

Equality Impact Analysis (EIA) Resident/Service User

Please refer to the guidance and initial Equality Impact Analysis before completing this form.

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Fit & Active Barnet Framework (2016 – 2021)	
Is it a new or revised function, policy, procedure or service? New framework (strategic document)	
Department and Section: Commissioning Group – Adults & Health; Sport & Physical Activity	
Date assessment completed: 31/10/2016	
2. Names and roles of people completing this assessment:	
Lead officers	Cassie Bridger – Strategic Lead – SPA Courtney Warden – Commissioning Lead - SPA
3. Full description of function, policy, procedure or service:	
<p>In 2015 a Sport and Physical Activity (SPA) Team was formed within London Borough of Barnet (LBB) with the responsibility to deliver an effective approach to sport and physical activity across the borough.</p> <p>Whilst it is recognised that Barnet has a healthy mix of SPA opportunities and assets, with only 37.7% of Barnet’s adult population (16+) participating in sport at least once a week¹ combined with a number of health inequalities², there is need for a collaborative approach to address this multi-faceted challenge. This guided the development of a Fit and Active Barnet (FAB) Framework 2016-2021, which seeks to facilitate a revised strategic direction to achieve a shared vision of <i>‘creating a more active and healthy borough’</i>.</p> <p>The Framework encourages greater collaboration to drive improvements and unlock new opportunities between partners, whilst demonstrating alignment to corporate priorities. The FAB Framework 2016-2021 is reflective of the evolving physical activity, sporting and social landscape of Barnet, which through alignment with new national strategy³ for sport and physical activity, seeks to provide a co-ordinated approach to identify how increasing participation should fully embrace a diversity of services to provide an integrated solution.</p> <p>The Framework identifies four outcomes underpinned by ‘commitments’, which will facilitate the <i>‘creation of a more active and healthy borough’</i>⁴:</p> <ol style="list-style-type: none"> 1. Improve and enhance Barnet leisure facilities, ensuring that opportunities are accessible for all residents 2. Advocate investment and innovative policies to support the delivery of high quality accessible facilities 3. Facilitate partnerships and develop opportunities that demonstrate a commitment to embed an active 	

¹ Measured by [Sport England’s Active People Survey 9](#)

² As evidenced within the [Barnet Joint Strategic Needs Assessment](#)

³ [Sport England; Towards an Active Nation \(2016 – 2021\)](#)

⁴ Aligned with the SPA related s demonstrated within the [Joint Health & Well-being Strategy](#) (2015 – 2020)

habit

4. Target those who do not traditionally engage

The vision to *'create a more active and healthy borough'* encompasses all Barnet residents as we strive to enhance access to opportunities and promote equality. Nevertheless, to facilitate an approach that engages and captivates residents in a more focused and concentrated manner the Framework will be a vehicle to respond to the diverse needs of the following under-represented groups⁵;

- Children & Young People
- Older Adults
- Women and Girls
- Disabled People
- Black and Minority Ethnic Groups

Recognising the breadth of opportunity and diverse network of current and potential stakeholders, the Framework outlines the contribution sport and physical activity can make locally, recommending the establishment of a Fit & Active Barnet Partnership to support the delivery of the outcomes identified. It is intended that the Fit & Active Barnet Partnership will be underpinned by thematic sub groups i.e. Disability Sports Network to support the implementation of this Framework.

At the core of this aspiration it will mean that by 2021 there will be measurable improvements that determine;

- An increase in the percentage of active adults (as defined by Sport England Active Lives Survey, formally Active People Survey).
- Improved health outcomes and general wellbeing
- Improved opportunities to access sport & physical activity for all ages and abilities
- An enhanced approach to partnerships
- Better intelligence to identify needs, supply and demand for sport and physical activity provision
- Innovative approaches to make participation an attractive choice
- Increase sustainability, creating more resilient communities and sport and physical activity providers, including; clubs and the voluntary and community sector.

To ensure the Framework is fully reflective and seeks to address the needs of the individuals and communities in which it was served, the document was developed using a two stage consultation process;

Stage 1 – workshops with partners and stakeholders to shape the vision, outcomes and proposed commitments within the framework. This included but was not limited to partner and stakeholder representation from Barnet and Harrow Public Health, National Governing Bodies of Sport and the Voluntary and Community sector.

