be treated equally in all respects

Positive	x	Negative		Neutral impact		Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

As outlined above the overall effect of the Strategy is to improve rates of participation amongst Protected Groups. Groups that cross two or more equality strands will clearly benefit from this. Specific actions arising from the Strategy will recognise the greater difficulties that for example Jewish or Muslim women may have in being and maintaining activity levels. As such the Whole Systems Approach will promote actions and interventions to assist these groups to be active and to modify behaviours born out of cultural and religious beliefs that hinder activity. Examples include women only sessions in swimming pools and close working with groups that represent these individuals to find solutions they are comfortable with.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?

- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
This includes:
 - a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
 - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
 - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

This Strategy will not result in direct/indirect discrimination for any group that shares the relevant protected characteristic.

The Strategy will advance equality of opportunity between groups who share a relevant protected characteristic and those who do not.

As described above the Strategy focuses attention for subsequent action planning on the more deprived parts of the borough. Many of residents of Haringey protected under the Equality Act reside in these more deprived parts and thus steps arising from the Strategy will be taken to meet the needs of those protected under the Equality Act. This includes utilising the Whole Systems Approach to encourage persons protected under the Equality Act to participate for at least 150 minutes a week in moderate physical activity. This will improve individual health and contribute to improved social cohesion and economic growth in the borough.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. <u>Clearly set out below the key adjustments you plan to make to the</u>	N

policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
na	na	na	na

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

No negative affects

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

In monitoring this Strategy we will:

- Analyse Sport England data annually, specifically related to gender, age, ethnicity and disability;
- Analyse Sport England data by ward, annually;

- Analyse leisure centre data monthly and quarterly, specifically related to 65+, under 16's, ethnicity, disability and gender;
- Undertake some specific research related to Turkish and Kurdish activity rates (this will be carried out this year and subsequent years);
- The leisure centres will commission a Sport England Benchmarking exercise every 2 years. This research takes a more qualitative approach to understanding who accesses the leisure centres. Protected Groups are specifically analysed.

EqlA approved by  (Assistant Director/ Director)		Date <u>20/5/19</u>
		

Please contact the Policy & Strategy Team for any feedback on the EqlA process.