

Equality impact assessment form

Directorate: Communities and Place

Service area: Leisure, Culture & Tourism

Name of policy, strategy, review or function being assessed: Move More Derby: a Physical Activity & Sport Strategy 2018 - 2023

Date of assessment: 29th January 2018

**Name of Director/Head of Service signing it off:
Duncan Cowie**

Decision of Cabinet, Personnel Committee or Chief Officer Group

Date published on website

July 2017



Derby City Council



Equality impact assessment – please read this section first before you do the assessment

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by taking the equality implications into account. Equality impact assessments **must be done before** decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:

- understand your customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website**. It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

Equality groups and protected characteristics

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments
- Gender identity – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

Glossary

- BME - Black and Minority Ethnic
- CMO - Chief Medical Officer
- CYP – Children and Young People
- EIA - Equalities Impact Assessment
- LGBT – Lesbian, Gay, Bisexual, Trans

- NGB - National Governing Body of Sport
- PA - Physical Activity
- SEN – Special Educational Needs

Contact for help

Ann Webster – Lead on Equality and Diversity

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Tel 01332 643722 Minicom 01332 640666 Mobile 07812301144

The form

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures
- Key decisions such as allocating funding to voluntary organisations, budget setting
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

What’s the name of the policy you are assessing?

Move More Derby: a Physical Activity & Sport Strategy (2018 – 2023)

The assessment team

Team leader’s name and job title – Owen Swift, Participation Pathway Manager

Other team members

Name	Job title	Organisation	Area of expertise
Lucy Gavens	Public Health Registrar	Derby City Council	Public Health
Pamela Thompson		Derby City Council	Equality
Ann Webster		Derby City Council	Equality
Gwen Johnson			
Brenda Riley		50+ Forum	
Moira Findlay		Disability Equality	
Andy Findlay		Disability Equality	
Chris Wheeldon		50+ Forum	
Judi Bateman		Disability Equality	
Chris Fields		50+ Forum	
Ferid Kevric		Race Equality Hub	

Step 1 – setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side tracked.

- 1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.**

Move More Derby - a Physical Activity & Sport Strategy (2018 - 2023) sets out a long-term vision for physical activity and sport in the city that positions its contribution towards the wider aspirations of our city.

The remit is broad, from supporting the least active residents to build capacity into their everyday lives, through to supporting people to fulfil their potential through sport and physical activity. It recognises the role that sport and physical activity can play in supporting educational attainment, health & wellbeing and social interaction.

Move More Derby has three outcomes that are aligned to the vision for Derby of a Safe, Strong and Ambitious city:

1. Improve physical and mental wellbeing and reducing inactivity
2. Improve aspirations, particularly amongst our young people, and strengthen communities by involving our residents in defining their own priorities for physical activity, as well as making decisions, planning, and implementing approaches
3. Create a sense of belonging within our communities, with support for older people in maintaining independence in their own homes.

The guiding principles for how Move More Derby will work are:

- **Person centred** – putting people at the heart of the strategy to ensure the actions are based on what people need. *An improved understanding of people's needs is key*
- **Behaviour change** – adopting the principles of behaviour change to help people build a sustainable habit of *moving more*.
- **Inclusivity** – the aspiration is for everyone in the city to have the same opportunities, life chances and potential to lead safe, healthy, happy and fulfilled lives, no matter where they are born or live. In aiming to reduce inequalities the intention is for actions to be universal, but with a scale and intensity that is appropriate to the level of disadvantage – so will inevitably target the most vulnerable and disadvantaged.
- **Whole systems approach** – population level behaviour change for active lives requires change at all levels. There isn't one solution to the issue of inactivity.

Definition of activity level

- **Inactive** – less than 30 minutes of moderate intensity activity a week
- **Fairly active** – between 30 – 149 minutes of moderate intensity activity a week
- **Active** – 150+ minutes of moderate intensity activity a week

Moderate intensity = increased breathing rate but able to talk in bouts of 10 minutes

2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

The Culture & Leisure Board owns the strategy and is responsible for its implementation and measuring success. This is supported by the Move More Derby Strategic Partnership who will develop and implement appropriate action plans.

