



# Equalities Analysis Assessment Template

An Equality Analysis Assessment (EAA) should be conducted and this template completed, when a major decision is being made. If you are unsure about what a major decision is, then please refer to the EAA guidance on SharePoint.

The EAA process is a continuous one, analysis of impact has to be done throughout the life of the decision, to ensure that groups are not inadvertently impacted by circumstances that were not foreseen at the beginning. The EAA can follow a decision or project along the service user journey, beyond team boundaries. If ownership of a decision is unclear then the EAA should be jointly undertaken.

A completed copy of this document should be attached to all reports, even if this EAA simply notes that a full assessment is not required and why. EAAs have to be produced even where there is no data available. A lack of data should not be a barrier to any consideration of equalities, where there isn't the best evidence available, it is still essential that the process is followed and the decision-makers are made aware of any limitations.

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## 1. The activity or decision that this assessment is being undertaken for

The Lewisham Physical Activity Strategy 2023 – 2028 is being assessed. This strategy which outlines the work we will undertake to monitor and increase the physical activity participation levels of our residents over the next five years. The strategy also provides a framework that allows National Governing Bodies of Sport and external funders insight into our vision for the next 5 years. This will provide a foundation for which funding applications can be built upon.

### Equality Objectives

This strategy provides a framework for how the Council will work in partnership with local stakeholder organisations to empower our community to engage in physical activity. This aligns to the corporate equalities objective **to increase the number of people we support to become active citizens.**

There is a range of great work already taking place throughout the borough to improve the health and wellbeing of our residents. This aligns with the corporate equalities objective **to improve the quality of life of residents by tackling preventable illnesses and diseases.**

We aim to keep our already active residents engaged in physical activity however, emphasis will be given to those that are define as leading an inactive lifestyle (taking part in less than 30 minutes of physical activity weekly). This will require focus being placed on working the underrepresented groups we have identified in the assessment below which aligns with the corporate equalities objective **to ensure equal opportunities for marginalised and seldom heard communities.** Part of this will require us to work towards address some of the

inequalities identified in the recently conducted BLACHIR study which investigates the underlying issues that contribute to the health inequalities experienced by our black African and Caribbean residents. This aligns to the corporate equalities objective **to ensure that services are designed and delivered to meet the needs of Lewisham’s diverse population.**

**2. The protected characteristics or other equalities factors potentially impacted by this decision**

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity/Race	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Language spoken	<input type="checkbox"/> Other, please define:
<input checked="" type="checkbox"/> Gender/Sex	<input checked="" type="checkbox"/> Gender identity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Household type	
<input checked="" type="checkbox"/> Income	<input checked="" type="checkbox"/> Carer status	<input checked="" type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Socio Economic	
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy and Maternity	<input checked="" type="checkbox"/> Refugee/Migrant/Asylum seeker	<input checked="" type="checkbox"/> Health & Social Care	
<input checked="" type="checkbox"/> Nationality	<input checked="" type="checkbox"/> Employment	<input checked="" type="checkbox"/> Veterans or reservists		

Here you should include those protected characteristics that may be relevant – your research may later show that they are not all impacted but this is where you evidence consideration of possible impact.

You should also explain the reasons why you have selected particular protected characteristics as well as why you have chosen not to select others. If you decide none of the characteristics are impacted you must also provide a justification for reaching this decision. It will be important if you need to evidence how you have adhered to the Public Sector Equality Duty.

In addition to protected characteristics, which the Council must consider by law, you should also consider whether any of the other characteristics in the table above are relevant.

**3. The evidence to support the analysis**

We have used a range of sources to provide the data (both qualitative and quantitative) required to complete this EAA.

The data source for each protected characteristic is sited below, a lack of data sources has also been highlighted.

Sex – Census 2021, Sport England Active Lives, Leisure Centre Data

Gender Reassignment – No data available for Lewisham

Age – Census 2021, Sport England Active Lives, Leisure Centre Data

Disability – Census 2021, Sport England Active Lives, Leisure Centre Data

Race & Ethnicity – Census 2021, Sport England Active Lives, Leisure Centre Data, BLACHIR study

Sexual Orientation - Limited anecdotal information

Religion – Census 2021, Leisure Centre Data

Pregnancy & Maternity - No data available for Lewisham

Marriage & Civil Partnership - No data available for Lewisham

#### 4. The analysis

The key findings for Lewisham include:

##### Sex

- Males (74%) are more active than females (65.7%)
- Males (15.3%) have less inactivity than females (21.1%)

##### Gender Reassignment

- There is no local data available
- National research indicates that nationally levels of activity are lower amongst transgender people than cis-gendered counterparts

##### Age

- Younger people are more active than older people;
- 72.7% of residents aged 16 - 34 are physically active for at least 150 minutes per week, compared to 64.2% of residents aged 54-75

##### Disability

- People with no registered disability are significantly more active (72%) than people with a registered disabled (59.2%)

##### Race and Ethnicity

- In Lewisham, White British/White Other people are more active (79%) than their Black counterparts (58.8%)

##### Sexual Orientation

- There is no local data available for this category
- National data indicates that gay and lesbian people are more active than heterosexual people.

