

## Appendix 2

### **EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY**

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

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**SECTION 1 – PROPOSAL DETAILS**

Lead Officer: Sarah Kochalski

Service Director: Louise Davies

Service Area: Leisure, Sport and Parks

Date:

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal? The Sport and Physical Activity Strategy 2022-2027

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

*The proposed Sport and Physical Activity Strategy 2022-27 will provide the service with a framework for the development and delivery of the service over the next 5 years, ensuring that it meets and contributes to the Council's priorities, as set out in the Corporate Plan 2020-24.*

<https://www.rctcbc.gov.uk/EN/Council/Performancebudgetsandspending/Councilperformance/TheCouncilsCorporatePlan.asp>  
[X](#)

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

*Whilst leisure and sporting provision and services are a non-statutory service the following strategies and legislation have been considered in the formation of a strategy for sport and physical activity for RCT.*

Embracing the Vision for Sport in Wales: The new Sport Wales Strategy. <https://www.sport.wales/sport-wales-strategy/#:~:text=%20Within%20our%20strategy%2C%20we%20have%20outlined%20six,inclusive%20and%20provides%20>

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[a%20great%20experience...%20More%20](#)

Welsh Government Physical Activity and Health guidelines. <https://gov.wales/physical-activity-health>

Adult physical activity and sport participation levels in Wales and RCT. <https://gov.wales/national-survey-wales>

Junior physical activity and sport participation levels in Wales and RCT <https://www.sport.wales/content-vault/school-sports-survey-2018/#:~:text=The%20School%20Sport%20Survey%20gives%20children%20across%20Wales,when%2010%2C000%20children%20and%20young%20people%20took%20part.>

Public Health Wales research and publications <https://phw.nhs.wales/publications/>

Public Health Wales Long Term Strategy 2018-30 <https://phw.nhs.wales/about-us/our-priorities/long-term-strategy-documents/public-health-wales-long-term-strategy-working-to-achieve-a-healthier-future-for-wales/>

In addition, the proposed Sport and Physical Activity Strategy 2022-27 for RCT continues the contribution that the service makes to the Council's responsibilities in respect of the following legislation.

- Well-being of Future Generations (Wales) Act 2015 <https://www.futuregenerations.wales/about-us/future-generations-act/>
- The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 <https://www.gov.uk/guidance/equality-act-2010-guidance>
- Social Services and Well-being (Wales) Act 2014 <https://gov.wales/sites/default/files/publications/2019-05/part-4-code-of-practice-meeting-needs.pdf#:~:text=The%20Social%20Services%20and%20Well-being%20%28Wales%29%20Act%202014,the%20case%20of%20a%20carer%2C%20following%20an%20assessment.>
- UK GDPR and Data Protection Act 2018 <https://www.gov.uk/data-protection>
- The Welsh Language Standards (2018) (No7) Regulations 2018 <https://www.legislation.gov.uk/wsi/2018/441/made>

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1.e) Please outline who this proposal affects:

- Service users - X
- Employees - X
- Wider community – X

The UK Chief Medical Officers' Physical Activity Guidelines <https://gov.wales/sites/default/files/publications/2022-03/uk-chief-medical-officers-physical-activity-guidelines.pdf> states that “the evidence to support the health benefits of regular physical activity for all groups has become more compelling. In children and young people, regular physical activity is associated with improved learning and attainment, better mental health and cardiovascular fitness, also contributing to healthy weight status. In adults, there is strong evidence to demonstrate the protective effect on physical activity on a range of many chronic conditions including coronary heart disease, obesity and type 2 diabetes, mental health problems and social isolation. Regular physical activity can deliver cost savings for the health and care system and has wider social benefits for individuals and communities. These include increased productivity in the workplace, and active travel can reduce congestion and reduce air pollution. “

The proposed strategy therefore affects all residents of RCT. This includes current services users, inactive and/less active residents and those who are physically active in non-Council settings.

The proposed strategy provides a framework for the future investment of capital, revenue, and grant funded resources into services and guides the shaping of employees' work programmes over the next 5 years. It also provides a framework for the assessment, learning, and performance monitoring by employee teams and the service.

