

EQUALITY IMPACT ASSESSMENT

Draft Culture, Leisure & Sport Strategy 2016-2021

Equality Impact Assessment

This form will assist in carrying out an equality impact assessment of new, revised and existing policies and practices. Guidance on how to complete assessments is given in the Council's **Equality Impact Assessment Toolkit**. The form is mandatory and must be published on the Council website once the policy or practice has been approved.

Section 1 - Details

1.1 Service/Department/Team

Development and Regeneration,
Land Planning Policy

1.2 Name of Policy or Practice being assessed:

A Culture, Leisure & Sport Strategy for East Dunbartonshire 2016-2021

1.3 Is this a new or existing policy?

New	<input checked="" type="checkbox"/>	Existing	<input type="checkbox"/>
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(Please tick)

1.4 List of participants in Equality Impact Assessment Process

Stewart McNally (Policy Planner)
Alex Laidler (Customer Engagement and Performance Officer)
Mark Grant (EDLCT – General Manager)
Alison Laurence (Team Leader – Land Planning Policy Team)

1.5 Manager responsible for impact assessment

Name: Heather Holland

Job Title: Land Planning & Development Manager

1.6 Timetable

Date assessment started: (dd/mm/yyyy)

16/03/2015

Completion date: (dd/mm/yyyy)

17/08/2015 – Final Report Deadline for D&R Committee on 25th August 2015.

Section 2 – Aim and Relevance

2.1. What is the purpose of the policy or practice?

The Draft Culture, Leisure and Sport Strategy sets out an overarching framework which will shape the direction of leisure, physical activity and cultural provision across East Dunbartonshire over the next five years. The strategy will provide a link between national outcomes/ objectives and the more day to day activities of delivering, and participating within, culture, leisure and sport. The strategy will ensure a more co-ordinated partnership approach between providers of culture, leisure and sport, and will make a significant contribution to delivering the outcomes within the SOA.

2.2. What are the anticipated outcomes?

The strategy has four main overarching objectives:

1. Increasing Participation in CLS for All
2. Improving Physical/ Mental Health and Well-being through CLS
3. Developing People (fostering skills and talent for professionals, volunteers, groups and individual participants regardless of ability)
4. Maintaining the Quality of Our Existing CLS Offer & Maximising Opportunities

The objectives will be realised through a series actions that have been arranged into four themes:

1. People and Partnership
2. Assets and Facilities
3. Access and Services
4. Communication and Promotion

2.3. Who is affected by the policy or practice as an internal or external service user?

This strategy is intended for everyone who lives, works, visits or volunteers in East Dunbartonshire. The strategy is for all who participate in cultural, leisure and sporting activity and those who provide it. However, it also seeks to encourage people who do not yet participate in culture, leisure and sport to become involved and therefore is

very much intended for those who do not participate as well as those that do.

2.4. Please indicate the equality groups likely to be affected by the policy:

As above the strategy is intended for everyone who lives, works, visits or volunteers in East Dunbartonshire therefore all groups will be affected.

2.5 Which aspects of the policy eliminate unlawful discrimination, harassment and victimisation?

As the strategy is ultimately about increasing participation in CLS and improving health and well-being to improve quality of life for all, the strategy as a whole will contribute generally towards eliminating unlawful discrimination, harassment and victimisation.

2.6 Which aspects of the policy advance equality of opportunity between people which share a relevant protected characteristic and those who do not?

The strategy aims to increase participation and improve health for all through culture, leisure and sport and in doing so the strategy as a whole will contribute towards advancing equality of opportunity.

Specific actions which will advance equality of opportunity are :

1F) Targeted Measures for Under Participation – This action seeks to continue, enhance and extend programmes for groups with lower than average participation levels in CLS, linking where appropriate with the ‘Place Approach’ and including, but not restricted to:

- People living in the most deprived neighbourhoods
- Older persons at risk of isolation
- Young women and girls (particularly for sport)
- Diversionary activities for vulnerable young persons
- Disabled persons

The action also requires the structure and delivery methods of these measures to be reviewed to ensure that they are reaching under-represented groups effectively and that intergenerational and intercultural activity is encouraged where possible.

3B-D) Cultural/ Physical & Outdoors Education – These actions will cumulatively improve access to culture, leisure and sport for children and young people.

3F) EDLC Concession Scheme – Improving EDLC ‘Passport to Leisure’ to include culture and arts as well as physical activity will help improve access to related activities for eligible persons (aged 60 years and over, full time students, carers and individuals/ families receiving certain benefits).

