



**NEWARK &
SHERWOOD**
DISTRICT COUNCIL

Physical Activity and Sport Plan 2018 – 2021

[EQUALITY IMPACT ASSESSMENT]

This document should be completed only after the Equalities Checklist has been completed and it has been determined that a full Equality Impact Assessment is required.

Service Area:

Community Projects

Section/service delivery/policy covered by the assessment

The Physical Activity and Sport Plan 2018 - 2021

Stage 1 - what is being assessed?

The impact of The Physical Activity and Sport Plan 2018 -2021

Date: 25th October 2018

Stage 2 - who is carrying out the assessment?

The Physical Activity and Sport Review Team, including Leanne Monger, Andy Hardy, Helen Ellison, Alexis Knock, Rebecca Firmin, Natalie Cook

Others involved in the assessment (external challenge): John Bullock, Access and Equalities Officer NSDC and Helen Davis, Active Notts

Stage 3 - aims of the strategy or service

Briefly describe the aims of the strategy or service:

This Physical Activity and Sport Plan (2018-2021) sets out the Council's ambitions and vision for encouraging and supporting our communities to be more active. This document focuses on the District Council's Corporate Plan 2016 – 2020 which sets out its Vision and Strategic Priorities around 'Healthiness' which includes physical activity and sport and responds to leading National and County wide key strategies. The Plan sets out the vision and priorities for the district which will enable the health and wellbeing of district residents to be improved through a supportive and collaborative approach to increasing the levels of physical activity and sport undertaken.

Stage 4 - knowing our customers, communities and employees

List the main customers, employees, users or groups receiving, delivering or affected by, this strategy or service:

The Physical Activity and Sport Plan is intended to be an inclusive plan that can apply to all residents of the District. It has identified three primary target groups within the District that it will support through focussing resources and efforts to increase participation levels in

physical activity and sport. However only one of the three targets is a protected characteristic group (age) namely young people (specifically those children that are deemed to be obese in primary education) and other groups will not be disadvantaged. As well as a positive approach to encouraging children to be more physically active, the other targets are communities with the highest levels of NSEC 6 – 8 (socio economic) populations and those areas where levels of inactivity are highest. At the same time the Plan will recognise the need to continue to work with those members of the community that are already active with a view to maintaining and where possible increasing those levels of activity. The Plan will consider the needs of key equality groups of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation in respect of its delivery. Ultimately the aim of the plan is to improve healthy life expectancy of district residents by identifying and delivering opportunities for active participation in physical activity and sport as a means to improving the potential for residents to live longer and more independence lives which are less reliant on health interventions.

The following demographic information provides a breakdown of the district's population, and highlights particular equality groups:

- The resident population of Newark and Sherwood in 2017 was [120,965](#) which represents 14.79% of the total Nottinghamshire county resident population of [817,851](#).
- Newark and Sherwood's resident population is [61,330](#) ([50.7%](#)) female and [59,635](#) ([49.3%](#)) male.
- The total population of Newark & Sherwood is projected to be [134,234](#) by 2039.
- By 2036 29% of Newark and Sherwood's population will be over 65.
- Newark & Sherwood has [4,974](#) households with dependent children aged 0 to 4. That represents [10.20%](#) of the district's households. [13,650](#) households in the district have dependent children of all ages. That represents [28.00%](#) of the district's households.
- The predominant age band in Newark and Sherwood in 2017 was 'all persons aged 50 to 54' with [9,409 people](#) out of the total population of [120,965](#).
- The mean age of the Newark and Sherwood district population was [42](#) years compared to a mean age of [41](#) years for residents in the whole of Nottinghamshire in 2011.
- The largest ethnic group in Newark & Sherwood is 'Number of usual residents who are White' with [97.5%](#) of the district's population. That compares with a figure of [95.5%](#) for Nottinghamshire county as a whole and [85.4%](#) for East Midlands. The second largest ethnic group is 'Number of usual residents who are Asian/Asian British' with [1.0%](#) of the district's population. That compares with [1.4%](#) for the county as a whole and [1.9%](#) for East Midlands.
- In 2017 21.6% of Newark and Sherwood residents were over 65 and 17.9% were under 16.
- Marital and civil partnership status – 51.7% of the districts population are married or in a registered same-sex civil partnership.
- 1.9% of residents aged 16-24 are claiming unemployment related benefits (sept 2018).
- 20.3% of residents report that their day to day activities are limited a little or a lot due to a limiting long-term illness.
- Religion – 66.1% of local residents describe themselves as Christian and 25.6% state they have no religion.
- 7.3% of Newark and Sherwood residents provide 1-19hours of unpaid care a week, 1.4% provide 20-49 hours and 2.8% of the district's

- population provide more than 50 hours of unpaid care per week.
- The CSAD Business Unit does hold detailed records of all grants awarded and those which were refused on a database which can produce overviews and mapping for analysis and reporting purposes.