The proposed strategy influences and affects community organisations and key partners with similar aims such as the Cwm Taf Morgannwg Public Health Team, CTM primary care professionals, school and nursery settings across RCT, the Council's Community Care services, YEPS and Play services, RCT housing associations, voluntary sector sports clubs and organisations, and National Governing Bodies for Sport, Sport Wales, Disability Sport Wales, Natural Resources Wales, Ramblers Association, Welsh Cycling/British Cycling, voluntary sector community organisations, and elite sporting performance pathways.

## **SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?**


Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

### **Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011**

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

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<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b>Age</b> (<i>Specific age groups i.e. young people or older people</i>)</p>	<p>Positive impact</p>	<p>The proposed Sport and Physical Activity Strategy 22-27 will continue to deliver and develop the following age specific services, in accordance with national funding and criteria: Under 16 Free Swimming, 60+ Free Swimming</p> <p>60+ Be Active Scheme</p> <p>The Leisure for Life Membership will continue to offer age related concessions for under 16's and over 60's.</p> <p>Student summer membership scheme 183 in 2022</p> <p>In addition to the continuation (subject to grant funding and national priorities) of the above age specific schemes,</p>	<p><a href="https://www.sport.wales/content-vault/free-swimming/#:~:text=Free%20Swimming%20in%20Wales%20was%20first%20launched%20in,Wales%20and%20delivered%20by%20the%2022%20Local%20Authorities.">https://www.sport.wales/content-vault/free-swimming/#:~:text=Free%20Swimming%20in%20Wales%20was%20first%20launched%20in,Wales%20and%20delivered%20by%20the%2022%20Local%20Authorities.</a></p> <p><a href="https://www.sport.wales/media-centre/latest-news/new-1m-investment-to-help-over-60s-be-more-active/">https://www.sport.wales/media-centre/latest-news/new-1m-investment-to-help-over-60s-be-more-active/</a></p> <p><a href="https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/LeisureCentres/JoinAndSave/JuniorConcessionMembership.aspx">https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/LeisureCentres/JoinAndSave/JuniorConcessionMembership.aspx</a></p> <p><a href="https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/LeisureforLife/SummerStudentPass.aspx">Leisure for Life: Summer Student Pass (rctcbc.gov.uk)</a></p> <p>Annual funding agreement and Sports Development Work Programme  <a href="#">sharepoint</a></p> <p><a href="https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/SportRCTHome.aspx">https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/SportRCTHome.aspx</a></p> <p><a href="https://www.sport.wales/content-vault/free-swimming/#:~:text=Free%20Swimming%20in%20Wales%20was%20first%20launched%20in,Wales%20and%20delivered%20by%20the%2022%20Local%20Authorities.">https://www.sport.wales/content</a></p>