The Culture & Leisure Board does not have any direct commissioning responsibilities or statutory function although the purpose of Move More Derby is to support and influence the commissioning opportunities.

Move More Derby provides a framework for actions by partners working across Derby – public sector bodies including the health sector, sports clubs (professional to voluntary), national governing of sport (NGB's), the County Sports Partnership, the education voluntary and private sectors, alongside communities across the city.

Move More Derby has undergone consultation led by Derby City Council in conjunction with FMG Consultancy the appointed consultant to support the development of the strategy.

3 Who are the main customers, users, partners, employees or groups affected by this proposal?

Move More Derby is for the entire local population, including visitors to the city.

Step 2 – collecting information and assessing impact

4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.

As part of the development of the strategy engagement has been with; providers, professionals and third sector organisations and has included the Health and Wellbeing Network, Active Travel Forum, Derby City Sports Forum and Enterprise Growth Board.

In addition, feedback was received from a stakeholder engagement session. Over 50 individuals attended the event representing 17 stakeholder groups including health, education, academics and third sector representatives. Online consultation has been held on the draft Move More Derby Strategy 2018-23.

Feedback was also taken from the members of the EIA panel.

A diverse group of individuals/sectors have fed into the development of the strategy. This supported the shape and priorities of Move More Derby. Changes were made to the final document to incorporate specific feedback received through the formal consultation and feedback from the EIA panel members.

5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. If it's negative, fill in the mitigation section as well to explain how you are going to lessen the impact.

Age

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Current participation levels by age in Derby are:</p> <p>Inactive</p> <ul style="list-style-type: none"> • 16-34yrs – 19% • 35-54yrs – 23.2% • 55-74yrs – 32.9% 			

<ul style="list-style-type: none"> • 75yrs+ - 54.8% <p>Fairly Active</p> <ul style="list-style-type: none"> • 16-34yrs – 11.1% • 35-54yrs – 16% • 55-74yrs – 14.4% • 75yrs+ - unknown <p>Active</p> <ul style="list-style-type: none"> • 16-34yrs – 69.9% • 35-54yrs – 60.8% • 55-74yrs – 52.7% • 75yrs+- unknown <p><i>(Source: Active Live 2017)</i></p> <p>Participation rates differ significantly with age and in relation to Inactive, Fairly Active and Active. Further activity levels vary age with average participation rates reducing throughout the life-course.</p>			
<p>Chief Medical Officer recommendations for physical activity differ for early years, children & young people, working ages and older adults both in terms of minutes of intensity, and strength, balance and flexibility.</p>			
<p>Move More Derby identifies age as a key determinant and influencing factors for levels of physical activity.</p>			
<p>Move More Derby identifies 'Ageing Well' as a core priority, in recognition of decreasing</p>			

<p>activity rates with increasing age.</p> <p>There are two key age periods where substantial declines in activity are observed: young people (e.g. around the point of leaving school) and older people (aged 55+). As such Move More Derby has set specific targets for these recognised priority groups, to focus local activity in this area of higher need.</p> <p>Given this, we anticipate that the strategy will focus efforts to have a positive impact on age groups in the greatest need.</p>			
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Disability

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Current comparable participation levels for people with a limiting illness or disability or no limiting illness or disability in Derby are:</p> <p>Inactive</p> <ul style="list-style-type: none"> • Limiting illness or disability – 41.3% • No limiting illness or disability – 21.9% 			

<p>Fairly Active</p> <ul style="list-style-type: none"> • Limiting illness or disability - unknown • No limiting illness or disability – 12.8% <p>Active</p> <ul style="list-style-type: none"> • Limiting illness or disability – 40% • No limiting illness or disability – 65.3% <p><i>(Source: Active Live 2017)</i></p> <p>Participation levels vary particularly with inactive populations – people with a limiting illness or disability are nearly twice as likely to be inactive.</p>			
<p>Move More Derby identifies disability as a key determinant and influencing factors for levels of physical activity.</p> <p>The evidence identifies a number of reasons why activity rates may be lower:</p> <p>Physical barriers – facilities, equipment and health and safety</p> <p>Logistical – adaptation made but not implemented effectively (e.g. are expensive, geographically sporadic, not clearly communicated...)</p>			