3G) Provision in Main Villages – The action on improving access to CLS in the main villages is intended to reduce disadvantage for those living outside of the main urban centres and reasonably address the imbalance of CLS offer in the villages when compared to the towns. For example this would increase improve accessibility for people with limited mobility and/ or older people who may not be able to travel to the urban centres as readily as others.

2.7 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not?

Encouraging people to participate in culture, leisure and sport regardless of background, income, ethnic minority, disability, age, gender etc. will help contribute towards social inclusion and cohesion. Particularly Action 1F, see above.

2.8 Which equality groups and communities have been involved in the development of the policy?

From June to October 2014 there was a series of 'early' engagement activities conducted with stakeholders to help inform and shape the direction and development of the strategy. The engagement activities included workshops, pop-up sessions, an on-line survey, school sessions and was widely publicised through various different methods, see Report of Engagement for further information.

The particular involvement of protected groups during the early engagement included:

- An older persons pop-up session at the Lennoxtown Chatty Club
- Five Active Schools workshops with high school age young people
- Contacting the following groups to advise of the engagement and invite comments: East Dunbartonshire Visually Impaired Persons Forum, ENABLE Scotland and Generations Working Together- East Dunbartonshire Local Network

2.9 Are there any other groups to be consulted?

A public consultation on this draft version of the strategy will include engagement with the following:

- Equalities Engagement Group
- Younger Persons- Follow up sessions through the Active Schools programme

Section 3 – Collecting Information

3.1. What evidence is available about the needs of relevant groups?

Source of Evidence

Demographic data, including Census	<ul style="list-style-type: none"> - 2011 Census information - East Dunbartonshire Area Profile - Scottish Household Survey - Scottish Index of Multiple Deprivation - East Dunbartonshire Active Schools Review 2014
Research	The 'Where We Are Now' document to be published alongside the draft strategy presents a review of the current position with regards to CLS in East Dunbartonshire as an evidence base for influencing the development and direction of the strategy. The document includes information on protected groups where relevant.
Consultation & survey reports	The 'Report of Engagement' to be published alongside the draft strategy provides a comprehensive review of all comments and feedback received during the early engagement phase. The Report includes a brief summary of how the engagement has influenced the development of the strategy.
Equality Monitoring Data	Not applicable
Inspection & audit reports	Not applicable
Service user feedback & complaints	Anecdotal evidence of service user feedback and complaints has been fed into the development of the strategy from EDLCT staff in particular.
Ombudsman reports & case law	Not applicable
Officer knowledge & experience	The strategy has been prepared by the Land Planning Policy team in partnership with EDLC Trust and incorporating knowledge, experience and ideas from: <ul style="list-style-type: none"> - National bodies such as sportscotland and Creative Scotland, - Local Umbrella Groups such as EDVA and ED Tourism Partnership; and - Other Council Teams/ Officers representing Education, Strategic Planning and Place, Economic Development, Access and Mugdock Country Park

3.2. Are there any gaps in evidence?

None identified.

Section 4 – Impacts

4.1. Could the proposed policy or practice have an impact on any of the following protected characteristics?

Protected Characteristic	Yes	No	Please explain
Age (Older people, children and young people)	X		(Positive) The targeted measures for groups with lower than average participation rates in CLS and the review of 'Passport to Leisure' to include the arts as well as physical activity will have a positive impact upon older people. (Positive) Various action points within the strategy will have a positive impact upon children and young people.
Disability	X		(Positive) Continuation of, and improvements to, the 'Live Active' referral scheme is intended increase participation in CLS for disabled and inactive persons. (Positive) The targeted measures for groups with lower than average participation rates in CLS and the review of 'Passport to Leisure' to include the arts as well as physical activity will likely impact positively upon disabled persons.
Gender reassignment (Where a person is living as the opposite gender to their birth)		X	No specific impacts identified.
Pregnancy and Maternity		X	No specific impacts identified.
Race, ethnicity, colour, nationality or national origins (including Gypsy/ Travellers, refugees, asylum seekers)		X	(Potential Negative) The strategy does not contain any specific actions that seek to advance inequality in terms of access to CLS for this group (See Section 5).
Religion or belief (including non-belief)		X	No specific impacts identified.
Sex/Gender	X		(Positive) The strategy aims to have a positive impact upon gender imbalances particularly with regards to participation in sport by young women.

Sexual Orientation		X	No specific impacts identified.
Other (Poverty, homelessness, ex offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership)	X		<p>(Positive) The targeted measures for groups with lower than average participation rates in CLS are likely to have a positive impact upon persons living in poverty, and also potentially ex-offenders and homeless persons.</p> <p>(Positive) The action on improving access to CLS in the main villages is intended to reduce disadvantage for those living outside of the main urban centres and reasonably address the imbalance of CLS offer in the villages when compared to the towns.</p> <p>(Positive) The review of 'Passport to Leisure' to include the arts as well as physical activity will potentially have a positive impact upon persons living in poverty and carers.</p>

Section 5 – Assessment

5.1. Is there any evidence that the policy:

- may result in less favourable treatment for particular groups?
- may give rise to direct or indirect discrimination?
- may give rise to unlawful harassment or victimisation?