Stage 2 – public consultation via London Borough of Barnet's consultation platform, Engage Barnet. This process sought feedback from partners, stakeholders, residents and community groups etc. on the proposed vision, outcomes and commitments.

⁵ As identified via available insight - Barnet Joint Strategic Needs Assessment

<p>How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.</p>			
Equality Strand	Affected?	Please explain how affected	What action has been taken already to mitigate this? What further action is planned to mitigate this?
1. Age	Yes <input type="checkbox"/> POSITIVE	<p>Sport England Active People Survey;</p> <ul style="list-style-type: none"> - 37.7% of adults (16+) participate in sport once a week - 50.1% of the adult population (16+) do not currently take part in any sport - 68% of adults (16+) want to do more sport - Data on youth participation (under 16) is not currently available due to Sport England's data collection methodology <p>Joint Strategic Needs Assessment;</p> <ul style="list-style-type: none"> - 57.8% of adults (16+), 20.8% of 4 – 5 year olds and 38.6% of 10 – 11 year olds experience problems with excess weight (overweigh & obese), - Barnet is now the most populous London borough with an estimated 376,265 residents and is growing. The highest rates of population growth are forecast to occur around the planned development works in the west of the borough with over 113% growth in Golders Green and 56% in Colindale by 2030. <p>When focusing on under-represented groups;</p> <ul style="list-style-type: none"> - The over-65 population is forecast to grow three times faster than the overall population between 2015 and 2030, and the rate increases in successive age bands⁶. 	<p>The FAB Framework seeks to have a positive affect by widening access to and enhancing the SPA experience for all residents within the borough, through the adoption of a full life course approach that is directed by available insight.</p> <p>Whilst the Framework is holistic in its approach, alignment with insight and the five commissioning areas facilitates a direction that supports improved participation amongst the under-represented age groups of children and young people and older people via a number of commitments. These will be guided by the implementation of a FAB partnership. Examples include;</p> <ul style="list-style-type: none"> - <i>Contributing to the creation of a 'family friendly' borough</i> - <i>Increasing physical literacy in early years, schools and home settings</i> - <i>Ensuring new and existing commissions are centred around the needs of residents and address wider social and community outcomes, facilitating links between the most appropriate services/partners</i> - <i>Influence sustainable programming that achieves prevention and early intervention, prohibiting/alleviating the onset of long term health conditions and social isolation.</i> - <i>Work in partnership with health champions, brokers and organisations to promote borough wide opportunities so they become an 'attractive choice' for service users.</i> - <i>Encourage an innovative approach that seeks to increase participation via less traditional</i>

⁶ Barnet Joint Strategic Needs Assessment

		<ul style="list-style-type: none"> - The young Barnet population is estimated to grow by 6% up to 2020 when it will reach 98,914 maintaining Barnet as the second highest population of children and young people in London⁷. 	<p><i>forms of delivery to reach a wider demographic and address barriers to participation i.e. parkrun.</i></p> <ul style="list-style-type: none"> - <i>Ensure brief advice on physical activity is incorporated into services for groups that are particularly likely to be inactive</i> <p>Mitigation = Framework developed via two stage consultation process.</p>
<p>2. Disability</p>	<p>Yes <input type="checkbox"/> POSITIVE</p>	<p>There is no definitive data on the number of people living with a disability within the borough, although research undertaken by Oxford Brookes University provided the following estimates;</p> <ul style="list-style-type: none"> - Moderate or severe learning disabilities = 1,507 - Moderate physical disabilities = 16,795 - Severe physical disability = 4,759 - Mental health problems = 16,23 <p>An estimated 5,912 pupils in Barnet have some form of Special Educational Need (SEN) with over 600 children and young people registered as having a disability</p> <p>Due to a low sample size there is no data available on the number of adults with a disability participating in sport.</p> <p>Data on youth participation in sport (including disabled young people) is not currently available.</p>	<p>The FAB Framework seeks to have a positive affect by widening access to and enhancing disabled and inclusive opportunities within the borough.</p> <p>This will be facilitated through the following commitments, driven by the implementation of a FAB partnership;</p> <ul style="list-style-type: none"> - <i>Widen access to ensure that facilities and open spaces are better used by the communities they serve.</i> - <i>Embed a commitment to align to and fulfil key policy that directly impacts participants and the quality of services received i.e. Mental Health Charter for Sport and Recreation, Barnet Dementia Manifesto and the emerging Governance Code for Sport in the UK.</i> - <i>Advocate for spaces and facilities to meet recommended standards i.e. DDA compliant.</i> - <i>Promote the Inclusive Fitness Initiative.</i> - <i>Develop and fully integrate the Barnet Disability Sports Network</i> - <i>Encourage alignment with best practice tools and guidance i.e. Dementia Friends and Club ID</i> - <i>Encourage the use of open data to better understand participation and inform future programming</i> - <i>Work in partnership with health champions, brokers and organisations to promote borough wide opportunities so they become an 'attractive choice' for service users.</i>

