

EQUALITY IMPACT ASSESSMENT

Cease Sport Development Function

Reference: EIA000315

Date: 29/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000315
Date Submitted	29/01/2024
Subject of the EIA	Cease Sport Development Function
Brief description of the policy, service or function covered by the EIA	Review and reduce the non statutory sports development function within the Sports Service. This service function generally supports the other partner organisations in delivering sports development outcomes, the reduction in the service will not result in programmes and projects ceasing as others within the service and sector will pick up further work and responsibility. The Sports Service will continue to support development where possible.
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-03-31

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Neighbourhoods
Service area	Sport Service
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Dave Wagg
What is the accountable officer's email address?	Chris Jordan

Data Sources

Data sources	["Relevant reports/strategies"]
Data source details	N/A

Protected Characteristics
Protected Characteristic – Age

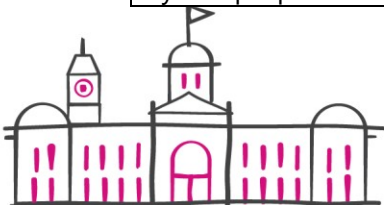

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.
How will you mitigate against any negative impact to the age characteristic?	Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.
How will you mitigate against any negative impact to the disability characteristic?	Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Male", "Female", "Non-binary"]



Please describe the impact to the sex characteristic	Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.
How will you mitigate against any negative impact to the sex characteristic?	Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A



Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]
Please describe the impact to the ethnicity and race characteristic	Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.
How will you mitigate against any negative impact to the ethnicity and race characteristic?	Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.

Protected Characteristic - Religion or Beliefs

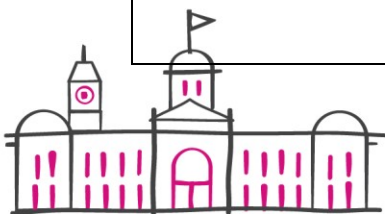

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Please describe the impact to the religion or beliefs characteristic	Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	The Sport Service will continue to support delivery of sport development programmes by organisations such as The Active Wellbeing Society, Sport Birmingham, Sport England and National Governing Bodies of sport and will continue to monitor impact as part of the whole system approach to sport delivery. This will be conducted through the regular meetings and feedback from other organisations delivering programmes across the city.
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Please enter the email address for the officer responsible for monitoring impact and mitigation

Dave Wagg

