

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Bristol Sport and Physical Activity Strategy 2020-2025
Directorate and Service Area	Public Health – Sport and Physical Activity
Name of Lead Officer	Guy Fishbourne/David Hudgell

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

Bristol aspires to have a Sport and Physical Activity Strategy which brings together a wide group of partners with the shared objectives of creating, promoting and enhancing opportunities for sport and physical activity as a key means to help create a healthier, resilient and more prosperous city.

This Strategy is intended to support the city's stakeholders in the planning and delivery of sport and physical activity investment, services and opportunities through a clearly defined set of strategic outcomes, objectives and a robust and measurable action plan. A new framework for the governance and implementation of the strategy will also be identified.

The Strategy presents the new requirements and guidelines of the UK's Chief Medical Officer (published in September 2019) as well as the current state of the health and wellbeing of Bristolians and the physical activity levels in the city. This context and associated data will subsequently be used as a baseline for 2019 against which the impact of this Strategy will be measured.

The role of competitive sport in helping the city to be healthy and prosperous is a key priority of this Strategy. It will seek to ensure there are actions taking place which promote the opportunities for talented athletes to develop as well as ways in which major sporting events can be used to engage inactive audiences and have a wider social and economic impact.

The **Vision** for the Strategy is:

“To ensure that all Bristol citizens have the encouragement, opportunity and environment they need to lead active, healthy and fulfilling lives. By working collaboratively and cooperatively, as a whole system, we will seek to transform attitudes and behaviours and make it easier for residents to enjoy sport and physical activity and embed it into their everyday lives.”

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

The strategy is informed by a number of data sources and evidence, the Active Lives survey from Sport England, the Bristol Physical Activity Needs Assessment, the UK Chief medical Officers physical activity guidelines and Bristol Quality of life data.

This is detailed in Appendix A – Data, Insight and Strategic Context’ of the Strategy.

2.2 Who is missing? Are there any gaps in the data?

Some equalities groups were under-represented in responses to the public consultation on the Strategy: Black and minority ethnicity (8.9%); Non-Christian faiths (5.1%); Lesbian, Gay and Bisexual (2.8%); and Women (31.4%). There were no consultation responses from people with protected characteristics: Children and young people (aged under 24); Gender reassignment; or Pregnancy and Maternity.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

We held three workshops to inform the Strategy which involved over 30 stakeholders from a range of organisations and agencies across the city, including members of the Bristol Sports Forum and representatives of equalities groups e.g. Bristol Multi Faith Forum.

We held a six week consultation to seek the views of citizens and organisations on the draft strategy.

Actions to take place in the strategy include (1) adopting co-design principles when developing new interventions and ensure this is resident led. (2) Create a monitoring and evaluation framework and consider partnerships with academic institutions to support the delivery of the framework.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

We have not identified any negative impact from the proposal. However we need to ensure that the Strategy fully addresses the differing needs of Bristol citizens with regard to their protected characteristics.

The proposal includes the positive targeting of people with low levels of physical activity and developing a system wide approach to support people with protected characteristics to get involved in Sport and Physical activity.

Target populations in Bristol have therefore been identified as:

- Disabled Adults - the data suggests that Disabled adults in Bristol are far less likely to report they engage in physical activity than the Bristol average including cycling or walking to work. This is a key objective of the strategy and with the sports forum and key partners involved in developing physical activity opportunities within the city this will provide a greater opportunity for disability physical activity.
- Older Adults - national and local data suggests that physical activity levels are lower amongst older adults. A key objective of the strategy is to increase physical activity in adults in the least active and deprived areas of the city.

- Women and Girls - data across most activities suggested lower percentages of women and girls engaging in physical activity compared to men and boys. Ongoing engagement of this group will happen through the Bristol girls can programme and leisure centre delivery of free pregnant swims.
- Those living in the most deprived areas - local data suggests that those living in the most deprived areas were less likely to report they do enough exercise, play sport once a week or cycle to work.
- Religion or belief - Effective consultation and ongoing engagement through the sports forum and mayoral working groups will ensure user groups are fully engaged in this process.

3.2 Can these impacts be mitigated or justified? If so, how?

The objectives and actions outlined within the strategy aim to reduce the current health inequalities that exist within the city as currently the many health benefits of physical activity are being disproportionately enjoyed more by those who already enjoy better health and thus adding to the gap in health inequalities in Bristol.

3.3 Does the proposal create any benefits for people with protected characteristics?

The benefits for people with protected characteristics are targeted within the overall strategy outcomes which include targets as follows:

- Outcome 1: Through physical activity, reduce health inequalities and the Healthy Life Expectancy gap by 10% between the most affluent wards and deprived wards by 2025.
- Outcome 2: 50% more people living in wards where there are the greatest levels of socio-economic deprivation, are doing more than 30 minutes physical activity per week by 2025.
- Outcome 3: Halt the rise in levels of childhood and adult obesity by 2025.
- Outcome 4: Bristol will be the most active Core City in the country, with at least 65% of people in all parts of the city achieving the recommended amount of physical activity by 2025.

3.4 Can they be maximised? If so, how?

The benefits will be maximised through the ongoing support of the Bristol Sports Partnership monitoring and evaluating against the set objectives. The ongoing work of resident led approach being developed and use of community champions will ensure this work continues to benefit those with protected characteristics.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?

The equalities Impact assessment has informed the need to engage and co-design interventions in communities and people with protected characteristics. This resident and insight led approach will make sure that sport and physical activity delivery will target people appropriately depending on their specific need and protected characteristics.

The actions generated from the equalities impact assessment have informed many of the actions within the strategy. Various actions have been highlighted in this document that will impact upon people on the basis of their protected characteristics.

4.2 What actions have been identified going forward?

Data on sports and physical activity participation needs to be supported ongoing through the strategy and one of the key objectives for the strategy is that a resident-led and insight led approach to developing, delivering and monitoring of this impact of the strategy. This will allow continual updating of relevant data sources to deliver the outcomes of the strategy.

We will address the under-representation of equalities groups in the public consultation on the Strategy with a communications plan to increase future engagement and co-design through the Bristol Sports Forum.

4.3 How will the impact of your proposal and actions be measured moving forward?

The impact of the strategy will be measured by creating a monitoring and evaluation framework and consider partnerships with academic institutions to support the delivery of the framework.

Service Director Sign-Off:



Date: 3/12/2019

Equalities Officer Sign Off:

Reviewed by Equality and Inclusion Team

Date: 3/12/2019

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