##### Religion or Belief (or No Belief)

- People that do not follow a faith/non-belief (77.5%) are more active than Christians (46.9%)
- No data was available locally for any other faiths or religious beliefs
- Nationally there is a mixed picture regarding faith and physical activity. Overall, those with no religion, Christians and Buddhists are the most active while Hindus, Jewish, Muslim, and Sikh people have low levels of activity.

##### Pregnancy & Maternity

- There is no Active Lives data regarding pregnancy & maternity. However, other Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.

##### Marriage and Civil Partnership

- There is no Active Lives data regarding marriage/civil partnership. However, other Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.

## **5. Impact summary**

### **Sex**

- Males (74%) are more active than females (65.7%)
- Males (15.3%) have less inactivity than females (21.1%)

Our physical activity strategy will have a positive impact on this protected characteristic. Women and girls are a key target audience within our strategy with the aim of overcoming the disparities that exist between males and females' activity levels in the borough.

Particular focus will be given to encouraging and empowering women and girls to take part in a wide range of physical activities, working with them to understand and address some of the barriers that exist in preventing them from taking part.

### **Action**

- We will work with facilities and deliverers to support the delivery of female only sessions where possible,
- We will work to improve the female workforce to provide role models and champions residents to inspire our residents.

### **Gender Reassignment**

- There is no local data available
- Research indicates that nationally levels of activity are lower amongst transgender people than cis-gendered counterparts

Our physical activity strategy will have a positive impact on the activity levels with regard to gender reassignment. Similar to the above, this strategy will aim to make physical activity accessible for all members of our community.

### **Action**

- We will continue to work with the LGBTQ+ organisations such as the London Trans and Gender Non-conforming Swimming Group (TAG's) to further understand the barriers to engaging in physical activity they experience
- We will continue to promote the sessions that are currently taking place at Glass Mill leisure centre and explore opportunities to increase provision where demand dictates.

### **Age**

- Younger people are more active than older people;
- 72.7% of residents aged 16 - 34 and 64.2% of residents aged 54-75 150 minutes per week

Our physical activity strategy will have a positive impact on this protected characteristic We aim to make physical activity a lifelong habit, so we'll continue to encourage the uptake of physical activity starting at an early age. However, we recognise that maintaining a physically active lifestyle gets harder as we get older so we will explore opportunities to promote physical activity to this age demographic.

### **Action**

- We will continue to offer concessions memberships for residents over the age of 60.
- We will seek opportunities to actively promote physical activity to this age demographic.

### **Disability**

- People with no registered disability are significantly more active (72%) than people with registered disability (59.2%)

Our physical activity strategy will have a positive impact on this protected characteristic. We aim to increase the levels of physical activity people with registered disabilities are engaging with. We know that physical activity has a range of benefits for people with disabilities and long term health conditions in improving the quality of life for these individuals.

#### **Action**

- We will continue to offer free access to our leisure centres for residents with a registered disability.
- We will also work closely with our leisure contractors to continually review the leisure centre layouts to ensure they are DDA compliant.
- We will seek opportunities to Co create physical activity programmes that people with registered disabilities can access.
- We will continue our work with access sport in contributing a Disability sports forum.

#### **Race and Ethnicity**

- In Lewisham, White British/White Other people (79%) are more active than Black (58.8%) counterparts

The Lewisham physical activity strategy will have a positive impact on physical activity levels when taking the disparities between race and ethnicity into account.

#### **Action**

- We will work with community groups to further understand the barriers that exist for our black residents in taking part in physical activity.
- We will work with our leisure centres and community organisations to ensure activities are delivered with improved cultural awareness.
- We will work to achieve the recommendations outlined in the BLACHIR study with regard to increasing healthier behaviours, for example working with trusted black African and black Caribbean grassroots organisations to co-create opportunities for physical activity..

#### **Sexual Orientation**

- There is no local data available for this category
- National data indicates that gay and lesbian people are more active than heterosexual people.

There will be a positive impact on the physical activity levels of people with regard to their sexual orientation. We will aim to provide safe and inclusive environments for all people to take part in physical activity.

#### **Action**

- We will seek opportunities to support our local physical activity providers in providing inclusive activity sessions.
- We will seek opportunities to promote existing physical activity sessions for people within LGBTQ+ communities.

#### **Religion or Belief (or No Belief)**

- No data was available locally for any other faith's or religious belief's
- People that do not follow a faith/non-belief (77.5%) are more active than Christians (46.9%)
- Nationally there is a mixed picture regarding faith and physical activity. Overall, those with no religion, Christians and Buddhists are the most active while Hindus, Jewish, Muslim and Sikh people have low levels of activity.

There will be a positive impact on the physical activity levels of both religious and non-religious people across Lewisham. We will aim to work with religious organisations understand the barriers that exist in preventing people taking part in physical activity.