<p>Psychological – attitudes, opinions and perceptions of both disabled people and non-disabled people.</p> <p>(Source: http://www.efds.co.uk/assets/000/000/437/EFDS_Engagement_guide_Feb_2014_original.pdf?1463230189)</p> <p>Areas of strategy that may improve access for disabled people:</p> <ul style="list-style-type: none"> • Move More Derby can contribute to CYP Plan by ‘improving delivery for CYP with SEN and Disabilities’. • Inclusivity is a guiding principle for the strategy. • Active tracking (in data) of disabled people to understand areas where more work is needed to improve uptake. 			
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Gender identity- trans

What do you already know?	Positive impact	Negative impact	Mitigation
No current local (Derby) comparable data sets exist for this characteristic regarding participation in	✓		

physical activity and sport.			
<p>64% of LGBT people who identified as something other than male or female (eg genderfluid or genderqueer) were not active enough to maintain good health</p> <p>(Source: https://www.sportengland.org/media/3716/so-summary-final1.pdf)</p>			
Transphobia in sport is still extremely prevalent, and significant barriers to participation persist.			
Move More Derby identifies gender as a key determinant and influencing factors for levels of physical activity and thus gender identity – trans is similarly a influencing factor.			
<p>Move More Derby is informed and underpinned by 4 guiding principles for all priorities and actions to be developed and implemented including:</p> <p>Person centred</p> <p>We need to understand and respond to how people organise their</p>			

<p>lives and help the physical activity sector to be more welcoming and inclusive, especially for the least active groups currently under-represented in terms of their engagement</p> <p>Inclusivity</p> <p>In aiming to reduce inequalities the intention is for actions to be universal, but with a scale and intensity that is proportionate to the level of disadvantage.</p>			
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Marriage and Civil Partnership

What do you already know?	Positive impact	Negative impact	Mitigation
<p>No current local (Derby) comparable data sets exist within this characteristic regarding participation in physical activity and sport. However local comparable data does exist in relation to household relationship(s)</p> <p>Inactive</p> <ul style="list-style-type: none"> • Couple – 26.6% • Multi-generational household • Other / complex household <p>Fairly Active</p> <ul style="list-style-type: none"> • Couple – 17.7% • Multi-generational 	✓		

<p>household</p> <ul style="list-style-type: none"> • Other / complex household <p>Active</p> <ul style="list-style-type: none"> • Couple – 55.7% • Multi-generational household • Other / complex household <p><i>(Source: Active Live 2017)</i></p>			
<p>Evidence is mixed on the relationship between relationships and physical activity.</p> <p>One study did not find a significant relationship between marriage/civil partnership (or more broadly that becoming part of a relationship) and changes in Physical Activity – having children was far more important as a predictor of decreasing PA (<i>Hull et al. 2010</i>).</p> <p>Another found married couples aged over 19 were less likely to be physically active than single people, after adjusting for presence of children (<i>Rapp et al. 2013</i>).</p> <p>Married couples do seem to have similar exercise</p>			

<p>trajectories to one another (<i>Li et al. 2013</i>), so there may be opportunities to support family physical activity that would particularly benefit people in a relationship.</p> <p>A study of the association between life events and physical activity found that the relationship between physical activity and marriage / remarriage / bereavement etc was complex and dependent of age and other factors (<i>Engberg et al. 2012</i>).</p> <p>So the relationship is complex and likely to be entwined with other factors such as age, employment status, partner's physical activity levels, etc.</p>			
<p>Move More Derby is informed and underpinned by 4 guiding principles for all priorities and actions to be developed and implemented including:</p> <p>Person centred</p> <p>We need to understand and respond to how</p>			

<p>people organise their lives and help the physical activity sector to be more welcoming and inclusive, especially for the least active groups currently under-represented in terms of their engagement</p> <p>Inclusivity</p> <p>In aiming to reduce inequalities the intention is for actions to be universal, but with a scale and intensity that is proportionate to the level of disadvantage.</p>			
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Pregnancy and maternity

