

Equality Impact Assessment

Please click on headings to find [general guidance](#) or section guidance with an example.

You will find supporting information in appendices at the end of the guidance.

When you start to assess your proposal, arrange to meet Tim Greaves, Equality Co-ordinator, for specific guidance. Send the completed form to him for a final check and so that he can publish it on our Vale of Glamorgan equality web pages.

Please also contact Tim Greaves if you need this equality impact assessment form in a different format.

1. [What are you assessing?](#)

The Vale of Glamorgan Leisure Strategy
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2. [Who is responsible?](#)

Name	David Knevett	Job Title	OM: Leisure
Team	Leisure	Directorate	Environment and Housing Services

3. [When is the assessment being carried out?](#)

Date of start of assessment	12 th February 2018
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4. [Describe the proposal?](#)

<p>What is the purpose of the proposal?</p> <p>To provide a Leisure Strategy for the Vale of Glamorgan covering 2017-2027</p>
<p>Why do you need to put it in place?</p> <p>To have a strategic overview for the future of Leisure Services in the Vale of Glamorgan</p>

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<p>Do we need to commit significant resources to it (such as money or staff time)?</p> <p>Significant Staff Time will be required.</p>
<p>What are the intended outcomes of the proposal?</p> <p>To provide strategic direction for the future planning of Leisure Services in the Vale of Glamorgan.</p>
<p>Who does the proposal affect?</p> <p>The strategy has the capacity to impact on all residents and visitor in the Vale of Glamorgan</p> <p>Note: If the proposal affects lesbian, gay, homosexual, or transgender people, ensure you explicitly include same-sex couples and use gender neutral language.</p>
<p>Will the proposal affect how other organisations work?</p> <p>Leisure services already depend on active partnerships with other organisations and this is a key theme of the new strategy</p>
<p>Will the proposal affect how you deliver services?</p> <p>The strategy continues the theme of the Council becoming more of a facilitator for Leisure services rather than direct providers.</p>
<p>Will the proposal impact on other policies or practices?</p> <p>There should be minimum impact on other policies and practices.</p>
<p>Can you change the proposal so that it further promotes equality of opportunity and fosters good relations?</p> <p>Leisure Services has a firm commitment to equalities and increasingly more importantly equity.</p>
<p>How will you achieve the proposed changes?</p> <p>The proposals contained within the strategy will be achieved with current resources</p>

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Who will deliver the proposal?

The proposals will be delivered by the Council and its partners

How will you know whether you have achieved the proposal's purpose?

Regular reviews of the strategy will be undertaken.

5. What evidence are you using?

Engagement (with internal and external stakeholders)

The draft strategy was published on the Council's website in the consultation section in both english and welsh.

Consultation (with internal and external stakeholders)

Comments received as part of the consultation process have been incorporated into the strategy.

National data and research

The strategy details national data and research including data on population, employment, crime levels, deprivation areas, tourist numbers, life expectancy, physical activity levels, etc.

Local data and research

The strategy details local data and research on physical activity levels, childrens play areas, facility research, parks, green flags etc.

6. How robust is the evidence?

Does it show what the impact will be (positive and negative)?

The evidence included in the strategy is robust and is designed to create a positive environment that enables all protected groups to continue to benefit from quality Leisure Services across the Vale of Glamorgan.

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What are the gaps?

Gaps in provision of services are identified in the strategy. These include the need to reduce the gap between Male and Female participation, engaging with those who are less active and targeting subsidy at priority areas.

What will you do about this?

The strategy features an action plan detailing how these, and other issues, will be address. This is detailed in pages 12-17.

What monitoring data will you collect?

Data and performance monitoring remains an important aspect in evidencing the work carried out by the Council's leisure service. As well as collecting national Performance Indicator data additional local data will be collected to assist in monitoring the impact of the strategy.

How often will you analyse and report on this?

This will vary between quarterly and annual data depending on requirements, ease of data collection and availability.

Where will you publish monitoring data and reports?

Data will be published in the Councils performance plans as well as specific annual reports relating to Leisure services.

7. [Impact](#)

Is there an impact?

The strategy has been developed to have a positive on the future leisure services across the Vale of Glamorgan enabling more people to be more active more often.

If there is no impact, what is the justification for thinking this? Provide evidence.

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N/A

If there is likely to be an impact, what is it?

