

Equality Analysis Report

Title of activity / Budget Proposal title and number Deletion to service: Stop delivering sports events & physical activity programmes for Adults - £7,000 (ESC/L)	Committee meeting (decision maker) and date Service Modernisation Revenue Budget Planning 2016/17 Considered by the Executive on 20th January 2016
Service area Environment & Sustainable Communities Leisure Management and Sports Development	Lead officer Craig Austin – Assistant Director (ESC)
Approved by Craig Austin <i>CSAustin</i>	Date of approval 06/01/16
Description of activity: As part of the 2016/17 budget options this proposal is stop the current organisation and delivery of sports events and to stop the annual rolling programme of physical activity courses for adults in their current format to achieve savings of £7000 from the Leisure & Sports Development Service budget.	
Adult activity courses These structured courses are aimed at offering adults the opportunity to try (or get back into) physical activity in a relaxed, informal environment with other similar minded people. The sessions help increase confidence and participants are offered ways in which they can continue with activity after the courses finish. Sessions are run at a range of local venues (including Council Leisure facilities) across the Borough and are based in both rural and urban areas. The current format offers sessions for 30-55 year olds (Re-Active8) and 50+ year olds (Re-Active8 Gold). Courses are run at a subsidised rate to make them accessible to all section of the community. The current adult coaching courses are run over three terms during the year (Jan-March, May-June and October-November) Each set of courses (around 15 different activities for each age range) takes place over 8 weeks and adults are required to book and pay for their courses in advance. (The courses are also used by local medical practices as a route to refer patients onto the GP referral scheme and will offer a provision to the various weight management initiatives). The course aims/outcomes of ongoing increased participation in physical activity, weight loss and health improvements are measured and data from course monitoring reports show that there have been increases of over 80% in active participation as a result of attending courses.	
Sports Events	

There are an existing range of annual sports/physical activity events that take place during the year. The events offer all members of the community the chance to either try or learn about a variety of opportunities available in the Borough with the aim of increasing participation in regular physical activity. (The increase in physical activity and all the associated benefits to an individual and society are all well documented and recognised). The sports events include:

- **Junior Triathlons** run twice a year and attract around 200, 5 – 16 year olds to a swim/run event at Robinson Pool. The participants pay in advance and take part in a structured event that offers an opportunity to try a new activity. Many participants use it as first step into the sport and schools help encourage students to be involved
- **“No Frills” Triathlons** run three times a year and are aimed at attracting adults into the sport in a basic, simple to register event. Participants pay in advance and the event is supported by the National Governing body and local club
- **Sports Awards** take place in December each year and help to recognise the many sports people/clubs/coaches that support local sport. It is held in the Corn Exchange and attracts around 300 guests. The event is sponsored and guests/nominees attend the event for free. The nominees come from a range of sports/ages/community groups and the evening celebrates the success and hard work of local people in sport
- **Women & Girls Festival takes** place annually at the Bunyan Centre and is a free event that helps showcase the range of sports and activities on offer both within the facility and at other local clubs.
- **Dance Festival** is an opportunity to attract local dance groups/classes to promote their various activities to participants who may not normally take part in sport/physical activity. The event takes place either in the Corn Exchange or on an outdoor stage in the town centre (The event did not take place in 2015)

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
6. The activity sets out proposals for changes to services, policies etc. and / or affects how services are delivered.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	Main Groups affected Service Users / Employees (local coaches) Stakeholders Public Health / Local community facilities /Local Sports Clubs/Mental health support/Hospitals/GP surgeries Other beneficiaries Public Health spending/Families/community groups/schools
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<p>Which particular protected equality groups are likely / will be affected?</p>	<p>Adult Activity courses Age: All sessions are for adults either 30-55years or 55+ years Sex (women and girls) Disability: Socio Economic Disadvantage: There is a wide spread of participants across MK40/41/42/43/44. (10% of participants in Nov 2014 came from MK43 postcodes which are among the top Index of Multiple Deprivation wards - Cauldwell, Kingsbrook, Shortstown, Elstow, Harrowden and Kempston)</p> <p>Sports Events The events cater for a wide variety of the community. A lot of the events are open to all of the community and specific data is not collected for these. Dance Festival–The majority of those attending were female Women & Girls Festival – The majority attending were female Sports Awards – The awards help to recognise disability sport and there is a specific award category for sports people with a disability</p>
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Evidence, data, information and consultation