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		<p>the insight data below informs the annual Sport Wales funding application and work programmes that will continue to focus on the development and implementation of additional sustainable age related services over the next 5 years.</p> <table border="1" data-bbox="1048 464 1552 683"> <tr> <td colspan="2">Age band Participation 3 + times a week (School Sport Survey 2018 and National Survey for Wales 2019) within RCT</td> </tr> <tr> <td>Years 3-6</td> <td>45%</td> </tr> <tr> <td>Years 7-11</td> <td>44%</td> </tr> <tr> <td>16-24 years</td> <td>51%</td> </tr> <tr> <td>25-34 years</td> <td>37%</td> </tr> <tr> <td>35-44 years</td> <td>40%</td> </tr> <tr> <td>45-54 years</td> <td>36%</td> </tr> <tr> <td>55-64 years</td> <td>28%</td> </tr> <tr> <td>65-74 years</td> <td>22%</td> </tr> </table> <p>Specifically, work programmes will continue to focus on the following areas based on local insight and working with key partners</p> <ul style="list-style-type: none"> <li>- A focused area of work with pre-school children and families</li> <li>- A focused area of work on Active Young People (AYP)</li> <li>- Opportunities for additional support for young people who cannot swim</li> <li>- The further development of</li> </ul>	Age band Participation 3 + times a week (School Sport Survey 2018 and National Survey for Wales 2019) within RCT		Years 3-6	45%	Years 7-11	44%	16-24 years	51%	25-34 years	37%	35-44 years	40%	45-54 years	36%	55-64 years	28%	65-74 years	22%	<p><a href="#">-vault/school-sports-survey-2018/</a>  <a href="https://gov.wales/national-survey-wales">https://gov.wales/national-survey-wales</a></p> <p>Sport Wales funding application and work programmes on Sharepoint.</p> <p>Leisure Services evaluation framework: registers, questionnaire, and case studies</p>
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		<p>virtual exercise classes, walking sports, low impact classes, and personalised support in our Fitness Suites.</p> <p>Future service development and additional opportunities will be evaluated using the Leisure Performance Framework.</p> <ul style="list-style-type: none"><li>- Quantitative engagement data</li><li>- The Leisure Impact assessment tool</li><li>- Individual impact case studies.</li></ul> <p>There is a commitment from the service to consult on new and existing service development proposals with target markets through YEPS and the Youth Forum and the Old Age Forum, Interlink and relevant community groups e.g. men's sheds, WI and 60+ groups.</p> <p>The service area also regularly attends the The RCT Older Persons Forum to provide advice on leisure facilities and activities for the group as well as offering free passes to attendees to encourage patronage. The service has also showcased some specific activities Eg, low impact, chair based exercise to the group.</p>	
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<p><b>Disability</b> <i>(people with visible and non-visible disabilities or long-term health conditions)</i></p>	<p>Positive impact</p>	<p>In partnership with Disability Sport Wales (DSW) RCT employs a part time Disability Sport Officer (subject to annual grant funding). RCT currently holds the Insport Silver standard for inclusive services and supports sports clubs to work along the Insport Accreditation pathway</p> <p>Subject to annual funding, the proposed strategy enables this work to continue with RCT aiming for the Gold Insport standard and the continuation of support for clubs to gain and progress Insport Club accreditation.</p> <p>The service delivers the National Exercise Referral Scheme and Community Joint Care Scheme through external grant funding, in partnership with Public Health Wales. These schemes offer personalised support to exercise for inactive residents with additional health risk factors. RCT Leisure Centres offer specific wet and dry classes for children with disabilities such as autism and ALN The service also delivers a programme of chair based exercise classes across RCT Residential Homes and Community Day Centres</p> <p>The access facilities such as ramps and hoists are listed for each leisure centre on the service website. In</p>	<p><a href="https://www.disabilitysportwales.com/index.php/en-gb/programmes/insport/insport-development">https://www.disabilitysportwales.com/index.php/en-gb/programmes/insport/insport-development</a></p> <p><a href="https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/SportsClubs/ClubAccreditation.aspx">https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/SportsClubs/ClubAccreditation.aspx</a></p> <p><a href="http://www.wales.nhs.uk/sitesplus/documents/861/NERS%20Patient%20info%20leaflet.pdf#:~:text=The%20National%20Exercise%20Referral%20Scheme%20%28NERS%29%20is%20a,local%20authorities%2C%20Wales%20Government%20and%20Local%20Health%20Boards.">http://www.wales.nhs.uk/sitesplus/documents/861/NERS%20Patient%20info%20leaflet.pdf#:~:text=The%20National%20Exercise%20Referral%20Scheme%20%28NERS%29%20is%20a,local%20authorities%2C%20Wales%20Government%20and%20Local%20Health%20Boards.</a></p> <p>Leisure for Life App.</p> <p><a href="https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/LeisureCentres/ChooseaCentre/LlantisantLeisureCentre/GeneralInformation.aspx">https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/LeisureCentres/ChooseaCentre/LlantisantLeisureCentre/GeneralInformation.aspx</a></p> <p>Corporate Estates: Plans</p>
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		<p>partnership with Corporate Estates, all capital build and refurbishment projects take into consideration the legislative and practical access arrangements, with public consultation events, and this will continue.</p> <ol style="list-style-type: none"><li>1. All leisure Centres have disability toilets with the exception of Llantwit Fardre.</li><li>2. All sites have changing facilities for customers with disabilities again with the exception of LFLC. Llantrisant and Llys Cadwyn also have changing beds.</li><li>3. All pools have disability hoists to provide access to the pools. These are mainly Arjo pool hoists although the lido does have an electronic lift.</li><li>4. All gyms have adaptive equipment for customers to use in the form of cable cross over machines, scifit and octane bikes. Most of the newer equipment supplied by manufactures with high visibility locator pins and controls to assist customers with a visual impairment</li></ol> <p>RCT also supports national para-athletes with free Gold Card membership.</p> <p>The service works with Community</p>	<p><a href="https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/GetActive/Pages/GoldCard.aspx">https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/GetActive/Pages/GoldCard.aspx</a></p>
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		<p>Care Adult Services to operate Cwm Cycling on the Ynys. Adults with ALN assist in providing adapted bikes for use by the public and community organisations. This service was specifically designed into the new facility development on the Ynys, with bespoke accommodation for the service providers and equipment.</p> <p>The proposed Sport and Physical Activity Strategy will enable the above to continue.</p> <p>The focus on personalised support to exercise will enable more tailored services based on customer and non-customer insight such as individual training programmes in the fitness suites, based on an individual's needs and abilities, discounted memberships as part of the transition support from NERS and CJC programmes,</p> <p>The work of the Disability Sports Officer will continue (subject to grant funding) and work with key partners to integrate opportunities for participation and develop new opportunities based on demand as part of the work programme.</p> <p>The focus on the virtual environment will enable the development of virtual tours of facilities and additional online classes, which may assist those with mobility restrictions or additional needs to access facilities and regular exercise from home.</p>	<p><a href="https://www.facebook.com/Cwm-Cycling-Cynon-103456827725779">https://www.facebook.com/Cwm-Cycling-Cynon-103456827725779</a></p> <p><a href="http://www.aberdareonline.co.uk/nod/e/25187">www.aberdareonline.co.uk/nod/e/25187</a></p>
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		<p>The focus in the proposed Sport and Physical Activity Strategy on the outdoor environment will enable the service to continue working with the Parks and Countryside service to improve accessible routes for wheelchairs and bikes, with digital routes.</p> <p>There is a commitment from the service to consult on new and existing service development proposals with target markets such as Disability Sport Wales, Disability Forum and Staff Disabilities and Carers Network, Children’s Disability Team, Adult Services and specialist sports clubs.</p> <p>The service also has links with the Sight Life (formally Cardiff Institute for the Blind) who communicate with our Membership Officer on adaption of facilities and future activities. A number of staff, prior to the pandemic attended specific training with the group to understand the challenges faced by visually impaired customers when attending any facility.</p>	
<p><b>Gender Reassignment</b> <i>(anybody who’s gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i></p>	<p>Neutral impact</p>	<p>Leisure Centres and swimming pools have the following gender neutral changing room and toilet facilities.</p> <ol style="list-style-type: none"> <li>5. There are gender neutral toilet in ASC, SLC, LLC, LC, RSC.</li> <li>6. LLC, SLC, ASC, RSC. With all most recent development of centres, gender neural facilities have been considered in all</li> </ol>	<p>Sobell Sports Centre</p>