Age – The strategy has specific actions relating to targeting specific age groups contained within the action plan (Page 9).

Disability - The strategy looks to further develop opportunities for all building upon the Councils already established high quality disability sport partnership (clear evidence of this is detailed in the partnership section on page 11 and the Sports development section on page 10).

Gender reassignment, including gender identity (ensure policies explicitly include same-sex couples and use gender neutral language)

Developments proposed for the service such as new the development of new changing villages in the Councils two primary Leisure Centre (detailed in the Strategy) are designed to be positive interventions that prevent exclusion or difficulties in accessing leisure facilities because of gender reassignment.

Marriage and civil partnership (discrimination only)

The strategy has been prepared, as far as possible, to ensure that there is no negative impact on this protected characteristic.

Pregnancy and Maternity

The strategy has been prepared, as far as possible, to ensure that there is no negative impact on this protected characteristic.

Race

The strategy has been prepared, as far as possible, to ensure that there is no negative impact on this protected characteristic.

Religion and belief

The strategy has been prepared, as far as possible, to ensure that there is no negative impact on this protected characteristic.

Sex

The strategy does contain actions designed to lessen the participation gap between male and female adults (page 9)

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Sexual orientation (ensure policies explicitly include same-sex couples and use gender neutral language)

The strategy has been prepared, as far as possible, to ensure that there is no negative impact on this protected characteristic.

Welsh language

A Welsh Language edition of the strategy has been prepared and will be published at the same time on the Council's website as the English language version.

In addition sports activities will be continued to be delivered through the medium of Welsh Language where appropriate.

Human rights

There are no new human rights implications contained in the strategy.

How do you know?

Explain this for each of the relevant protected characteristics as identified above.

The evidence is based upon an extensive consultation exercise that was undertaken when preparing the strategy, knowledge of the area and business, and previous consultations that have been undertaken in relation to Leisure services in the Vale of Glamorgan.

In addition it should also be noted that a significant amount of the evidence detailed in the strategy relates to widely available national data / information.

What can be done to promote a positive impact?

Explain this for each of the relevant protected characteristics as identified above.

The strategy has been specifically designed to have a positive impact.

What can be done to lessen the risk of a negative impact?

Explain this for each of the relevant protected characteristics as identified above.

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During the implementation of the strategy regular reviews will be undertaken that will include careful evaluation of the actions taken to ensure, wherever possible, that these are not having a negative impact on specific groups,

Is there a need for more favourable treatment to achieve equal outcomes? (Disability only)

This will almost certainly be the case and the Leisure Services section has been at the forefront of ensuring, where possible, equity for disabled customers.

Will the impact be positive, negative or neutral?

Explain this for each of the relevant protected characteristics as identified above.

One of the major objectives for the Leisure Strategy is to have a positive impact on physical activity levels across the Vale of Glamorgan which includes all protected groups.

The action plan contained within the strategy details the specific interventions that will be undertaken to achieve the objective.

8. Monitoring ongoing impact

Date you will monitor progress

Progress will be monitored at regular intervals. A yearly review of the strategy will be undertaken but as previously stated some issues will be reported on a quarterly basis.

Measures that you will monitor

Various monitoring measures will be undertaken including data collection to monitor usage levels.

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Date you will review implemented proposal and its impact

The strategy is a ten year strategy and will be monitored on an annual basis.

9. Further action as a result of this equality impact assessment

Possible Outcomes	That the Vale of Glamorgan Leisure Strategy has a positive impact on equality issues for residents and visitors accessing leisure opportunities.
No major change	X
Adjust the policy	
Continue the policy	
Stop and remove the policy	

10. Outcomes and Actions

Recommend actions to senior management team

That the Leisure strategy be endorsed and that its impact on equality issues be noted

Outcome following formal consideration of proposal by senior management team

11. Important Note

Where you have identified impacts, you must detail this in your Cabinet report when seeking approval for your proposal.

Noted

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12. Publication

Where will you publish your approved proposal and equality impact assessment?

Council Website

In addition to anywhere you intend to publish your approved proposal and equality impact assessment, you must send a copy to Tim Greaves, Equality Co-ordinator, to publish on the equality pages of the Vale of Glamorgan website.

13. Authorisation

Approved by (name)	
Job Title (senior manager)	
Date of approval	
Date of review	