

HDC Initial Equality Impact Assessment Form (EIA1)

Service Area/Section	Community Services – Sports Development	Persons undertaking the assessment (please also state name of contact officer)	Andrew Watson – Sports Development Officer
Name of policy or function to be assessed	Sports Development	Date of assessment	18 December 2007
		New or existing policy	Existing
1. Briefly describe the aims, objective or purpose of the policy, or service function.	<p>The sports development function of Harborough District Council aims to extend and improve opportunities for participation in sport and recreation in the Harborough District.</p> <p>Working with a range of partners, the Council aims to increase levels of physical activity through the Active Together project. Priority sports and activities are co-ordinated and delivered by the Harborough District Sports & Activity Alliance (HDSAA) and Leicester-Shire & Rutland Sport. Sports and leisure facilities are provided at Harborough Leisure Centre and Lutterworth Sports Centre in partnership with Serco Leisure.</p> <p>Equal access to facilities and services is promoted and those providing opportunities for sport and physical activity are supported to ensure best practice is followed. This is supported by the priorities of Community Services' Leisure and Cultural Services mission statement; "We work in partnership with and for communities to support leisure and cultural activities that improve the quality of life for residents and make the district a happy place to live work and visit."</p>		
2. Are there any associated objectives of the policy/function?	<p>The Harborough District Council Community Recreation Manager, Sports Development Officer and Physical Activity Co-ordinator provide services to the community in the form of support, information, advice, events and activities. The HDSAA action plan focuses on sports equity and improving access to sports and physical activity opportunities for all. Local groups who provide opportunities for inclusive sport are supported by Harborough District Council and the HDSAA.</p>		
3. Who is intended to benefit from this policy and in what way?	<p>The service, Community Services annual Service Plans, HDSAA Action Plans and the Active Together Project seeks to encourage all people to enjoy sport and physical activity and remove barriers to participation.</p>		

4. What outcomes are wanted from this policy/function and for whom?	To increase levels of participation in sport and physical activity thus improving the health of the community. To provide opportunities for the community to develop and succeed in sport and recreation.		
5. How do these outcomes meet or hinder other policies, values, or objectives of HDC?	<p>The provision of sports development supports the values and priorities through:-</p> <p>Place: Ensuring that the community can access quality sports and recreational facilities throughout the District. Promoting facilities and widening access for all.</p> <p>People: Harborough District Council, the HDSAA and the Active Together project provide the community with a wide range of information, support and opportunities for participation in sport and physical activity. This has a positive impact on the health and well being of our communities.</p>		
6. What factors/forces could contribute/detract from the intended outcomes?	<p>The service is available to all members of the community. However, officer time and resources are limited so the impact of the service is only as great as their capacity and capability. Raising awareness of opportunities for sport and physical activity poses many difficulties although the HDSAA web site now provides a wealth of information for the community to access.</p> <p>Access to the service can be achieved through the Council offices, via the internet, email or telephone. Officers are happy to meet in any location throughout the district and provide services based on need. A sports directory and records of participants from various activities / programmes provide the service with direct access to the community.</p>		
7. Who are the main stakeholders in relation to this policy?	Harborough District Council HDSAA Active Together Serco Leisure Leicester-Shire & Rutland Sport	8. Who implements the policy/function and is responsible for the policy?	Harborough District Council HDSAA Active Together Serco Leisure
9. Are there any concerns that the policy/function could have a differential impact on racial groups?	Y	N	No

<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			The HDSAA action plans promote sports equity and aim to develop and improve opportunities for inclusive sport.
10. Are there any concerns that the policy/function could have a differential impact due to gender?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Active Together – records show equal participation in activities. HDSAA – promotes opportunities for all and works with national governing body partners to promote opportunities for women and girls.
11. Are there any concerns that the policy/function could have a differential impact due to disability?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Where possible activities and services are accessible to all and disabled people can be accommodated.
12. Are there any concerns that the policy/function could have a differential impact due to sexual orientation?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			None
13. Are there any concerns that the policy/function could have a differential impact due to age?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Sport and physical activity opportunities are developed and promoted for all ages. The HDSAA works with a wide sector of the community and the Active Together project includes the work of one Physical Activity Co-ordinator who works primarily with the 50+ age group.

14. Are there any concerns that the policy/function could have a differential impact due to religious belief?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			The HDSAA constitution and terms of reference clearly state the alliance is open to all regardless of disability, sex, race or religious beliefs.
15. Are there any concerns that the policy/function could have a differential impact due to people having dependants/caring responsibilities?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Family activities are actively promoted and opportunities promoted and provided during school holiday periods and at sports / leisure centres.
16. Could any differential impact identified in 9-15 amount to there being the potential for adverse impact in this policy?	Y	N	No
17. Can any adverse impact be justified on the grounds of promoting equality of opportunity for one or more groups or any other reason?	Y	N	No
18. Should the policy proceed to a full impact assessment?	Y	N	No
19. If no, are there any recommended changes required to the policy to improve it around the equality agenda?	<p>Information and statistics regarding our community should continue to be utilised to ensure the needs of the community are met. Services and activities should be planned and delivered to reflect community needs and make effective use of our resources.</p>		

Additional notes/guidance (Policy Officer)	

Signed (completing officer) Date __/__/__

Signed (completing officer) Date __/__/__

Signed (Head of Service) Date __/__/__