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		<p>developments and where building design allows</p> <p>Gender neutral facilities are considered with Corporate Estates in all capital builds and refurbishments and with the National Governing Bodies when supporting community grant applications. All site Managers have undertaken gender neutral policies and procedures training</p> <p>The focus on the virtual environment within the Sport and Physical Strategy will enable virtual tours of facilities to be viewed online, highlighting the facilities available.</p> <p>The service has experience of supporting usage of the facilities by specific groups, for example a Transgender badminton club and swimming at Llantrisant Leisure Centre and will continue to develop its marketing and support to encourage transgender and non-binary groups to access facilities for regular exercise.</p>	<p>RCT Source training records</p>
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<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b>Marriage or Civil Partnership</b> <i>(people who are married or in a civil partnership)</i></p>	<p>Neutral impact:</p>	<p>This does not directly impact on service delivery and development. All services advertised as “Family” are non-specific in terms of what constitutes a family, with discounts on Leisure for Life membership of up to 20% for up to 4 members</p>	<p><a href="https://www.rctcbc.gov.uk/FriendsandFamilyMembership">Friends and Family Membership (rctcbc.gov.uk)</a></p>
<p><b>Pregnancy and Maternity</b> <i>(women who are pregnant/on maternity leave)</i></p>	<p>Positive impact</p>	<p>Sport RCT have been working closely with CTMUHB Midwifery team and Health Workers to develop the Made for Mams programme, which offers specific opportunities for pregnant and new mothers. This programme will continue and be developed (subject to funding).</p> <p>All leisure facilities have baby changing facilities.</p> <p>The focus in the proposed Sport and Physical Activity Strategy on the outdoor environment will enable the service to continue working with the Parks and Countryside service to improve accessible routes for prams, with digital routes.</p>	<p><a href="https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/GetActive/Pages/MadeforMams.aspx">https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/GetActive/Pages/MadeforMams.aspx</a></p> <p><a href="https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/Whatsinmyarea/Cyclingroutes.aspx">https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/Whatsinmyarea/Cyclingroutes.aspx</a></p> <p><a href="https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/Whatsinmyarea/Walkingroutes.aspx">https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportRCT/Whatsinmyarea/Walkingroutes.aspx</a></p> <p><a href="https://www.youtube.com/watch?v=Julrx0I5n0U">https://www.youtube.com/watch?v=Julrx0I5n0U</a></p> <p><a href="https://www.youtube.com/watch?v=2CeO3SAmS0w">https://www.youtube.com/watch?v=2CeO3SAmS0w</a></p> <p><a href="https://www.youtube.com/watch?v=KYRa_zK9A3Q">https://www.youtube.com/watch?v=KYRa_zK9A3Q</a></p> <p><a href="https://www.youtube.com/watch">https://www.youtube.com/watch</a></p>