⁷ [Barnet Children & Young People Plan \(2016 – 2020\)](#)

			<ul style="list-style-type: none"> - <i>Ensuring new and existing commissions are centred around the needs of residents and address wider social and community outcomes, facilitating links between the most appropriate services/partners</i> - <i>Refine understanding of the needs and barriers to participation amongst priority groups by working with key agencies and service users</i> - <i>Encourage an innovative approach that seeks to increase participation via less traditional forms of delivery to reach a wider demographic and address barriers to participation i.e. parkrun.</i> - <i>Ensure brief advice on physical activity is incorporated into services for groups that are particularly likely to be inactive</i> <p>Mitigation = Framework developed via two stage consultation process.</p>
<p>3. Gender reassignment</p>	<p>No <input type="checkbox"/></p>	<p>There is very limited data available on this protected characteristic. It is not anticipated that there will be a negative impact on gender reassignment or a positive intervention required.</p>	<p>The FAB Framework seeks to have a positive affect by widening access to and enhancing the SPA experience for all residents within the borough.</p> <p>Whilst the Framework does not focus specifically on this protected characteristic the FAB partnership has a commitment to;</p> <ul style="list-style-type: none"> - <i>Ensuring new and existing commissions are centred around the needs of residents and address wider social and community outcomes, facilitating links between the most appropriate services/partners.</i> - <i>Widen access to ensure that facilities and open spaces are better used by the communities they serve.</i> - <i>Encourage an innovative approach that seeks to increase participation via less traditional forms of delivery to reach a wider demographic and address barriers to participation i.e. parkrun.</i>

<p>4. Pregnancy and maternity</p>	<p>Yes <input type="checkbox"/> POSITIVE</p>	<p>There is very limited data available on this protected characteristic, however recognising the importance of being physically active during pregnancy, maternity and early years the Framework seeks to address through a life course approach.</p>	<p>Mitigation = Framework developed via two stage consultation process.</p> <p>The FAB Framework seeks to have a positive affect by widening access to and enhancing the SPA experience for all residents within the borough.</p> <p>Whilst the Framework does not focus specifically on this protected characteristic it recognises the importance of supporting initiatives that encourage increased participation within these life stages i.e. Healthy Children's Centres.</p> <p>The 'commitments' outlined in the 'age' strand above identify how this protected characteristic is considered within the FAB Framework.</p> <p>Mitigation = Framework developed via two stage consultation process.</p>
<p>5. Race / Ethnicity</p>	<p>Yes <input type="checkbox"/> POSITIVE</p>	<p>Barnet's population is becoming more diverse, driven predominately by the natural change in population.</p> <p>The highest proportion of the population from white ethnic backgrounds are 90 years and over age group (93.3%), whereas the highest proportion of people from BME groups are found in the 0-4 age group (55.4%).</p> <p>The wards if Burnt Oak, Colindale and West Hendon have populations whom are than 50% are from BME backgrounds.</p> <p>Sport England Active People Survey 9 demonstrates that 35.6% of adults (16+) from BME communities and 40.4% from White communities participate in sport once or more times per week (30 mins)</p>	<p>The FAB Framework seeks to have a positive affect by widening access to and enhancing the SPA experience for all residents within the borough.</p> <p>The Framework has identified BME communities as an under-represented group in respect of participation and an area of focus to address inequalities and respond to diverse needs. The FAB partnership sets out to achieve this by;</p> <ul style="list-style-type: none"> - <i>Ensuring new and existing commissions are centred around the needs of residents and address wider social and community outcomes, facilitating links between the most appropriate services/partners.</i> - <i>Widen access to ensure that facilities and open spaces are better used by the communities they serve.</i> - <i>Refine understanding of the needs and barriers to participation amongst priority groups by working with key agencies and service users.</i> - <i>Encourage an innovative approach that seeks to increase</i>