What do you already know?	Positive impact	Negative impact	Mitigation
No current local (Derby) comparable data sets exist within this characteristic regarding participation in physical activity and sport.			
Limited research and insight is known in relation to this characteristic, however a study has been done into the impact of participation for lone parents. The demands of being a lone parent centre around the difficulty of managing work, household tasks and childcare. Physical	✓		

activity is therefore difficult to fit in.			
<p>Move More Derby is informed and underpinned by 4 guiding principles for all priorities and actions to be developed and implemented including:</p> <p>Person centred We need to understand and respond to how people organise their lives and help the physical activity sector to be more welcoming and inclusive, especially for the least active groups currently under-represented in terms of their engagement</p> <p>Inclusivity In aiming to reduce inequalities the intention is for actions to be universal, but with a scale and intensity that is proportionate to the level of disadvantage.</p>			

Race

What do you already know?	Positive impact	Negative impact	Mitigation
Current comparable participation levels for Race in Derby are below,	✓		

<p>however some gaps do exist:</p> <p>Inactive</p> <ul style="list-style-type: none"> • White British – 23.7% • White Other - unknown • South Asian – 37.6% • Black - unknown • Chinese - unknown • Mixed - unknown • Other ethnic origin - unknown <p>Fairly Active</p> <ul style="list-style-type: none"> • White British – 14.7% • White Other - unknown • South Asian- unknown • Black - unknown • Chinese - unknown • Mixed - unknown • Other ethnic origin - unknown <p>Active</p> <ul style="list-style-type: none"> • White British – 61.6% • White Other - unknown • South Asian – 50.2% • Black - unknown • Chinese - unknown • Mixed - unknown • Other ethnic origin - unknown <p><i>(Source: Active Live 2017)</i></p>			
<p>There is higher uptake among people from mixed background, with 44% playing sport as least once a week. Among other ethnic groups, participation</p>			

<p>varies very little for men. Among women, however, females from white backgrounds are also more likely to take part in sport compared to people from Chinese, other and black backgrounds, with a low of 21% for females from Asian backgrounds</p> <p><i>(Source: Active People Survey 2012)</i></p>			
<p>Participation rates between white and BME groups does not differ significantly in regards to 1 x 30 minutes attainment with 34.1% of individuals of BME and 33.2% of those of white ethnic origin undertaking 30 minutes of sport at moderate intensity at least once a week.</p> <p><i>(Source: Active People Survey 2012)</i></p>			
<p>Move More Derby identifies that race is a key determinant and influencing factors for levels of physical activity.</p>			
<p>Move More Derby is informed and underpinned by 4 guiding principles for all priorities and actions to be developed and implemented including:</p>			

<p>Person centred</p> <p>We need to understand and respond to how people organise their lives and help the physical activity sector to be more welcoming and inclusive, especially for the least active groups currently under-represented in terms of their engagement</p> <p>Inclusivity</p> <p>In aiming to reduce inequalities the intention is for actions to be universal, but with a scale and intensity that is proportionate to the level of disadvantage.</p>			
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Religion or belief or none

What do you already know?	Positive impact	Negative impact	Mitigation
<p>No current local (Derby) comparable data sets exist within this characteristic regarding participation in physical activity and sport.</p> <p><i>(Source: Active Live 2017)</i></p>			
<p>People who state they have no religion are more likely to take part in sport. It also showed participation is high among Sikh, Muslim and</p>			

<p>Buddhist men. But it is much lower for women of the same faiths compared with the overall population <i>(Source: Active People Survey 2012)</i></p>			
<p>There are also notable differences among different sports. For instance badminton, basketball and cricket all have higher take-up rates for Buddhist, Hindu, Jewish, Sikh and Muslim faiths compared with those stating Christian faith or no religion. In football, however, this rate is the same as for people stating no religion.</p>			
<p>Move More Derby is informed and underpinned by 4 guiding principles for all priorities and actions to be developed and implemented including:</p> <p>Person centred</p> <p>We need to understand and respond to how people organise their lives and help the physical activity sector to be more welcoming and inclusive, especially for the least active groups currently under-represented in terms of their engagement</p>			

<p>Inclusivity</p> <p>In aiming to reduce inequalities the intention is for actions to be universal, but with a scale and intensity that is proportionate to the level of disadvantage.</p>			
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Sex

