



Equality and Fairness Analysis Findings report – Wave Leisure Trust Annual Review

Policy = the full range of our policies, practices, activities, projects, procurement and decisions, whether it is formally written down or whether it is informal custom and practice. This includes all existing policies and any new policies under development.

Person responsible for analysis	Annie Wills	
Person responsible for policy development	Annie Wills/Phil Evans	
Policy area (or function)	To seek Cabinet approval of the objectives stated within the 2018-19 Annual Service Statement between Lewes District Council and Wave Leisure Trust	
Service area responsible for implementing the policy	Service Delivery	
Originator (if not the Council)	N/A	
Is the policy proposed (new) or existing?	Proposed	
Is it an LDC/EBC policy or a partnership initiative?	LDC only	
Key people involved in the policy development and its implementation	Bee Lewis – Head of Facilities	
Decision making bodies the policy will be referred to	Lewes District Council Cabinet.	
Director/Assistant Director	Phil Evans.	
Date of first equality quality check (internal)	Ongoing	
Date of external equality stakeholder group		

The Public Sector Equality Duty

The public sector equality duty is made up of a 'general equality duty' which in turn is supported by 'specific duties'. The general equality duty is set out in section 149 of the Equality Act 2010 and came into force on 5th April 2011. The general equality duty sets out what is required of public authorities and the specific duties help public authorities comply with the statutory obligations.

As a summary, we must, in the exercise of our functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
2. Advance equality of opportunity between people who share a characteristic and those who do not share it;
3. Foster good relations between people who share a characteristic and those who do not share it.

These are commonly referred to as the three aims of the general duty.

The second aim (advancing equality of opportunity) involves, in particular, having due regard to the need to:

- Remove or minimise disadvantages experienced by people because of their protected characteristics.
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The Equality Act further states that the steps involved in meeting the needs of disabled persons that are different to the needs of persons who are not disabled include, in particular, steps to take account of a disabled persons' impairment.

It describes the third aim (fostering good relations) as tackling prejudice and promoting understanding between people who share protected characteristics and those who do not.

It explains that compliance with the general equality duty may involve treating some people more favourably than others, as long as this is within the law.

The duty also covers a 'person' who is not a public authority but who exercises public functions. We retain the responsibility for the 'person' having due regard to the three aims when delivering a service on our behalf. This should be written into their contract with us.

By thoroughly assessing what we do against the general duty we are able to make better decisions about what we do, leading to better outcomes for people who work for us and for people who access our services and facilities.

Context and Scope

What is the purpose of the policy and why is it needed?

To assess the equalities impact of the recommendations contained within the report to Cabinet concerning the Wave Annual Service Delivery Plan 2016/17 in relation to leisure service provision.

In what context will it operate and who is it intended to benefit?

The agreement between the Council and Wave Leisure Trust requires Cabinet to approve a Service Statement on an annual basis and to receive a report on the performance of the Trust. Additionally, Cabinet is required to approve the joint objectives proposed for the forthcoming financial year.

What are the expected outcomes/longer term benefits of the policy?

Equality, accessibility and equality of opportunity are the building blocks of the Annual Service Delivery Plans. The key components of the plans have been designed to increase participation across a number of disadvantaged groups; reduce health inequality; improve accessibility and social inclusion and education. The plans detail how these aims will be achieved.”

Information and Research

List all sources of information and relevant data that was obtained and considered in the assessment and include the groups you consulted with?

Wave Leisure Trust is a charitable not-for-profit Trust working to inspire active lifestyles through providing high quality, affordable and accessible health and fitness facilities and activities for our community. Annual Equality Assessments are carried out. There is ongoing dialogue with users. All of the centres offer a diverse programme, at different times of the day and classes for different abilities.

Were any gaps identified in this information and if so, what are these and what actions are being taken to address them?

No gaps identified. Wave Leisure carry out regular Equality Assessments. Previous assessments made used demographic data showing how key groups were catered for as part of leisure wellbeing provision. The Council asked Wave to particularly focus on the following areas : -

- Young People
- People on low incomes
- Elderly & Ageing

Analysis and Assessment

What are the main findings, trends and themes arising out of the research and information you have gathered and any consultation you have carried out?

In response to both local and national pressures, the council recognised that there was an opportunity to close the gap between the current level of leisure provision and the anticipated need, through a more targeted approach to programming and outreach.

Wave will monitor and review its approach to “Older Persons” activity provision, within the aims of the Older People’s Strategy to develop and improve the general health and wellbeing of older people within the community.

Wave is currently working with partner organisations to have greater reach into rural settings, providing specialised taster sessions which target the less active and provide opportunities to consult with the community to identify opportunities for regular activity provision.