			<p><i>participation via less traditional forms of delivery to reach a wider demographic and address barriers to participation i.e. parkrun.</i></p> <p>- <i>Ensure brief advice on physical activity is incorporated into services for groups that are particularly likely to be inactive</i></p> <p>Mitigation = Framework developed via two stage consultation process.</p>
6. Religion or belief	No <input type="checkbox"/>	<p>The only reliable data set for religion within the Borough comes from the 2011 Census results.</p> <p>Over the ten years between the 2001 and 2011 Census the religious makeup of Barnet has become increasingly diverse, with proportionate growth in most religions except Christianity and Hinduism. The largest increase was in the number of Muslims within the Borough, which increased by 4.2%, although people with no religion had the second highest rate of growth and now accounts for 16.1% of the population.</p> <p>After Christianity, Judaism was the second most common religion, with Barnet continuing to have the largest Jewish population in the country. The Jewish and Muslim population makes up over a quarter of the total population of Barnet.</p>	<p>The FAB Framework seeks to have a positive affect by widening access to and enhancing the SPA experience for all residents within the borough.</p> <p>Whilst the Framework does not focus specifically on this protected characteristic the FAB partnership has a commitment to;</p> <p>- <i>Ensuring new and existing commissions are centred around the needs of residents and address wider social and community outcomes, facilitating links between the most appropriate services/partners.</i></p> <p>- <i>Widen access to ensure that facilities and open spaces are better used by the communities they serve.</i></p> <p>- <i>Encourage an innovative approach that seeks to increase participation via less traditional forms of delivery to reach a wider demographic and address barriers to participation i.e. parkrun.</i></p> <p>Mitigation = Framework developed via two stage consultation process.</p>
7. Gender / sex	Yes <input type="checkbox"/> POSITIVE	<p>Women account for a larger proportion of the Barnet population than men. 51.1% (187,685) of the population are women and 48.9% (179,580) of the population are men. The proportion of men to women is roughly equal below 65, whereas above 64, women account for 56.5% of the population (29,152) compared to men</p>	<p>The FAB Framework seeks to have a positive affect by widening access to and enhancing the SPA experience for all residents within the borough, through the adoption of a full life course approach that is directed by available insight.</p> <p>Whilst the Framework is holistic in its approach there are clear disparities in the levels of SPA participation amongst males and females in the borough (which is also concurrent with the national</p>

		<p>who account for 43.5% (22,423). This reflects the longer lifespans of women.</p> <p>Sport England Active People Survey 9 demonstrates that 37.2% of men and 32.6% of women (aged 26+) currently participate in sport once or more per week (30min)</p>	<p>picture). As such women and girls have been identified as an under-represented group and an area of focus for the FAB partnership. The following 'commitments' will assist driving up participation amongst this group;</p> <ul style="list-style-type: none"> - <i>Ensuring new and existing commissions are centred around the needs of residents and address wider social and community outcomes, facilitating links between the most appropriate services/partners.</i> - <i>Widen access to ensure that facilities and open spaces are better used by the communities they serve.</i> - <i>Encourage an innovative approach that seeks to increase participation via less traditional forms of delivery to reach a wider demographic and address barriers to participation i.e. parkrun.</i> - <i>Align with and fully embrace key government and national targeted campaigns to get the nation moving more i.e. This Girl Can.</i> - <i>Ensure brief advice on physical activity is incorporated into services for groups that are particularly likely to be inactive</i> <p>Mitigation = Framework developed via two stage consultation process.</p>
<p>8. Sexual orientation</p>	<p>No <input type="checkbox"/></p>	<p>There is very limited data available on this protected characteristic. It is not anticipated that there will be a negative impact on gender reassignment or a positive intervention required.</p>	<p>The FAB Framework seeks to have a positive affect by widening access to and enhancing the SPA experience for all residents within the borough.</p> <p>Whilst the Framework does not focus specifically on this protected characteristic the FAB partnership has a commitment to;</p> <ul style="list-style-type: none"> - <i>Ensuring new and existing commissions are centred around the needs of residents and address wider social and community outcomes, facilitating links between the most appropriate services/partners.</i> - <i>Widen access to ensure that</i>