There are no anticipated adverse impacts to anyone across any of the protected characteristics because the objective of the Plan will be to treat all members of the community fairly and equally. It is also acceptable practice for the Plan to target some of its priorities and activities at specific groups (which will include some or all of the above protected characteristics) and will address discrimination or disadvantage experienced by individuals or communities if identified. Therefore it is proposed that the 'consideration of the needs of people/groups with protected characteristics' is taken into account as a key factor when determining how the Council will deliver the strategic vision and priorities of the Physical Activity and Sport Plan.

Stage 5 - background information

List any information from previous surveys, customer feedback or any relevant performance information that relates to this strategy or service:

It is recognised that with limited resources a targeted approach is necessary to be effective therefore the justification for the priorities identified in the Plan is based on insight data which has highlighted where resources should be targeted to deliver the best possible return on investment in respect of improved long-term health and wellbeing benefits through increasing levels of physical activity and sport. This Plan will play an important role in enabling residents of Newark and Sherwood to take part in physical activity and sport by providing an accessible and welcoming environment for people of all ages, disabilities, ethnicities, sex and religious beliefs and backgrounds. Sustaining and growing participation in sport and physical activity is an important objective on the Government's agenda, owing to the contribution of physical activity to a number of priority social outcomes including health, community cohesion and safety, meeting the needs of children and young people, and economic prosperity. A summary of the evidence in these areas is outlined below.

Sport England have summarised the research relating to the health impacts of physical activity and sport and found that overall, regular participation can:

- reduce the risk of both physical health issues such as diabetes, cardiovascular disease and some types of cancer; and mental health issues such as depression and anxiety
- help to address obesity by supporting good weight management
- help people to recover from an illness or injury and prevent the subsequent reoccurrence of the problem.

There are some specific health benefits from physical activity that accrue to different age groups. For young people, regular participation in sport and physical activity supports healthy growth (for example, of the musculoskeletal and cardio respiratory systems), reduces health

risks such as high blood pressure, and supports weight management. Physical activity also encourages young people to adopt a healthy lifestyle by providing them with knowledge and skills that help to reduce the risk of some health issues such as substance misuse or teenage pregnancy. Laying the foundations for a healthy and active lifestyle in adolescence also increases the likelihood that this will continue into adulthood.

For older people, regular participation in sport and physical activity improves fitness, strength and mobility. This can make it easier for them to perform daily tasks and reduces the incidence of falls – both of which can enable older people to live more independent lives.

Physical activity and sport play a role in building community cohesion by creating opportunities for social engagement that bring people from different backgrounds, including unrepresented groups together. This can help to create a greater shared understanding of different ways of life, thereby breaking down barriers that exist in the wider community and fostering stronger social networks.

Stage 6 - this stage looks at barriers to accessing services and any possible discrimination that customers and communities may face

Age					
Access to service			Delivery of service		
Positive Impact Yes	Negative Impact	Nil Impact	Positive Impact Yes	Negative Impact	Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:
The Plan is positive in terms of access and delivery of services for people of all ages. Although one of the targets is young people, older people will have equitable access to support should they so wish. Any person regardless of age that is interested in becoming more physically active will be treated fairly and equitably.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:
The Plan supports all persons who are interested in participation in physical activity and sport regardless of age.

Race

Access to service			Delivery of service		
Positive Impact Yes	Negative Impact	Nil Impact	Positive Impact Yes	Negative Impact	Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

Although the BME resident population of the District is approximately 2.5%, the Plan will encourage engagement from all ethnic groups, if members of this community wish to be more physically active they will be treated fairly and equitably.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

This Plan will be made available in reasonable alternative formats.