<p>What evidence have you used to analyse the effects on equality?</p>	<p>Adult Activity Courses 1. November 2014 Re-Active8/Gold Participant data report (participant data and engagement). Data is collected at the point of registration from all participants that provide medical information, levels of activity, postcodes and ages. 2. June 2011 (Sports Programmes/events consultation). Identifies outcomes/long term effects of participation in sports development activities; asks participants about the various benefits to them of taking part in activity, suggestions for future courses, current involvement in physical activity. 3. July 2011 – Customer feedback report from participants on all courses 4. December 2015 - Bedford BC public consultation process on budget proposals 5. Sport England Active People Survey (9) – Provides information on overall participation levels within key groups in the Borough 6.. Active People Survey (Sports England) Annual Survey 2014/15 7. New Government sports strategy to increase activity levels and sports participation, <i>Sporting</i></p>
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	<p><i>Future: A New Strategy for an Active Nation</i></p> <p>8. Bedford Borough Sustainable Community Strategy 2009 – 2021 consultation - various community networks identified a number of priorities for adult health</p> <p>Sports Events</p> <ol style="list-style-type: none"> 1. 2011 consultation report on outcomes/long term effects asks participants about the various benefits to them of taking part in activity, suggestions for future courses, current involvement in physical activity. 2. October 2012 – Dance Festival feedback and data report 3. December 2015 - Bedford BC public consultation process on budget proposals 4. Sport England Active People Survey (9) – Provides information on overall participation levels within key groups in the Borough 5. Active People Survey (Sports England) Annual Survey 2014/15 6. New Government sports strategy to increase activity levels and sports participation, Sporting Future: A New Strategy for an Active Nation 7. Bedford Borough Sustainable Community Strategy 2009 – 2021 consultation - various community networks identified a number of priorities for adult health
<p>What consultation did you carry out with protected equality groups to identify your activity's effect on equality?</p>	<p>A public consultation, which covered both adult activity courses and sports events was held between 19th October 2015 and 11th December 2015.</p> <p><u>Consultation methodology</u></p> <p>All previous participants on the Sports Development electronic mailing list were contacted via email with details about the public consultation process.</p> <p>All current participants were provided with hard copy letters or emails with detail of the public consultation process.</p> <p><u>Consultation findings</u></p> <p>There were 113 responses via the council on line public consultation process (shown in Table A below) and an additional 19 emails commenting on the proposals (shown in Table B below) that were received outside of the online process. A total of 132 responses</p> <p>The consultation process demonstrates the value of activity courses to older people with 29 of the</p>

132 responses highlighting the value of activities to this group.. *“As I have several health issues, your adult activity programme enabled me to improve my health, have fun and meet new people. With very limited income: your programmes were good value. Many senior citizens will notice a huge gap in their lives” (Response 21 from on line consultation)*

The participation data (taken at the point of registration) tells us that the majority of those attending the adult courses **are female** so the impact on this group will be more significant. There are three specific comments from the consultation process (from women) *“I am particularly keen to see opportunities for women and girls to be involved in sport - I am only too aware of how easy it is for women and girls to be discouraged from taking part. For some people, the Council run schemes are their only opportunity to access physical activity” (Response 33 from on line consultation)*

The 2015 public consultation included contact with various local stakeholders and responses were received from Bedfordshire Police, The University of Bedfordshire and the Community Sport Network (Sport Bedford)

Table A:

To what extent do you agree or disagree with this proposal?