			<p><i>facilities and open spaces are better used by the communities they serve.</i></p> <ul style="list-style-type: none"> - <i>Encourage an innovative approach that seeks to increase participation via less traditional forms of delivery to reach a wider demographic and address barriers to participation i.e. parkrun.</i> <p>Mitigation = Framework developed via two stage consultation process.</p>
<p>9. Marital Status</p>	<p>No <input type="checkbox"/></p>	<p>There is very limited data available on this protected characteristic. It is not anticipated that there will be a negative impact on gender reassignment or a positive intervention required.</p>	<p>The FAB Framework seeks to have a positive affect by widening access to and enhancing the SPA experience for all residents within the borough.</p> <p>Whilst the Framework does not focus specifically on this protected characteristic the FAB partnership has a commitment to;</p> <ul style="list-style-type: none"> - <i>Ensuring new and existing commissions are centred around the needs of residents and address wider social and community outcomes, facilitating links between the most appropriate services/partners.</i> - <i>Widen access to ensure that facilities and open spaces are better used by the communities they serve.</i> - <i>Encourage an innovative approach that seeks to increase participation via less traditional forms of delivery to reach a wider demographic and address barriers to participation i.e. parkrun.</i> <p>Mitigation = Framework developed via two stage consultation process.</p>
<p>10. Other key groups?</p> <p>Carers</p> <p>People with mental health issues</p> <p>Some families and lone parents</p>	<p>Yes <input type="checkbox"/> POSITIVE</p> <p>Yes <input type="checkbox"/> POSITIVE</p> <p>Yes <input type="checkbox"/> POSITIVE</p>	<p><u>Carers</u> In 2011 approx. 32,000 carers were registered in Barnet, with approx. 12,746 aged 25 – 49 years. On averaged 5.2% of carers reported having poor health.</p> <p><u>Mental Health</u> In 2015 it was predicted that 56,333 people aged 18 – 64 have a mental health condition in Barnet.</p>	<p>There is a commitment within the current leisure management contract to support carers (adult and young people) with access to Barnet leisure centres through the Carers Pass scheme. It is anticipated the same or a similar scheme will continue within the new leisure management contract (commencing 2018).</p> <p>The FAB Framework seeks to have a positive affect by widening access to and enhancing the SPA</p>

<p>People with a low income</p> <p>Unemployed people</p> <p>Young people not in employment education or training</p>	<p>Yes <input type="checkbox"/> POSITIVE</p> <p>Yes <input type="checkbox"/> POSITIVE</p> <p>Yes <input type="checkbox"/> POSITIVE</p>	<p><u>People with a low income</u> In 2015, 13.5% of households had a household income of below £15,000; this is above the London rate of 18.0% and the Great Britain rate of 24.0%. In comparison to other London Boroughs, Barnet has the sixth lowest rate of households with a total income of less than £15,000 per year. More than one in four households in Burnt Oak earn below £15,000 per year and around one in five households in Colindale and Underhill earn below £15,000 per year; this compares to Garden Suburb where fewer than one in ten households earns below £15,000 per year.</p> <p><u>Unemployed people</u> In line with national trends, the highest rate of unemployment (11.9%) is within the 16-24 age group, although this is below the Outer London rate of 20.4% and the UK rate of 17.5%. The Wards with the highest rates of unemployment were once again located towards the West of the Borough in Colindale (8.4%) and Burnt Oak (8.1%).</p> <p><u>NEET young people</u> Overall in Barnet 2.3% of 16-18 year olds are NEET. Males are over-represented as NEET 61%, compared to 51% in general population. Barnet is ranked 4th nationally in terms of the proportion of 16 to 18 year olds not in education, employment or training (NEET). This success is continued for those pupils with learning difficulties or disabilities, where participation rates are ranked 9th nationally.</p>	<p>experience for all residents within the borough.</p> <p>Whilst the Framework does not focus specifically on these other key groups the FAB partnership has a commitment to;</p> <ul style="list-style-type: none"> - <i>Embed a commitment to ensuring that delivery partners and stakeholders are aligned to and fulfilling key policy that directly impacts participants and the quality of services received i.e. Mental Health Charter for Sport and Recreation.</i> - <i>Ensure brief advice on physical activity is incorporated into services for groups that are particularly likely to be inactive</i> - <i>Ensuring new and existing commissions are centred around the needs of residents and address wider social and community outcomes, facilitating links between the most appropriate services/partners.</i> - <i>Widen access to ensure that facilities and open spaces are better used by the communities they serve.</i> - <i>Encourage an innovative approach that seeks to increase participation via less traditional forms of delivery to reach a wider demographic and address barriers to participation i.e. parkrun.</i> - <i>Encourage the development of volunteering across the Borough through strategic alignment to the Community Participation Strategy adopting a 'Do it with us, not to us' approach.</i> - <i>Encourage high quality employment and work experience through the sports and physical activity sector to benefit local residents</i> - <i>Encourage alignment with best practice tools and guidance i.e. Dementia Friends and Club ID</i> - <i>Encourage the use of open data to better understand participation and inform future</i>
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		<p><i>programming</i></p> <ul style="list-style-type: none"> - <i>Influence sustainable programming that achieves prevention and early intervention, prohibiting/alleviating the onset of long term health conditions and social isolation.</i> - <i>Develop and fully integrate the Barnet Disability Sports Network</i> - <i>Work in partnership with health champions, brokers and organisations to promote borough wide opportunities so they become an 'attractive choice' for service users.</i> <p>In addition to these commitments there is a consistent theme throughout the Framework to ensure that delivery models / programmes are 1) accessible 2) cost effective for both the operator and end user and 3) are able to demonstrate a positive effect on wider society outcomes such as access to employment and increased community cohesion. There is a commitment that the FAB Partnership will utilise technologies help evaluate impact i.e. Sport England's Return on Investment toolkit.</p> <p>Mitigation = Framework developed via two stage consultation process.</p>
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5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?