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			<a href="https://www.youtube.com/watch?v=7zwr8hCRrZo">?v=7zwr8hCRrZo</a> <a href="https://www.youtube.com/watch?v=Umqoo6XdLZU">https://www.youtube.com/watch?v=Umqoo6XdLZU</a>
<p><b>Race</b>  <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i></p>	<p>Neutral impact</p>	<p>Sport RCT support the various National Governing Bodies to communicate and implement their specific initiatives to eliminate racism within their sport.</p> <p>The proposed Sport and Physical Activity strategy enables the SportRCT work programme to focus on specific communities that experience barriers, and through local insight, support the communities to develop additional local opportunities for regular exercise that meet their needs and reduce any identified barriers, including those emanating from a individuals' race.</p> <p>The service has a track record of supporting refugees and ethnic groups to be active, and are currently supporting the Ukrainians who have come to settle in RCT, with 6 months free Membership and then concessionary membership.</p> <p>The proposed strategy enables the service to focus support and marketing to positively encourage active participation in regular exercise by people from ethnic and racial groups and consult with local groups within the community and Spotlight.</p>	<p>Progress will be measured by the SportRCT Evaluation framework and reported 6 monthly to Sport Wales</p>

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<p><b>Religion or Belief</b> <i>(people with different religions and philosophical beliefs including people with no beliefs)</i></p>	<p>Neutral impact</p>	<p>The proposed Sport and Physical Activity strategy enables the SportRCT work programme to focus on specific communities that experience barriers, and through local insight, support the communities to develop additional local opportunities for regular exercise that meet their needs and reduce any identified barriers, including those emanating from a individuals' religion or belief.</p>	<p>Progress will be measured by the SportRCT Evaluation framework and reported 6 monthly to Sport Wales</p>
<p><b>Sex</b> <i>(women and men, girls and boys)</i></p>	<p>Neutral impact</p>	<p>“The School Sports Survey 2018 suggests that there is not a significant difference between genders in participation by young people in RCT (Male: 45.9% and Female: 43.1%). The National Survey for Wales does not include participation per local authority by gender. However, the 2016 Active Adults Survey suggests that the gap widens with age to Male: 26%, Female: 18%. As such, Sport RCT will maintain gender as a consideration when consulting on and responding to need and address any specific gender related barriers to participation in order to ensure that opportunities are accessible to all. In essence, developing appropriate new opportunities for all, based on any specific needs of either gender” SportWales grant application 20/21.</p> <p>There is no significant difference in the gender of Leisure for Life membership. Female: 47.5%</p>	<p><a href="https://www.sport.wales/content-vault/school-sports-survey-2018/">https://www.sport.wales/content-vault/school-sports-survey-2018/</a></p> <p><a href="https://gov.wales/national-survey-wales-results-viewer">https://gov.wales/national-survey-wales-results-viewer</a></p>