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know / no opinion
8	4	7	11	83	0

	<p><u>Table B:</u></p> <table> <tr> <td>Number of responses</td><td>19</td></tr> <tr> <td>Positive</td><td>0</td></tr> <tr> <td>Disagreeing</td><td>19</td></tr> <tr> <td>Individuals</td><td>17</td></tr> <tr> <td>Organisations</td><td>2</td></tr> </table> <p>Sport Bedford University of Bedfordshire</p>	Number of responses	19	Positive	0	Disagreeing	19	Individuals	17	Organisations	2
Number of responses	19										
Positive	0										
Disagreeing	19										
Individuals	17										
Organisations	2										
<p>What does this evidence tell you about the different protected groups?</p>	<p>Adult Activity Courses</p> <p>Age:</p> <ul style="list-style-type: none"> • In September 2016 over 70% of the total participants were aged over 50 years and nearly 50% of the overall total were 60 years or over. • 60% of the Re-Active8 Gold participants were aged over 61 in the November 2014 sessions. • Participants report that the courses help them make new friends (40%) and improve confidence (29%) with 49% reporting an increase in fitness levels (2011 consultation report) The Bedford Borough Sustainable Community Strategy 2009 – 2021 highlights the fact that death rates from cancer, stroke and heart disease (all conditions that can be reduced by exercise) in the Borough have not shown the same reduction as across England generally. It also notes that one of the biggest risk factors to adult health is obesity caused by lack of exercise and that one in four adults are clinically obese. It finds that the ability to participate in activities will contribute to the health and wellbeing of older people <p>Sex:</p> <ul style="list-style-type: none"> • The Re-Active8 sessions are for both men and women participants but the majority, 65% (based on 2014 data analysis) are women and 35% are men. • The November 2015 adult activity courses had 375 different people registered and of these 97 were male. • Data from the Active People Survey 2014/15 indicates that although female participation in sport 										

	<p>Bedford is increasing it still is only just over half of male participation rates (APS data 2014/15)</p> <p>Disability:</p> <ul style="list-style-type: none"> • Over 33% of those participating in the Re-Active8 gold courses (November 2014 report) were suffering from medical issues that restricted their day to day life (the most common condition was high blood pressure) • Data (2011 programme report) shows participation in the courses has encouraged 96% of the participants to lead a healthier lifestyle. • The medical conditions reported from participants (November 2014 report) show that participating adults in the Re-Active8 Gold programmes had a range of conditions (a number of these bought on by a lack of physical activity). • Data on “Physical activity benefits for adults and older adults” states that physical activity reduces “chances of: <ul style="list-style-type: none"> • Type II Diabetes by 40% • Cardiovascular Disease by 35% • Falls, Depression and Dementia by 30% • Joint and Back Pain by 25% • Cancers (Colon and Breast) by 20%.” <p>Socio Economic Disadvantage:</p> <ul style="list-style-type: none"> • The Bedford Borough Sustainable Community Strategy 2009 – 2021 notes that there are significant health inequalities across the Borough depending on sex, income and ethnicity. Life expectancy is eight years lower in Harpur Ward than in Bromham Ward. <p>Sports Events (As above)</p> <p>Age:</p> <ul style="list-style-type: none"> • The Junior Triathlon is aimed at children and young people aged 5-16 years • The 2011 consultation report noted that 79% of parents/carers reported their child increasing their participation in sport or physical activity after attending sport development activities <p>Sex:</p>
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	<ul style="list-style-type: none"> • The Women & Girls festival is predominantly attended by female participants. Although the event is open to all members of the community with an interest in supporting sport and physical activity for females (local networks/family members) • Although data is not collected at each event, the majority of those attending the Dance Festival are women and girls. <p>Other:</p> <p>The new (published 17th December 2015) Government Strategy <i>“Sporting Futures: A New Strategy for an Active Nation”</i> has been developed following a nationwide consultation with a wide range of networks, organisations and individuals. The strategy will shape and guide the development of sport and funding over the next few years. The document highlights in Section 4 that <i>“Councils also have an important leadership role to play, bringing schools, voluntary sports clubs, National Governing Bodies of sport (NGBs), health and the private sector together to forge partnerships, unblock barriers to participation and improve the local sport delivery system. So local authorities have, and will continue to have, an absolute crucial role to play in delivering sport and physical activity opportunities.”</i> It goes on to add <i>“.....many councils have taken the opportunity to integrate physical activity into public health policy as part of a wider shift from a system that treats ill-health to one that promotes wellbeing. In many areas, local Health and Wellbeing Strategies have highlighted physical inactivity as an issue that needs to be tackled and agreed approaches to tackling it.”</i></p> <p>The new strategy also notes that Sport England's remit will change <i>“from investing in sport for those aged 14 and over to supporting people from 5 years old right through to pensioners, in a bid to create a more active nation.”</i></p>
<p>What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?</p>	<p>None.</p>

