

Equalities Impact Assessment (EIA)

EIAs make services better for everyone and support value for money by getting services right first time.

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then create an action plan to get the best outcomes for service users and staff¹. They analyse how all our work as a council might impact differently on different groups protected from discrimination by the Equality Act 2010². They help us make good decisions and evidence how we have reached them.³

An EIA needs to be started as a project starts to identify and consider possible differential impacts on people and their lives, inform project planning and, where appropriate, identify mitigating actions. A full EIA must be completed before any decisions are made or policy agreed so that the EIA informs that decision or policy. It is also a live document; you should review and update it along with your project plan throughout.

You should first consider whether you need to complete this full EIA⁴.

Other key points to note:

- Full guidance notes to help you are embedded in this form – see the End Notes or hover the mouse over the numbered notes.
- Please share your EIA with your Equalities Champion and the final/updated version at the end of the project.
- Major EIAs should be reviewed by the relevant Head of Service.
- Examples of completed EIAs can be found on the Equalities Hub

1. Responsibility for the EIA

Title of proposal ⁵	Fit & Active Barnet Framework 2022-2026
Name and job title of completing officer	Laura Thornton
Head of service area responsible	Courtney Warden
Equalities Champion supporting the EIA	Rosie Evangelou
Performance Management rep	N/A
HR rep (for employment related issues)	N/A
Representative (s) from external stakeholders	Fit & Active Barnet Partnership Board

2. Description of proposal

Is this a: (Please tick all that apply)	
New policy /strategy / function / procedure / service <input type="checkbox"/>	Review of Policy /strategy / function / procedure / service <input checked="" type="checkbox"/>
Budget Saving <input type="checkbox"/>	Other <input type="checkbox"/>
If budget saving please specify value below:	If other please specify below:
<p><i>Please outline in no more than 3 paragraphs⁶:</i></p> <ul style="list-style-type: none"> <i>The proposal which is being assessed</i> <p>The Fit & Active Barnet (FAB) Framework 2022–2026 outlines a local framework for the development of sport and physical activity in Barnet over the next five years. Through alignment with national and local strategies, it sets out a partnership approach to increasing participation in sport and physical activity (including all forms of everyday movement) to achieve a more active and healthy borough. The Framework has been shaped by services across the Council, partners, and</p>	

residents through a series of engagement methods. The Framework builds on the success of the previous FAB Framework covering 2016–2021 and aims to increase physical activity levels in the borough in the context of people, place, and partnerships.

- *The key stakeholders who may be affected by the policy or proposal*

London Borough of Barnet, sport and physical activity providers, National Governing Bodies, the health sector, the education sector and the voluntary, community and faith sector.

- *The decision-making route being taken (eg. business planning, committee) and date of decision*

Adults and Safeguarding Committee to approve assessment on 07.03.22

3. Supporting evidence

What existing data informs your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis

Protected group	What does the data tell you ⁷ ? <i>Provide a summary of any relevant demographic data about the borough's population from the Joint Strategic Needs Assessment, or data about the council's workforce</i>	What do people tell you ⁸ ? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i>										
Age ⁹	<p>The table below shows the percentage breakdown of the total population within Barnet</p> <table border="1" data-bbox="398 523 1187 707"> <thead> <tr> <th>Age group</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>0-17 years</td> <td>23.6%</td> </tr> <tr> <td>18-64 years</td> <td>61.9%</td> </tr> <tr> <td>65 years and over</td> <td>14.5%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </tbody> </table> <p>The Sport England Active Lives Survey (May 20/21) demonstrates</p> <p>Adults aged 16+ in Barnet achieving at least 150 minutes of physical activity per week:</p> <ul style="list-style-type: none"> - 16 – 34 years (65.7%) - 35 – 54 years (60.1%) - 55 – 74 years (66.5%) - 75+ years – no data due to sample size <p>43.5% of Barnet's children aged 5 – 16 years active for an average of 60+ minutes per day (academic year 2018/19)</p>	Age group	%	0-17 years	23.6%	18-64 years	61.9%	65 years and over	14.5%	Total	100%	<p>Engagement conducted to support development of the draft Framework (prior to public consultation) found that for people aged 65 and over the following challenges to accessing sport and physical activity are:</p> <ul style="list-style-type: none"> • Caring responsibilities means there is little time and there's a cost to organising cover • Safety concerns • Classes are not always available to suit age and ability • There may be medical conditions that make physical activity difficult • Travel to facilities can be prohibitive • Covid 19 carries greater risks for the elderly • Not fully aware of what's on offer
Age group	%											
0-17 years	23.6%											
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Total	100%											
Age continued	Data collected via the Councils leisure management contract demonstrates that between 1st Jan 2018 – 20th March 2020	Engagement conducted to support development of the draft Framework (prior to public consultation) found that for people aged										