Yes	No	X	No Evidence
If yes, give details			
<p>The strategy does not contain any specific actions that seek to advance inequality in terms of access to CLS on the basis of race, ethnicity, colour, nationality or national origins. During the engagement, analysis and research undertaken as part of the preparation of the strategy access to CLS for this group was not identified as a particular issue locally and given the relative low numbers concerned in East Dunbartonshire it was unclear how such an action or intervention would be workable in this area.</p>			

5.2. If you have identified a negative impact, how will you modify this?

Trust and Council documents and forms related to culture, leisure and sport can be translated into other languages where required. Additionally, the Trust has procedures in place to secure the services of a translator (beyond the translation of written documents/ forms) where the need to do so arises. This would allow anyone with no or limited English to access any of the activities and services provided by the

Trust.

5.3. Is the policy or practice intended to promote equality by permitting positive action or action to remove or minimise disadvantage?

Yes	X	No	
If yes, please give details			
<p>The Strategy as a whole is intended to promote equal access to culture, leisure and sport. Three of Four Objectives of the strategy; <i>Increasing Participation, Improving Health and Well-being</i> and <i>Developing People</i>, will directly promote positive action to minimise disadvantage (with the 4th objective <i>Maintaining Quality and Maximising Opportunities</i> being vital in ensuring that the first 3 can be met).</p>			

Section 6 – Consultation & Recommendations

6.1. Describe the consultation undertaken with equality groups, including details of the groups involved and the methods used.

From June to October 2014 there was a series of 'early' engagement activities conducted with stakeholders to help inform and shape the direction and development of the strategy. The engagement activities included workshops, pop-up sessions, an on-line survey and school sessions, and was widely publicised through various different methods including posters, leaflets, word of mouth (EDLC Staff), local press, social media and by email to known groups, see Report of Engagement for further information.

Activities that were particularly aimed at equality groups include:

Older People- A 'pop-up' style session was held at the Lennoxton School of Music with the Lennoxton Chatty Club. The session lasted approximately half an hour and included a very short presentation on the strategy followed by group discussions on what is good and bad about CLS in East Dunbartonshire, and how we could make this better. Attendees at the session included older people who live: completely independently, in sheltered accommodation and in a care home.

Children/ Younger People- Workshops were delivered by the Active School Co-ordinators for five high schools within the area. Each session lasted approximately one hour and saw the groups work through a series of questions about CLS in their area and included some map based work (see Report of Engagement).

Further consultation will be undertaken to seek comments from stakeholders on the draft strategy.

Section 7 - Outcome of Assessment

7.1. Please detail the outcome of the assessment:

No major change	
Adjust the policy	
Continue the policy	X
Stop and remove the policy	

7.2. Please detail recommendations, including any action required to address negative impacts identified

The Strategy will include information for those who do not have English as their first language as to how to obtain a copy of the Strategy in their language.

Section 8 – Monitoring

8.1. Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved.

- Establishment of Implementation Group consisting of all partners/ lead partners with specific actions in the Action Programme
- 6 Monthly Progress Updates provided by all partners in the Implementation Group using a Pro Forma template, which will include a section for reporting on equality considerations.
- 6 Monthly Progress Reports compiling the completed Pro Forma templates circulated round Implementation Group to provide interim updates
- Annual Implementation Group Meetings
- Bi-Annual reporting of progress across the strategy to EDC Development & Regeneration Committee, EDLC Trust Board & Community Planning Partnership Board (in supplement to standard reporting for individual projects and operations)

8.2. Describe how you will publish the results of monitoring arrangements?

Monitoring results will be published annually on the Council and Trust websites following the Annual Implementation Group meeting.

8.3. When is the policy or practice due to be reviewed?

It is anticipated that the Strategy will be reviewed/ replaced 5 years after formal adoption (2021).

8.4. Director who has approved impact assessment

Please insert name and title of the Director who has approved this assessment	
Name:	Thomas Glen
Title:	Director of Development & Regeneration
Date:	25 August 2015

Section 9 – Publication

9.1 All Equality Impact Assessments must be published on the Council website.

Useful Guidance

Equality and Human Rights Commission: Assessing impact and the public sector duty: A guide for public authorities (Scotland) (2012)

<http://www.equalityhumanrights.com>