Working with football clubs and in partnership with Sussex County FA, Wave is currently delivering and further developing a Walking Football programme, and is targeted to men and women aged 50+.

The Strength and Balance Programme (Falls Prevention) enhances exercise designed specifically to reduce the likelihood and severity of falls in individuals who have self referred or been identified as risk of falling. Wave is currently working with partnership organisations to widen the geographical coverage of the programmes and increase opportunities for participation.

Healthy Walking programmes are provided in four Wave sites. Walks are normally conducted on a weekly basis and will traditionally last for about an hour. Wave will continue to deliver the programme, work with partners to diversify and widen the geographical coverage to attract more participants.

National Older People’s Day is an international celebration of the older person and the contribution they make to society. Traditionally Wave has supported the promotion by offering additional older person activities and reduced access charges.

The Seaford Seniors Forum run an annual event which promotes physical activity to Seaford older people. The event also informs them of additional older people services

available within the town.

Wave is an active participant of the Local Action and Advisory Groups (LAG) established by East Sussex County Council to co-ordinate a cluster of Children's Centres focused on developing a programme of family activities.

SPARK is an independent organisation representing East Sussex community and voluntary sector organisation which provide and promote actions that support children and young people. Partners include community and voluntary sector organisations, as well as statutory providers

Wave currently works independently and in partnership, to provide opportunities at low or no cost for young people and their families to participate and become more active.

Programmes are co-ordinated within a number of venues including:

- i. Shakespeare Hall, Newhaven.
- ii. Schools within Seaford Cluster.
- iii. Seaford Head School.
- iv. On behalf of Newhaven University Technical College.

Programmes are being identified and developed across a number of areas including:

- i. Malling, Landport and De Montfort in Lewes.
- ii. Northern Villages of the Lewes District.

Active Sussex is one of 45 County Sports Partnerships. Wave is a key member of Active Sussex who are working in partnership and aim to deliver programmes of activity for all ages across the region with the purpose of increasing physical activity by 1%. Wave attends conferences and CPD events in order to keep updated on both local and national agendas.

The Crime Reduction Partnership is made up of voluntary agencies and statutory members to In addition Wave provides a range of taster sessions to encourage school children to try new activities and feed into already established Club within Wave managed facilities by dry and wet side.

Wave is the recipient of a National Lottery Reaching Communities grant, with a primary aim to provide engaging and enriching participation opportunities for children and young people in Newhaven identified as disadvantaged, at risk of participating in risky behaviour or from low income households

Wave is developing a referral opportunity for recipients of this service who are identified as needing support to develop physical activity to improve physical and emotional wellbeing.

Wave is an active member of Healthy Partnerships, across the Lewes District, with community and voluntary sector organisation which provide and promote actions that support positive health and wellbeing within communities. Partners include community and voluntary sector organisations, as well as statutory providers.

“Change4Life” is a public health programme which was launched in January 2009. Run by the Department of Health it is the country's first national social marketing campaign to tackle the causes of obesity.

Change4Life's aim is to inspire a broad coalition of people, including the NHS, local authorities, businesses, charities, schools, families and community leaders to all play a

part in improving the nation's health and well-being by encouraging everyone to eat well, move more and live longer. Wave has developed and delivers programmes of activity along with partnering Sussex Community Development Association (SCDA) with healthy eating and food safety awareness campaigns.

re:balance™ is a 12 week Weight Management course, commissioned by East Sussex County Council (ESCC) and run by leisure providers in local community settings. It is a scientifically developed programme to help people old and young to lose weight and maintain a healthier lifestyle and has been designed for two age range categories; Junior, i.e. 2 to 16 years of age and adult aged 16+.

Wave continues to work with partners to identify barriers to access and address gaps in provision to develop, support and implement programmes for people to participate in, which lead to increased participation in regular activity.

Working with GP surgeries Wave continues to identify barriers to access and address gaps in provision to develop, support and implement programmes for people to participate in, which lead to increased participation in regular activity, and seeks to include access to engagement at the point of referral in GP Surgeries

In partnership with the Town Councils, over the past 4 years Wave has been providing a range of holiday schemes across the District in areas including; Lewes, Seaford, Newhaven, Peacehaven and Telscombe Cliffs.

Currently Wave works with an organisation called "i-go" who support disabled people seeking to access leisure venues to participate in sporting/general activities.

"Young Inspectors" who are themselves disabled, assess Wave managed venues on an annual basis to audit accessibility. Wave then utilises the feedback to enhance provision and accessibility for disability. Wave has a track record for offering a range of low or no cost activities within sites for disabled people.