The FAB Framework and its associated outcomes / priorities will have a positive impact on satisfaction amongst different groups of residents as it seeks to work collaboratively to ‘*create a more active and healthy borough*’.

Considering it’s holistic approach to SPA and supporting wider strategy and commissioning plans i.e. Parks & Open Spaces Strategy and the Children & Young People Plan, the FAB Framework is anticipated have a positive effect on the following areas measured by the Resident Perception Survey (twice annually);

Area	Autumn 2015 Excellent / Good %
Parks, playgrounds and open spaces	67%
Council owned leisure centres	20%
Activities for teenagers and young people	38%

In addition to the above, satisfaction will continue to be measured via the leisure management contract via monthly customer correspondence and an annual user survey.

It is intended that the following ‘commitments’ outlined for the FAB partnership will further facilitate the measurement of satisfaction amongst different groups of residents;

- *Encourage the use of open data across the partnership to better understand participation and inform meeting current and future demand.*
- *Work across the partnership to implement a model to effectively evaluate targeted activities.*

6. How does the proposal enhance Barnet’s reputation as a good place to work and live?

Development of a strategic framework that facilitates a collaborative approach to ‘*creating a more active and healthy borough*’, supports the Council’s corporate objective to make sure Barnet is a place;

- *of opportunity, where people can further their quality of life*
- *where people are helped to help themselves, recognising that prevention is better than cure*
- *where responsibility is shared, fairly*
- *where services are delivered efficiently to get value for money for the taxpayer*

To ensure that the Framework truly represents and meets the needs of Barnet, the outcomes and priorities identified were developed via a two stage consultation process (as identified above).

7. How will members of Barnet’s diverse communities feel more confident about the council and the manner in which it conducts its business?

The FAB Framework strives to ‘*create a more active and healthy borough*’ which encompasses all residents, with a particular focus on under-represented groups. Through a collaborative approach and identifying the right partners/stakeholders to work with the, FAB Partnership will be positioned to influence and deliver the commitments identified within the framework at a local level, demonstrating greatest impact amongst the boroughs diverse communities.

The two stage consultation process used to develop the Framework provided the opportunity for partners, stakeholders, community groups and residents etc. to shape the content, ensuring it is fit for purpose and truly reflective and responsive to the need within Barnet. Through our diverse partner and stakeholder network, there is a commitment for residents to continue to be engaged in service design and delivery to facilitate success and demonstrate greatest impact.

8. Please outline what measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? *Include information about the groups of people affected by this proposal. Include how frequently the monitoring will be conducted and who will be made aware of the analysis and outcomes? This should include key decision makers. Include these measures in the Equality Improvement Plan (section 16)*

The FAB Framework will be governed by a FAB Partnership, a strategic body that will support the facilitation of sport and physical activity in the borough. It is intended that the FAB Partnership will comprise of partners involved in strategy, policy and development matters relating to Barnet (including but not limited to);

- Sports sector including National Governing Bodies of Sport, London Sport, Sports Clubs and other delivery partners
- Education sector including HE and FE
- VCS and organisations

An early and crucial role of the FAB Partnership is to agree what success looks like and how outcomes are measured at a local level to demonstrate greatest impact. There will be a desktop review of progress made against the outcomes in the FAB Framework in 2018 following a year of implementation.