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Inactive</p> <ul style="list-style-type: none"> • Men – 22.8% • Women – 30.9% • In another way – N/A <p>Fairly Active</p> <ul style="list-style-type: none"> • Men – 13.9% • Women – 14.5% • In another way – N/A <p>Active</p> <ul style="list-style-type: none"> • Men – 63.3% • Women – 54.6% • In another way – N/A <p><i>(Source: Active Live 2017)</i></p>			
<p>Men play more sport than women, and participation declines with age</p>			
<p>Participation rates show that males and females do not differ significantly in regards to 1 x 30 minutes attainment with 36.2% of males and 31.7% of females undertaking 30 minutes of sport at moderate intensity at least once a week.</p>			
<p>Many barriers exist to</p>			

<p>participation including practical (child care, lack of time, etc), Personal Barriers (Body image, clothing, equipment, etc) and Social and Cultural Barriers (male-dominated culture of sport, attitudes and prejudices, etc)</p>			
<p>Move More Derby identifies sex as a key determinant and influencing factor for levels of physical activity.</p>			
<p>Move More Derby is informed and underpinned by 4 guiding principles for all priorities and actions to be developed and implemented including:</p> <p>Person centred</p> <p>We need to understand and respond to how people organise their lives and help the physical activity sector to be more welcoming and inclusive, especially for the least active groups currently under-represented in terms of their engagement</p> <p>Inclusivity</p> <p>In aiming to reduce inequalities the intention is for actions to be</p>			

universal, but with a scale and intensity that is proportionate to the level of disadvantage.			
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Sexual orientation

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Inactive</p> <ul style="list-style-type: none"> • Hetroosexual or straight – 30.3% • Gay or lesbian • Bisexual • Other <p>Fairly Active</p> <ul style="list-style-type: none"> • Hetroosexual or straight – 14.8% • Gay or lesbian • Bisexual • Other <p>Active</p> <ul style="list-style-type: none"> • Hetroosexual or straight – 54.9% • Gay or lesbian • Bisexual • Other <p><i>(Source: Active Live 2017)</i></p>			
<p>55% of LGBT men were not active enough to maintain good health compared to 33% of men in the general population</p> <p>56% of LGBT women were not active enough to maintain good health compared to 45% of women in the general population</p> <p><i>(Source:</i></p>			

https://www.sportengland.org/media/3716/so-summary-final1.pdf			
<p>Move More Derby identifies sex as a key determinant and influencing factors for levels of physical activity and thus sexual orientation is similarly a influencing factor.</p>			
<p>Move More Derby is informed and underpinned by 4 guiding principles for all priorities and actions to be developed and implemented including:</p> <p>Person centred</p> <p>We need to understand and respond to how people organise their lives and help the physical activity sector to be more welcoming and inclusive, especially for the least active groups currently under-represented in terms of their engagement</p> <p>Inclusivity</p> <p>In aiming to reduce inequalities the intention is for actions to be universal, but with a scale and intensity that is proportionate to the level of disadvantage.</p>			

Important - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?

One of the primary objectives of the Move More Derby is to reduce inequalities in participation / activity levels between different groups and communities, including protected characteristics.

To support the delivery of the strategy, specific action plans are to be developed outlining key activities to be delivered to achieve the strategy. The development of the action plans will incorporate the views and experiences of those experiencing inequalities in physical activity, sport, health and wellbeing, including those with protected characteristics.

We are intending to continue to update the Physical Activity Needs Assessment and conduct more specific assessments where gaps in knowledge are identified. This will be an on-going process.

Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

Outcome 1		No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2	✓	Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the policy despite potential for negative impact or missed opportunities to advance equality identified.

		<p>You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:</p> <ul style="list-style-type: none"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

Outcome 2

Why did you come to this decision?