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age		<p>Adult Activity Data from the Active People Survey 2014/15 identifies a difference in Borough participation rates between ages, with older age ranges (50+) having lower participation rates in comparison to younger age profiles, The Re-Active8 and Re-Activate Gold provide specific activity for older people helps offer opportunities for participation and increase regular activity.</p> <p>Events The range of events offers opportunities to all members of the community to increase participation, with particular opportunities for young people.</p>	<p>The courses offer the opportunity for participants from a range of different backgrounds to socialise and participate together. The data available demonstrates that individuals with different disabilities and from different wards in the borough can develop good relationships. <i>“The chance to meet up with different groups of people from varying demographics allows a much closer interaction and bonding that is lacking in today's individualistic society. The council also fulfils an obligation to promote social wellbeing and cultural integrity” (Response 62 from on line consultation process)</i></p>
Disability		<p>Adult Activity The benefit of physical activity to adults is well documented and regular participation can reduce the likelihood of a range of health related problems. Data (2011 programme report) shows participation in the courses has encouraged 96% of the participants to lead a more healthy lifestyle.</p>	

		Events The range of events offers opportunities to all members of the community, with a particular opportunity to celebrate achievements by people with disabilities at the Sports Awards.	
Gender reassignment			
Pregnancy and maternity			
Race			
Religion or belief			
Sex		Adult Activity Data from the Active People Survey 2014/15 identifies participation rates in physical activity are significantly less in females than males (APS 2014/15).The courses are popular with females and provide a structured opportunity for increased participation for women and girls.	
Sexual orientation			
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?
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	Positive impact	Negative impact	No impact	Explanation
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current format of courses offer sessions for 30-55 year olds (Re-Active8) and 50+ year olds (Re-Active8 Gold) In September 2016 over 70% of the total participants were aged over 50 years and nearly 50% of the overall total were 60 years or over.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Many of the participants have medical conditions that are declared on registration. A lot of the conditions are ones that have been identified as being improved through regular exercise. National data also shows that participation in physical activity can reduce the chances of being affected by a range of conditions. Data on "Physical activity benefits for adults and older adults" (UK Chief Medical Officers' Guidelines 2011. Start Active, Stay Active: http://bit.ly/startactive) states that physical activity reduces "chances of:</p> <ul style="list-style-type: none"> • Type II Diabetes by 40% • Cardiovascular Disease by 35% • Falls, Depression and Dementia by 30% • Joint and Back Pain by 25% • Cancers (Colon and Breast) by 20%."
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The November 2015 adult activity courses had 375 different people registered and of these 97 were male. The sessions are more popular with females and a reduction in the availability of sessions would have a more negative effect on women. The Women & Girls festival is aimed at encouraging females to take part in more physical activity and is attended by over 80% women and girls. The dance festival also offers all members of the community the opportunity to learn

				more about a range of different opportunities to participate in physical activity through various dance classes. Although the festival is open to all it attracts a majority of females.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	
Other relevant groups	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	N/A.
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	N/A.

Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact	Adult Courses Assess the possibilities for a reformat of the existing structure of courses so that fewer courses are run annually.	Sports Development	Spring 2016	To continue the provision of the Re-Active8 and Re-Active8 Gold activities through a revised programme

	<p>Investigate the options for a change in pricing format</p> <p>Investigate the possibilities for external funding to continue a provision of adult courses</p> <p>Promote the availability of alternative courses delivered by other providers (if available) via Social Media and direct emails to previous participants</p> <p>Events Liaise with Fusion to support them in the delivery of events at local facilities</p> <p>Investigate further possibilities of sponsorship and increased charging to support key events</p>			To continue the provision of some events and activities, and also achieve the intended outcome of £7000 budget savings by increasing prices of activities.
Actions to increase positive impact				
Actions to develop equality evidence, information and data	Consultation with existing users for reformatting and costing feedback			
Actions to improve equality in procurement / commissioning				

Other relevant actions				
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Recommendation

No major change required	<input type="checkbox"/>	
Adjustments required	<input checked="" type="checkbox"/>	<p>The proposal is to stop the organisation and delivery of events and to stop the current programme of Adult activities in the current format. This would have a negative equality effect on older people, particularly those aged over 50 years, younger people (5 – 16 years) people with disabilities and women and girls.</p> <p>Based on the consultation results, to lessen the identified negative impact, it is proposed that the Leisure & Sports Development team:</p> <ul style="list-style-type: none"> • Continue with a reduced provision of the Re-Active8 and Re-Active8 Gold activities by developing a revised programme of Adult activities delivered by partnership working. • Seek to finance sufficient funds to deliver events and adult activities and achieve the budget saving through a range of alternative finance options including, increasing fees, securing sponsorship and securing funding.
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

<p>In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.</p> <p>The equality analysis is based on the public consultation, service data and national consultation</p>

There were 113 responses via the council on line public consultation process (shown in Table A) and an additional 19 emails commenting on the proposals (shown in Table B) that were received outside of the online process. A total of 132 responses. Feedback and monitoring reports from participants together with National research and local strategic documents.

Adult Activity Courses

Stopping the delivery of the annual coaching courses for adults (Re-Active8/Gold) will have a negative effect on **adults and older people's** participation in physical activity. The participation data shows that the courses attract people from across the Borough (15% of participants in the September 2015 Re-Active8 Gold came from MK43 postcodes which are among the **top IMD wards** of Cauldwell, Kingsbrook, Shortstown, Elstow, Harrowden and Kempston) The majority of those attending the sessions are **female**. The Adult "Re-Active8" courses offer older people the opportunity to participate in new activities. The feedback from monitoring reports and public consultation indicates that these sessions are valued as a way of helping maintain activity in older people and reducing a range of potential medical conditions. The consultation responses indicate there is a willingness from respondents to pay more for courses in order to maintain some form of service.

Sports Events

Stopping the delivery of events would have a negative effect on **Women & Girls, people with disabilities, Older people and younger people**. Consultation indicates that some respondents would be happy to pay more for the events. Some respondents have highlighted the possibility of attracting sponsorship to help fund a continuation of events.

Monitoring and review

Monitoring and review	Review date
<ul style="list-style-type: none"> Participation levels following increase of fees, particularly amongst older people, young people, people with disabilities and women and girls. <p>Adult Courses</p> <ul style="list-style-type: none"> Participation data will continue to be gathered on all participants (Ethnicity/postcode/age/disability) Current exercise levels will be recorded so that a change in behaviour (increase in activity) as a 	

<p>result of attending can be monitored</p> <ul style="list-style-type: none"> • Feedback reports after sessions will be compiled to assess outcomes for all individuals • Engagement with stakeholders (Public Health) will continue to join up activities with other local initiatives (GP referrals / weight management / mental health) <p>Events</p> <ul style="list-style-type: none"> • The introduction of basic attendance data will be investigated to assess participation • Capturing contact details for follow up data collection will be introduced where appropriate 	
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