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		<p>Male: 52% Non gender specific: 0.5%</p> <p>The SportRCT work programme enables projects aimed specifically at females, where specific lower participation levels are identified, or mixed participation is a stated barrier. Examples are the FAW Girls Football Hubs and WRU Female Rugby teams where SportRCT have actively supported their development and assisted with online marketing.</p> <p>However, to avoid discrimination most opportunities are accessible for all e.g. walking netball</p>	<p>Leisure for Life Membership data base</p> <p>SportRCT work programme</p> <p>Facebook and Twitter marketing.</p>
<p><b>Sexual Orientation</b> <i>(bisexual, gay, lesbian, straight)</i></p>	<p>Neutral impact</p>	<p>Leisure Services support the delivery of RCT LGBTQ+ events such as Pride events in the parks and with the various National Governing Bodies for sport by supporting and promoting their initiatives to local clubs.</p> <p>The proposed strategy enables the service to focus support and marketing to positively encourage active participation in regular exercise by people from the LGBTQ+ community and consult with local groups from the community and Perthyn.</p>	

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In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Armed Forces Community</b> <i>(anyone who is serving, has served, family members and the bereaved)</i>	Neutral impact	<p>Serving Armed Forces personnel and Reservists have free access to all RCT Leisure facilities.</p> <p>Veterans and their spouses receive free swimming and through the Armed Forces Discount Card, receive 40% discount on Leisure for Life Memberships</p> <p>Quotation from a veteran regarding the scheme <i>“Exercising regularly and just getting out has really improved my mental health and cope with my caring duties which can be pretty isolating”.</i></p> <p>It is also pleasing to note that 2 veterans who could barely swim 5 years ago have with the help of leisure staff been able to complete the Ironman Wales Competition this year.</p>	<a href="https://www.rctcbc.gov.uk/EN/GuestInvolved/ArmedForcesCovenant/Healthandwellbeing.aspx">https://www.rctcbc.gov.uk/EN/GuestInvolved/ArmedForcesCovenant/Healthandwellbeing.aspx</a>
<b>Carers</b> <i>(anyone of any age who provides unpaid care)</i>	Neutral impact	Carers, foster carers and Young carers receive discounted Leisure for Life membership	<a href="https://www.rctcbc.gov.uk/EN/Resident/AdultsandOlderPeople/Caringforotherpeople/Supportforcarers/CarersLeisureDiscount.a">https://www.rctcbc.gov.uk/EN/Resident/AdultsandOlderPeople/Caringforotherpeople/Supportforcarers/CarersLeisureDiscount.a</a>

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		Looked After Children, their foster carers and families receive free access to RCT Leisure facilities.	<a href="#">spx</a>
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If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

The proposed Sport and Physical Activity Strategy 22-27 has a positive or neutral impact. It enables existing services for specific sections of the population to continue. It provides a framework for the service going forward that will enable improved consultation and insight regarding the specific barriers facing inactive and less active people, and the strategic priorities to develop services that break down or remove those barriers, either through more personalised, supported service interventions or the design and adaptation of future places for sport and physical activity.

The service area recognises that it needs to publicise the good work which is undertaken with groups from all backgrounds and understand the positive impact that such publicity can achieve.

Are you happy you have sufficient evidence to justify your decision? Yes

Name: Sarah Kochalski

Position: Leisure Operations Manager

Date: August 2022

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals.