- | |
|--|
| <ul style="list-style-type: none"> • The panel felt the nature of the Strategy and its content, that in itself it could not impact negatively on any specific groups. • Some concerns, however, were expressed about how we support people to understand what counts as physical activity and about being inclusive in the examples of being physically active we present. • It was raised by the panel that the implementation plans to be developed in relation to the Strategy should consider the protected characteristics and the guiding principles set out in Move More Derby to be applied. It is therefore recommended that an EIA is carried out on the implementation plan once developed |
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If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

Step 4 – equality action plan – setting targets and monitoring

8 Fill in this table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.

Equality Action Plan –setting targets and monitoring

Age

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
<p>Marketing and communications.</p> <p>Consideration needs to be given to how messages about physical activity and opportunities available are promoted across different age groups and the channels used.</p> <p>Marketing and communications is a central function of all priorities and therefore will be considered in the development of life-course action plans.</p>	<p>Clearer understanding about what people can do and what counts as physical activity.</p> <p>Ensure that activity proposed and delivered to achieve the strategy impact positively on increasing activity levels with no negative consequences to this group</p>	<p>Move More Derby Partnership (Owen Swift)</p>	<p>To be reported through the annual Move More Derby report and public understanding and awareness of physical activity</p>

Disability

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Develop local insight of disability participation to inform positive action(s)	Develop insight and the evidence base for this protected characteristic. Ensure that activity proposed and delivered to achieve the strategy impact positively on increasing activity levels with no negative consequences to this group	Move More Derby Partnership (Owen Swift)	Active Lives data

Gender identity

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Develop local data and insight into levels of participation and access to opportunities by liaising with Derbyshire LGBT+ to review any existing data and/or gaps.	Develop insight and the evidence base for this characteristic. Ensure that activity proposed and delivered to achieve the strategy impact positively on increasing activity levels with no negative	Move More Derby Partnership (Owen Swift)	

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
	consequences to this group		

Marriage and Civil Partnership

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
<p>No specific equality issues identified in relation to this characteristic.</p> <p>Develop implementation plan(s) associated with the strategy and conduct an EIA on the plan</p>	<p>Ensure that activity proposed and delivered to achieve the strategy impact positively on increasing activity levels with no negative consequences to this group</p>	<p>Move More Derby Partnership (Owen Swift)</p>	

Pregnancy and maternity

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
<p>No specific equality issues identified in relation to this characteristic.</p> <p>Develop implementation plan(s) associated with the strategy and conduct</p>	<p>Ensure that activity proposed and delivered to achieve the strategy impact positively on increasing activity</p>	<p>Move More Derby Partnership (Owen Swift)</p>	

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
an EIA on the plan	levels with no negative consequences to this group		

Race

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
No specific equality issues identified in relation to this characteristic. Develop implementation plan(s) associated with the strategy and conduct an EIA on the plan	Ensure that activity proposed and delivered to achieve the strategy impact positively on increasing activity levels with no negative consequences to this group	Move More Derby Partnership (Owen Swift)	

Religion or belief or none

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
No specific equality issues identified in relation to this characteristic. Develop implementation plan(s) associated with	Ensure that activity proposed and delivered to achieve the strategy impact	Move More Derby Partnership (Owen Swift)	

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
the strategy and conduct an EIA on the plan	positively on increasing activity levels with no negative consequences to this group		

Sex

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
No specific equality issues identified in relation to this characteristic. Develop implementation plan(s) associated with the strategy and conduct an EIA on the plan	Ensure that activity proposed and delivered to achieve the strategy impact positively on increasing activity levels with no negative consequences to this group	Move More Derby Partnership (Owen Swift)	

Sexual orientation

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
No specific equality issues identified in relation to this characteristic.	Ensure that activity proposed and delivered to	Move More Derby Partnership	

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Develop implementation plan(s) associated with the strategy and conduct an EIA on the plan	achieve the strategy impact positively on increasing activity levels with no negative consequences to this group	(Owen Swift)	

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 643722
Minicom: 01332 640666

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt: **01332 643722** Tel. tekstowy: 01332 640666

Punjabi

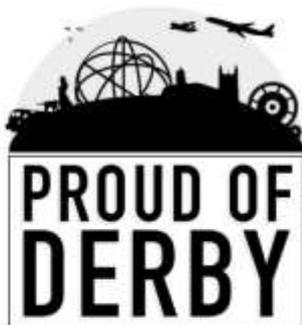
ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ **01332 643722** ਮਿਨੀਕਮ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: 01332 643722 Minicom 01332 640666

Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **01332 643722** منی کام 01332 640666 پر ہم سے رابطہ کریں۔



Derby City Council