Barnet’s performance in relation to resident participation in sport and physical activity will continue to be measured by Sport England. Previously this was measured via the Active People Survey (adults aged 16+ participating in 30min or more of moderate intensity exercise one or more times per week). To align with Sport England’s new strategy ‘Towards an Active Nation’, the data collection methodology has been revised and will see the introduction of the Active Lives Survey (replacing the Active People Survey). This survey will encompass Sport England’s broadened age range from 5+ (previously 16+) and whilst the exact measures are being agreed, it is anticipated key performance indicators will focus on;

- *Decrease in percentage of people physically inactive*
- *Increase in the number of people volunteering in sport at least twice in the last year*
- *The demographics of volunteers in sport to become more representative of society as a whole*
- *Number of people who have attended a live sporting event more than once in the past year*

9. How will the new proposals enable the council to promote good relations between different communities? Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.

The FAB Framework seeks to have a positive effect by widening access to and enhancing the SPA experience for **all** residents within the borough, however recognising and responding to apparent inequalities requires a focus on targeting under-represented groups (as identified above).

It is recognised that impactful delivery of the FAB Framework is only achievable through a collaborative approach which includes a variety of partners and stakeholders who have a shared vision to 'create a more active and healthy borough'.

To effectively achieve a shared vision and direction the draft FAB Framework was developed in consultation with a number of key partners and stakeholders (as identified above). An open consultation process allowed for further consultation with partners and stakeholders in addition to residents and wider community groups to ensure that the Framework is fit for purpose and deliverable at a local level.

Through collaboration with the right partners/stakeholders we will be better positioned to understand needs and barriers. This will inevitably facilitate improved service design and delivery resulting in great engagement and impact in relation to implementation of the Framework.

10. How have employees and residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community. Please refer to Table 2

As noted above, the draft framework (outcomes and commitments) were developed in consultation with key partners and stakeholders (including but not limited to); National Governing Bodies of Sport, Barnet & Harrow Public Health and the Voluntary and Community Sector. Following sign off at Adults and Safeguarding committee on 19th Sep 2016 the draft Framework followed a six week open consultation process which invited partners, stakeholders, community groups and residents etc. to have their say on the draft Framework and test the vision for Barnet.

The consultation was made available via Engage Barnet and a paper copy of the questionnaire was available on request.

Feedback from the consultation was reviewed and amends were made to the Framework where applicable / response provided in a consultation summary report (available via Engage Barnet).

Overall Assessment

11. Overall impact			
Positive Impact ✓	Negative Impact or Impact Not Known ⁸ x	No Impact x	
12. Scale of Impact			
Positive impact: Minimal ✓ Significant x	Negative Impact or Impact Not Known Minimal x Significant x		
13. Outcome			
No change to decision ✓	Adjustment needed to decision x	Continue with decision <i>(despite adverse impact / missed opportunity)</i> x	If significant negative impact - Stop / rethink x

⁸ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

14. Please give full explanation for how the overall assessment and outcome was decided.

This EIA has identified that the overall intended impact of the FAB Framework is positive as we seek to enhance the SPA offer and landscape in the borough, '*creating a more active and healthy borough*'.

Developing the FAB Framework through utilisation of available insight i.e. JSNA and Sport England's Active People Survey, and alignment with key strategies and plans has facilitated a direction that encourages a collaborative approach across a diversity of services and organisations to achieve a shared vision.

A two stage consultation process 1) development stage with partners and stakeholders and 2) open consultation on the draft Framework encompassing all partners, stakeholders, communities and residents etc. further supports the Framework being equitable in its approach; reflective and responsive to the needs of Barnet.

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15. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Analysis (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
Implementation of a FAB partnership to govern the execution and monitoring of the FAB Framework.	Identify appropriate partners and stakeholders and initiate FAB partnership.	Partnership established inclusive of draft Terms of Reference.	Cassie Bridger – Strategic Lead – SPA Courtney Warden – Commissioning Lead SPA	April 2017

1st Authorised signature (Lead Officer/Project Sponsor) 	2nd Authorised Signature (Service lead/Project Manager)
Date: 31/02/2017	Date:

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