## Appendix 2

Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

### **SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)**

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- Pensioners
- Looked after children
- Homeless people
- Students
- Single adult households

- People living in the most deprived areas in Wales
- People with low literacy and numeracy
- People who have experienced the asylum system
- People misusing substances
- People of all ages leaving a care setting
- People involved in the criminal justice system

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<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Low Income/<u>Income Poverty</u></b> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Select from the following: positive	The service does not and is not expected to gather or maintain records concerning individuals' specific financial circumstances. Most of the service is a universal open access service for all residents, with specific financial concessions applied to the membership access scheme, which will continue to assist participation as part of the new strategy.	<a href="http://rctcbc.gov.uk">Junior / Concession Membership (rctcbc.gov.uk)</a>
<b>Low and / or No Wealth</b> <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i>	Select from the following: positive	These are: U16's, over 60's, students, voluntary carers, job seekers, income support, housing benefit, disability allowances, working tax credits, universal credit, armed forces, families, and veterans, Looked After Children, foster children and families.	
<b><u>Material Deprivation</u></b> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i>	Select from the following: positive	However, where grant funding allows a level of free access opportunities will be maintained as part of the proposed strategy. E.g. Free swimming access during particular sessions for u16's and 60+ residents and reduced price exercise sessions as part of National Exercise Referral Scheme and local Community Joint Care Scheme.  The proposed strategy focuses on the Corporate priorities of People and Place. This will enable the service to further assist with overcoming barriers	<a href="http://www.sportscotland.gov.uk">Free Swimming in Wales   Sport Wales</a>

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		<p>to regular exercise, where grant funding allows.</p> <p><u>People:</u> The strategy identifies that: 3 areas in RCT are in the top 15 most deprived areas in Wales. 17% of RCT is in the top 10% of areas of deprivation in Wales. 71% of RCT is below the average levels of wealth in Wales. 76% of adults from the most deprived areas in Wales are overweight or obese Inactivity is approximately 15% higher in the most deprived areas of Wales</p> <p>SportRCT work plans target less active populations residing in the 106 LSOAs in RCT that are above the Welsh average for multiple deprivation. The strategy will enable the team to support and assist these communities to develop additional local opportunities, based on residents' feedback, that aim to reduce local and individual barriers, including initial cost subsidies. The support aims to assist communities to achieve financial and practical sustainable additional exercise opportunities, within these areas of deprivation, for less active and inactive residents.</p>	<p><a href="https://statswales.gov.wales/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-Indicator-data-2019/indicatordata-by-localauthority">https://statswales.gov.wales/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-Indicator-data-2019/indicatordata-by-localauthority</a></p> <p><a href="https://research.senedd.wales/research-articles/obesity-in-wales/">https://research.senedd.wales/research-articles/obesity-in-wales/</a></p> <p><a href="https://statswales.gov.wales/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-Indicator-data-2019/indicatordata-by-localauthority">https://statswales.gov.wales/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-Indicator-data-2019/indicatordata-by-localauthority</a></p>
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Appendix 2

<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b><u>Area Deprivation</u></b>  <i>(where you live (rural areas), where you work (accessibility of public transport))</i></p>	<p>Select from the following:            positive</p>	<p><u>Place:</u></p> <p>The strategy will enable continued capital investment in local facilities, such as the Council’s investment on 3G pitches across the county borough and Sport Wales capital investment grants into community facilities.</p> <p>The proposed strategy focuses on investing resources that become available into</p> <ul style="list-style-type: none"> <li>-continuing to develop outdoor exercise hubs, with the aim of all residents being able to access outdoor exercise areas locally</li> <li>-refurbishing indoor activity areas to ensure that the quality of experience is maintained and introducing further energy saving infrastructure where appropriate</li> <li>- Building on expanding the online resources developed during covid, so that more people can access exercise safely, online.</li> <li>- working with Education to enable school facilities to be accessible to the public, creating increased local opportunities for exercise.</li> </ul>	

