

## Equality Impact Assessment

ANNEX 2.4

Details of the assessment	
<b>Name of Function/Policy/ Service being assessed:</b>	Review of Sport and Youth development provision
<b>Is the activity...?</b>	<b>New</b> <input type="checkbox"/> (please go to step 1) <b>Existing: Yes</b> <input checked="" type="checkbox"/> (please go to step 2)
<b>Date of assessment</b>	Commenced: 14/02/22 Completed: 14/10/22 Approved by Management Team
<b>Directorate &amp; Service</b>	Street Scene, Leisure & Technical Services
<b>Policy Owner</b>	Robert Styles
<b>Lead Officer</b>	Stephen Gregg

<b>Step 1</b>	<b>Initial Screening for:</b> This EqlA is an assessment on the possible impact of the Council not continuing to provide Sport and Youth Development.	
	<b>Key Questions</b>	<b>Answers/Notes</b>
1	What are you looking to achieve in this activity?	For Council to no longer operate Sport and Youth development.
2	Who in the main will benefit?	Prevent budget costs for TMBC
3	Does the activity have the potential to cause adverse impact or discriminate against different groups in the community?	Yes <input checked="" type="checkbox"/> Please explain: Yes – see step 2
		No <input type="checkbox"/> Please explain:
		Note: if the answer is 'yes' then a full equality impact assessment is required – see step 2.
4	Does the activity make a positive contribution to equalities?	Yes <input checked="" type="checkbox"/> Please explain:
		No <input type="checkbox"/> Please explain: No – see step 2
		Note: if the answer is 'yes' then a full equality impact assessment is required – see step 2.

	<b>Key Questions</b>	<b>Answers/Notes</b>
<b>Step 2</b>	<b>Scoping the assessment</b>	

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	Key Questions	Answers/Notes
1.	What is the overall aim, or purpose of the function/ policy/service?	To provide opportunities and engagement in Sport and for Young People.
2.	What outcomes do you want to achieve with this function/ policy/service and for whom?	Enabling Borough residents to benefit from the physical and mental health benefits associated with sport and activities and to ensure that the Council provides opportunities for Young People in the Borough including consultation with them to inform direction and decisions.
3.	Who is intended to benefit from the function/service/ policy?	Residents, Young People and families specifically.
4.	Who defines or defined the function/service/policy?	There is no statutory requirement for the Council to provide Sport services or Youth development, however the Children's Act 2004 does require that safeguarding measures are in place and considered in the Council's decisions. Cabinet requested the position of Sport and Youth development be reviewed.
5.	Who implements the function/service/policy?	Street Scene, Leisure and Technical Services
6.	How do the outcomes of the function/service/policy meet or conflict other policies, values or objectives of the public authority (if applicable)?	Please indicate which of the Council's Key Priorities these outcomes relate to:
		Achieving efficiency <input checked="" type="checkbox"/>
		Embracing effective partnership working and funding <input type="checkbox"/>
		Valuing our environment and encouraging sustainable growth <input type="checkbox"/>
		Innovation <input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		Any other comments:
7.	Are there any factors that could contribute or detract from the outcomes identified earlier?	Continuation of Sport and/or Youth development would detract from achieving targets in the savings and transformation strategy.
<b>Step 3</b>	<b>Consideration of data and information</b>	
8.	What do you already know about who uses this function/service/ policy?	Members of the public including residents of the Borough and its visitors. A high proportion of residents that access funding support through the Council's Leisure

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		Pass scheme utilise the opportunities identified. Young people from local schools and groups engage with the Youth Forum.
9.	Has any consultation with service users already taken place on the function/service/ policy and if so what were the key findings?	None taken place.
10.	What, if any, additional information is needed to assess the impact of the function/service/policy?	N/A
11.	How do you propose to gather the additional information?	N/A
<b>Step 4 Assessing the Impact</b>		
12.	Based on what information you already know, in relation to each of the following groups consider whether a) there is anything in the function/service/policy that could discriminate or put anyone at a disadvantage b) for an existing function/service/policy, how it is actually working in practice for each group	
a.	<b>Equality groups</b>	Age  The Sport function operates across age groups although it does focus more on older and younger people who do not engage in exercise to encourage healthy lifestyles.  The Youth development function focuses directly upon those under 18 years old in its provision, removal of this service would therefore disproportionately affect young people.
b.		Disability  Young people with disabilities are assisted in accessing children's holiday activities through the Youth Development service. They would be disproportionately disadvantaged by the removal of the service as there is little alternative provision and funding support available.
c.		Gender  Both Sport and Youth development functions operate equally for gender, although there is more focus on engaging with female and non-binary residents as participation of these groups is lower.
d.		Race  N/A

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	Key Questions	Answers/Notes
e.	Religion/Belief	N/A
f.	Sexual Orientation	N/A
g.	Marital or Civil Partnership Status	N/A
h.	Pregnancy & Maternity	N/A
i.	Gender reassignment	Both Sport and Youth development functions operate equally for gender, although there is more focus on engaging with non-binary residents as participation of these groups is lower.
j.	General/other	N/A
<b>Step 5 Reviewing and Scrutinising the Impact</b>		
13.	What conclusions can you draw about any differential impact and how people are adversely or positively affected?	The Council recognises that there could be a disproportionate impact on those with one or more protected characteristics.
14.	What actions can you take to address any impacts identified?	In order to consider any adverse impacts, the County Council has a statutory role in providing services and support for Sport and Young People. There are community workers in place for Trench and East Malling, supporting residents physical and mental health through signposting to support services. There is also a Tonbridge and Malling Local Children's Partnership Group that meets to consider young people in the Borough.
15.	If no changes can be made, what reasons are there to justify this?	Both Sport and Youth Development are discretionary services that have been provided by the Council with the responsibility and funding for these areas falling to the County Council.  As such, any specific funding decisions must be considered against the backdrop of substantial savings targets. In this context, the Council believes that the decision is a proportionate means of achieving a legitimate aim. The aim to balance the Council's budget, must be achieved for the Council to continue to meet its core statutory duties and equality objectives.
16.	How might any of the changes, in relation to the adverse impact, have a further adverse affect on any other group?	N/A

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	Key Questions	Answers/Notes
<b>Step 6</b>	<b>Decision making and future monitoring</b>	
17.	Which decision making process do these changes need to go through i.e. do they need to be approved by a committee/Council?	Cabinet