Gender					
Access to service			Delivery of service		
Positive Impact Yes	Negative Impact	Nil Impact	Positive Impact Yes	Negative Impact	Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

The Plan will provide equitable opportunity to all persons regardless of gender if they were interested in increasing levels of physical activity and sport.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Disability					
Access to service			Delivery of service		
Positive Impact Yes	Negative Impact	Nil Impact	Positive Impact Yes	Negative Impact	Nil Impact

--	--	--	--	--	--

Please describe any positive impact, negative impact, any barriers or potential discrimination:

The Plan will provide equitable opportunity to all persons regardless of disability if they were interested in increasing levels of physical activity and sport. The scheme is open to all and there are no known issues in respect of people with disabilities or disability groups.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Engagement with people with disabilities is actively encouraged and is supported through the Plan.

Sexual Orientation

Access to service			Delivery of service		
Positive Impact	Negative Impact	Nil Impact Yes	Positive Impact	Negative Impact	Nil Impact Yes

Please describe any positive impact, negative impact, any barriers or potential discrimination:

No adverse impact is identified in respect of this protected characteristic. All groups are equally encouraged to participate in the delivery of this Plan which is open to all and there are no known issues in respect of people of different sexual orientation being disadvantaged.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

N/A

Gender reassignment

Access to service			Delivery of service		
Positive Impact	Negative Impact	Nil Impact Yes	Positive Impact	Negative Impact	Nil Impact Yes

Please describe any positive impact, negative impact, any barriers or potential discrimination:

No adverse impact is identified in respect of this protected characteristic. The Plan is open to all and there are no known issues in respect of people who have had gender reassignment.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

N/A

Marriage and Civil Partnership

Access to service			Delivery of service		
Positive Impact	Negative Impact	Nil Impact Yes	Positive Impact	Negative Impact	Nil Impact Yes

Please describe any positive impact, negative impact, any barriers or potential discrimination:

No adverse impact is identified in respect of this protected characteristic. The Plan is open to all and there are no known issues in respect of people who are unmarried, married or in civil partnerships.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

N/A

Pregnancy and Maternity					
Access to service			Delivery of service		
Positive Impact Yes	Negative Impact	Nil Impact Yes	Positive Impact Yes	Negative Impact	Nil Impact Yes

Please describe any positive impact, negative impact, any barriers or potential discrimination:

No adverse impact is identified in respect of this protected characteristic. The Plan is open to all and there are no known issues in respect of people who are pregnant or on maternity leave. The health benefits of physical activity and sport can also have a positive impact on this protected characteristic group. However it is always advisable to seek appropriate medical advice before participating in suitable physical activity and sport when pregnant.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

N/A

Religion or belief					
Access to service			Delivery of service		
Positive Impact	Negative Impact	Nil Impact Yes	Positive Impact	Negative Impact	Nil Impact Yes

Please describe any positive impact, negative impact, any barriers or potential discrimination:

No adverse impact is identified in respect of this protected characteristic. The Plan is open to all and there are no known issues in respect of people of different religions or beliefs. However any specific requests will be appropriately considered and incorporated into service delivery as required.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

N/A

Other groups or issues (e.g. socio-economic)

Access to service			Delivery of service		
Positive Impact Yes	Negative Impact	Nil Impact	Positive Impact Yes	Negative Impact	Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

Whilst the Plan is open to all it does have a specific priority to target resources to areas of higher social need as determined by NSEC 6-8 and as a consequence will have a positive impact on this group.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

N/A

Stage 7 - Action plan and Policy Review

From the previous section list the specific actions required to address any problems you have identified:

Action	Service Plan / Delivery Plan	Officer responsible	Timescale	Resources	Milestones, monitoring and review details
Progress on performance will reported quarterly equality information is part of the process.	Delivery Plan	Andy Hardy/Debs Johnson/Alexis Knock/Helen Ellison	Quarterly	N/A	Ongoing until Q4 2021
The Plan will be	Service Plan	Andy Hardy/Debs	Annually	N/A	June 2019/20/21

reviewed annually.		Johnson/Alexis Knock/Helen Ellison			
The Plan will be refreshed every three years.	Service Plan	Andy Hardy/Debs Johnson/Alexis Knock/Helen Ellison	Tri-annually	TBC	June 2021

Date of next review June 2019

Stage 8 – Outcome(s) of equality impact assessment:

No major change needed The current policy for the Plan is acceptable and does not need any major changes based on the actions agreed.	Adjust the policy/proposal	Adverse impact but continue	Stop and remove the policy and proposal
--	----------------------------	-----------------------------	---

Stage 9 – Confirmation and publish the results

I confirm that these actions are being adopted as everyday practice and if necessary incorporated into the Service Plan or Delivery Plan.

Signed by Lead officer

Andy Hardy

Date:

25th October 2018