In addition to adapted main stream activities such as athletics, football, table tennis, swimming, dance and gym, Wave offers some less traditional but highly inclusive sessions such as New Age Kurling, a form of the original curling game but adapted so that it can be played indoors on any smooth, flat surface, such as a sports hall, rather than on ice.

Wave will continue to offer programmes of activity for the disabled and to further develop relationships with current and new partners to enhance the range of accessible programmes for specific groups within the community.

Wave is already working directly with users of the Multi Skills Group to create, diversify and consult on the programme of activity available to them and enable supportive access routes to regular physical activity.

Sportivate is a nationwide campaign it provides opportunities for teenagers and young adults to receive 6-8 weeks of coaching in a sport of their choice and guides them into regular participation within their community.

<p>Which protected groups will it affect/benefit the most?</p> <p><i>Considering who the policy is intending to benefit and what the expected outcomes are, assess each characteristic and indicate whether the policy has 'M' more, 'L' less, or 'E' equal relevance. Highlight the finding.</i></p>	Age	M	E	L
	Disability	M	E	L
	Gender reassignment	M	E	L
	Marriage and civil partnership	M	E	L
	Maternity and pregnancy	M	E	L
	Race	M	E	L
	Religion or beliefs	M	E	L
	Sex	M	E	L
	Sexual orientation	M	E	L
<p>Which parts of the Public Sector Equality Duty are most relevant to the policy?</p>	1. Eliminate discrimination, harassment and victimisation		M	L
	2. Advance equality of opportunity		M	L
	3. Foster good relations		M	L

Please explain your reasons for the above assessments and how you have given consideration to the different needs of people and taken steps to minimise potential disadvantages and maximise equality of opportunity

Key performance indicators confirm the overall user satisfaction defined by user group

Age

One outcome of the strategy is to increase users at the Leisure Centres. A number of actions are in place to increase participation. The increase in users will in turn hopefully result in healthy lifestyles and less GP visits . .

Disability

The Leisure Centres are fully accessible.. The Council will work with its Disability Involvement Group and local Access Groups to seek ways in which to increase participation of disabled people in local events and activities.

All printed information will meet RNIB Guidelines

Race

The above is also true for communities and individuals in the Lewes District who do not have English as their first language. The Wave website uses Google translate and we

will ensure the information provided via Wave will be meaningful in most languages. Furthermore, the Council will work with its Cultural Involvement Group (BAME forum) to seek ways in which to increase participation of ethnic minority people in local activities and events.

Based on your findings is there a need to balance conflicting views or counter resentment and inaccurate perceptions, if so what will you do?

Currently there are no identified conflicts or inaccurate perceptions. Wave has an ongoing dialogue with a number of users groups, who have been involved in consultation and their feedback is considered in relation to programming of activities

Action Planning

If you have identified specific areas that require action to promote equality, what steps are you going to take to ensure this work is carried out and completed?					
Issue Identified	Action Required	Lead Officer	Required Resources	Target Date	Measure of Success
No actions identified					

Outcome

Considering all the evidence and the potential or actual effect of the policy on equality, I conclude that:

2. Minor adjustments can be made to better promote equality in the proposals - some steps have been identified to remove barriers or to better advance equality.

Quality Assurance

How will you implement any recommendations made?	<i>No recommendations</i>
How will the issues covered in the action plan be monitored and reviewed and who will do this?	<i>Ongoing equality assessments will be carried out to ensure performance levels are continued</i>
Who will sign off the action plan once all actions are completed?	Annie Wills – Head of Tourism & Enterprise
How will you share the results with stakeholders?	<i>A copy of the Equality and Fairness Analysis will be included within the initial report to Cabinet. It will also be available to partners and residents of Lewes district on request.</i>

Approval

Report Author	Annie Wills – Head of Tourism & Enterprise
Signed	Annie Wills
Dated	14/09/17

Director/Assistant Director	Phil Evans – Director of Tourism & Enterprise.
Signed	
Dated	14/09/17

Please now send this report to equality@eastbourne.gov.uk

For completion by the Business Planning and Performance Team:

Quality Checking

Initial quality check carried out by				
Report cleared for internal quality checking or returned to EaFA author for further action	Cleared	X	Returned to EaFA author for action	
	Tick the box that applies			
Date sent to the internal equality checking group				
Record of comments/ recommendations made by this group				
Date comments sent back to EaFA author for inclusion in final draft report – where relevant				
Date final draft report received				
Final draft report cleared by				

Date of the Equality and Fairness External Steering Group final draft report was sent to	
Record of any comments/ recommendations made by this group	
Date comments/recommendations sent back to EaFA author for inclusion	
Date final EaFA received	
Final EaFA cleared by	
Date EaFA published on website	