### **Action**

- We will work faith-based groups and organisations to understand the barriers their cohorts of people experience in accessing physical activity.
- We will work with faith-based groups and organisations to co-create opportunities for physical activity.
- We will work with faith-based groups and organisations to communicate existing opportunities for physical activity.

### **Pregnancy & Maternity**

- There is no Active Lives data regarding both pregnancy & Maternity. However, Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.

There will be a positive impact on the physical activity levels of pregnant people across Lewisham. We aim to enable people with young families to continue to be able to access leisure facilities.

### **Action**

- We will work to improve the promotion of our Creche provisions available at Glass Mill and Downham Leisure Centres

Our Physical Activity Strategy aims to improve rates of physical activity of all members of our community, as well as tackle inequalities. Generally, the major inequalities relate to gender, age, ethnicity, disabilities, and faith. There are also notable gaps in data that pertains to gender reassignment, pregnancy, marriage, and civil partnership.

The strategy proposes to work with a range of internal and external stakeholders to increase physical activity engagement for all, but will focus attention on the areas of the borough where there is the most inactivity. Protected groups will benefit from this approach

## **6. Mitigation**

This equalities analysis assessment recognises that whilst the physical activity strategy up for consideration by measuring happen that has no identified negative impacts with regards to protected characteristics, there are still mitigating steps that could still be taken to ensure barriers to accessing to physical activity are reduced. Some of the mitigating steps that can be taken have been highlighted below:

### **Socio-economic status**

Typically, the cost of physical activity sessions can be a barrier for people in socio-economically challenging situations. Our leisure contractors operate a concessionary membership scheme that allows for means tested subsidised access to our leisure centres, including offering free access to those registered with disabilities.

A lack of time can be a barrier to the way our residents access physical activity, especially for those in challenging economic circumstances. We will continue to ensure that the opening hours for our local leisure centres and tennis courts across the borough are as wide as possible, including evenings and weekends.

We are continually conducting mapping exercises to understand where physical activity is being delivered and aim to find effective ways to communicate this provision to our residents. We know that travel can be a barrier for some of our residents in accessing physical activity, so we aim to

help our residents stay informed on the locations of physical activity sessions with the use of an activity Finder that we have made available on our website.

As the Borough of Sanctuary, we want to assist refugees and asylum seekers in accessing opportunities for physical activity. Free leisure centre memberships are on offer at any of our GLL (operating as Better) managed leisure centres for anyone that has been granted refugee status in the last 12 months.

### **Residents with health limitations**

Health and mobility limitations may impact the ability of residents to participate in various types of physical activity. Those that meet the relevant eligibility criteria are able to access our exercise on referral scheme offered at four of our leisure centres. This allows General Practitioners to refer residents to our leisure centres for subsidised access and specialist support.

We will also support our leisure centres in ensuring they are Dementia friendly. This will include working with organisations such as dementia friends to ensure our leisure centres are as accessible as possible for people suffering with Alzheimer's and dementia. Also, each site is monitored on an ongoing basis, with reviews conducted to ensure each centre remains accessible for people with mobility issues including wheelchair users.

We understand fat obesity is a increasing issue for the children and young people in Lewisham. we will be working with our public health colleagues in ensuring physical activity is embedded in the services provided to our local schools. this issue is magnified for people from certain ethnic backgrounds as highlighted in the BLACHIR study. working with grassroots organisations across the borough to co-create culturally appropriate programmes for health and well-being and physical activity will be key to addressing some of these issues.

### **Awareness of the benefits of Physical Activity**

Improving the way, the benefit of physical activity is communicated to our residents is of paramount importance. Communications plans will be put in place and reviewed on an ongoing basis to ensure the correct messaging is or lack of knowledge about how to engage with physical activity. This may include providing easy read versions of existing literature for specific stakeholder groups to help their cohorts in accessing available information.

As mentioned above we will also aim to work with faith-based organisations to ensure the benefits of physical activity on the health and well-being of our communities are understood and promoted.

We are aware of the importance of obtaining quality data to assist in further understanding the equalities disparities that exist in accessing physical activity opportunities. The aim over the life span of the physical activity strategy will be to ensure our delivery partners and organisations are able to collect the data needed to understanding some of the existing gaps we have in our local information. this will include working with our leisure centres to encourage members to provide as much demographic information as possible as well as working to automate our booking systems for facilities such as our local football pitches and parks tennis courts. Again, this will aid us in the collection of useful information we can use to analyse under representation in activity and device action plans to address these.

## **7. Service user journey that this decision or project impacts**

The strategy sets a strategic framework around 3 key domains:

- Active People
  - o The provision of programmes and services that are tailored around the needs of our local people with emphasis placed on those underrepresented in physical activity participation
- Active Environments
  - o Ensuring that all our residents have access to high quality, safe and affordable places to engage with physical activity, whether this be in a

traditional gym/leisure centre or a non-traditional place like religious institutions and workplaces.

- Active Systems

- Ensuring that the local systems and structures in place to facilitate the achievement of our vision. Supporting and upskilling the existing and workforce as well as new volunteers to deliver physical activity to their community.

**Signature of  
Director**



James Lee

Director of Communities, Partnerships and Leisure