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		These measures will contribute to reducing transport and access barriers.	
<p><b>Socio-economic background</b>  <i>(social class i.e. parents education, employment and income)</i></p>	Select from the following: positive	RCT Leisure have worked in partnership with Communities for Work + for over 5 years, supporting clients with access to supported regular physical activity as part of a more holistic multi-agency programme. The proposed strategy enables this partnership arrangement to continue and develop, supporting further people into employment. Quotation from a client <i>“It has really helped me gain confidence to go back to work in a temporary agency job.”</i>	
<p><b>Socio-economic disadvantage</b>  <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	Select from the following: positive	The STARS programme has been delivered by RCT Leisure Services for over 15 years and supports vulnerable individuals into regular exercise. In particular it takes referrals from professionals for those who have experiences drug or substance dependency, experienced physical or mental trauma or have long term health needs due to conditions such as cerebral palsy or multiple sclerosis. This scheme not only supports physical health through regular exercise, but is part of a wider multi-agency package to assist vulnerable and disadvantaged individuals, as evidenced by a client quote <i>“Please, keep this scheme going you don’t realise just how much it helps</i>	



Appendix 2

		<p><i>especially with regards to my confidence and feeling better, I would like to have shed a few more pounds but you can't have it all".</i></p> <p>Quote from a previously homeless person who was supported into temporary accommodation and volunteering as a pathway into work, who attended the STARS programme <i>It has been absolutely amazing, every chance to go I do..... going forwards the subscription that you are outing me on will enable me to continue .....I cannot thankyou enough for the opportunity.</i></p>	
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## SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. Attach a separate action plan where impacts are substantial.

*The proposed Sport and Physical Activity Strategy 22-27 does not have any disproportionate/negative or adverse impacts on a protected group of residents/customers.*

- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.

*The proposed Sport and Physical Activity Strategy 22-27 is aimed at all residents of RCT regardless of demographic. Where grant funding allows, it includes the ability to develop and support additional services for those residents that are inactive or less active and experience additional barriers to exercise, in disadvantaged areas of the county borough. This demographic is identified through the National Survey for Wales, Junior Sport Survey and Welsh Index of Multiple Deprivation and community consultation with the target demographic in the target areas, prior to developing additional services.*

- 4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

*The proposed Sport and Physical Activity Strategy is currently subject to a 4 week period of public, staff and key stakeholder consultation, including a specific question on any potential impact for a resident with a protected characteristic.*

- 4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes

No

## **SECTION 5 – MONITORING AND REVIEW**

5a) Please outline below how the implementation of the proposal will be monitored:

*The strategy will be monitored via the council's Performance Management processes including Self-Service Evaluation and Delivery Planning process. Key teams that will deliver against the strategies outcomes will also report in to external grant funding bodies.*

5b) When is the evaluation of the proposal due to be reviewed?

*The strategy will be reviewed annually.*

5c) Who is responsible for the monitoring and review of the proposal?

*The Head of Service will lead the monitoring and review process with the wider service area.*

5d) How will the results of the monitoring be used to develop future proposals?

*The monitoring will assist to develop the annual Delivery Plan.*

## **SECTION 6 – REVIEW**

As part of the Impact Assessment process all proposals that fall within the definition of ‘Key Decisions’ must be submitted to the Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your proposal is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Decision please forward your impact assessment to [Councilbusiness@rctcbc.gov.uk](mailto:Councilbusiness@rctcbc.gov.uk) for a Review Panel to be organised to discuss your proposal. The EqIA guidance document provides more information on what a Key Decision is.

It is important to keep a record of this process so that you can demonstrate how you have considered equality and socio-economic outcomes. Please ensure you update the relevant sections below

<b>Officer Review Panel Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>
<b>Consultation Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following consultation</b>

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**SECTION 6 – SUMMARY OF IMPACTS FOR THE PROPOSAL**

Provide below a summary of the impact assessment. This summary should be included in the equality and socio-economic impact section of the Cabinet report template. The impact assessment should be published alongside the report.

The Leisure Strategy has a positive impact on the protected characteristics therefore a full assessment is not required at this time.

**SECTION 7 – AUTHORISATIONS**

Lead Officer: Sarah Kochalski

Name: Sarah Kochalski

Position: Leisure Operations Manager

Date:

I recommend that the proposal:

- Is implemented with no amendments **X**
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval:

Name:

Position:

Date:

Please submit this impact assessment with any SLT/Cabinet Reports.