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	<p>(data collection dates align with commencement of the COVID-19 pandemic): 1,036,618 visits from children and young people aged 0-15 years, and 384,046 visits from older adults aged 55 and over</p>	<p>0-17 the following challenges to accessing sport and physical activity are:</p> <ul style="list-style-type: none"> • Some negative experiences of physical activities at school • Worries about body image and the judgement of others • Dislike for doing activities in mixed age groups • Interplay of cultural factors e.g., parents holding certain beliefs about what children should do • School/ college, homework and travel time leaves little time for physical activities • Children are tired from the academic pressure they're under <p>During public consultation we received a total of 73 responses from the following age groups</p> <table border="1" data-bbox="1216 1002 1648 1361"> <tbody> <tr> <td>16-17</td> <td>0</td> <td>0.00%</td> </tr> <tr> <td>18-24</td> <td>1</td> <td>2.44%</td> </tr> <tr> <td>25-34</td> <td>8</td> <td>19.51%</td> </tr> <tr> <td>35-44</td> <td>10</td> <td>24.39%</td> </tr> <tr> <td>45-54</td> <td>5</td> <td>12.20%</td> </tr> <tr> <td>55-64</td> <td>5</td> <td>12.20%</td> </tr> <tr> <td>65-74</td> <td>7</td> <td>17.07%</td> </tr> <tr> <td>75+</td> <td>0</td> <td>0.00%</td> </tr> </tbody> </table>	16-17	0	0.00%	18-24	1	2.44%	25-34	8	19.51%	35-44	10	24.39%	45-54	5	12.20%	55-64	5	12.20%	65-74	7	17.07%	75+	0	0.00%
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Disability ¹⁰	<p>14.9% of Barnet's population have a disability (Census 2011 last reported data)</p> <p>The Sport England Active Lives Survey (May 20/21) demonstrates that 56.7% of adults with a disability and/or long-term health condition are active in Barnet for at least 150 minutes per week</p> <p>Data collected via the Councils leisure management contract demonstrates that between 1st Jan 2018 – 20th March 2020 (<i>data collection dates align with commencement of the COVID-19 pandemic</i>): 44,021 visits from people with a disability and/or long-term health condition</p>	<p>Engagement conducted to support development of the draft Framework (prior to public consultation) found that for people with a disability the following challenges are limiting access to sport and physical activity:</p> <ul style="list-style-type: none"> • Reliance on others for travel to activities • Cost, limited available budget • Concerns about Covid • Not wanting to attend activities alone • Fear of embarrassment • Lack of confidence • Waiting lists for oversubscribed activities • Some funding no longer available for previous activities • Timetable clashes with other things like college <p>During public consultation we received a total of 73 responses. Of the 73 responses 17% confirmed that they had a disability. Their input has supported the shaping of the FAB Framework.</p>												

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Gender reassignment ¹¹	Data Not Reportable	<p>During public consultation we received a total of 73 responses from the following. Of the respondents 2.5% have identified as having a reassigned gender. Their input has supported the shaping of the FAB Framework.</p> <table border="1"> <tr> <td>Is the gender you identify with the same as your sex registered at birth?</td> <td></td> <td></td> </tr> <tr> <td>Yes, it's the same</td> <td>34</td> <td>85.00%</td> </tr> <tr> <td>No, it's different</td> <td>1</td> <td>2.50%</td> </tr> <tr> <td>Prefer not to say</td> <td>5</td> <td>12.50%</td> </tr> <tr> <td>Not answered</td> <td>33</td> <td>45%</td> </tr> <tr> <td>Answered</td> <td>40</td> <td>55%</td> </tr> <tr> <td>Total</td> <td>73</td> <td>100%</td> </tr> </table>	Is the gender you identify with the same as your sex registered at birth?			Yes, it's the same	34	85.00%	No, it's different	1	2.50%	Prefer not to say	5	12.50%	Not answered	33	45%	Answered	40	55%	Total	73	100%
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Marriage and Civil Partnership <small>12</small>	Data Not Reportable	<p>During public consultation we received a total of 73 responses from the following. The table below shows the breakdown of marital status of all respondents. Their input has supported the shaping of the FAB Framework.</p> <table border="1" data-bbox="1211 644 1818 1145"> <thead> <tr> <th>Marital Status</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Single</td> <td>11</td> <td>27.50%</td> </tr> <tr> <td>Co-habiting</td> <td>2</td> <td>5.00%</td> </tr> <tr> <td>Married</td> <td>16</td> <td>40.00%</td> </tr> <tr> <td>Divorced</td> <td>1</td> <td>2.50%</td> </tr> <tr> <td>Widowed</td> <td>1</td> <td>2.50%</td> </tr> <tr> <td>In a same sex civil partnership</td> <td>1</td> <td>2.50%</td> </tr> <tr> <td>Prefer not to say</td> <td>8</td> <td>20.00%</td> </tr> <tr> <td>Not answered</td> <td>33</td> <td>45%</td> </tr> <tr> <td>Answered</td> <td>40</td> <td>55%</td> </tr> <tr> <td>Total</td> <td>72</td> <td>100%</td> </tr> </tbody> </table>	Marital Status			Single	11	27.50%	Co-habiting	2	5.00%	Married	16	40.00%	Divorced	1	2.50%	Widowed	1	2.50%	In a same sex civil partnership	1	2.50%	Prefer not to say	8	20.00%	Not answered	33	45%	Answered	40	55%	Total	72	100%
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Pregnancy and Maternity ¹³	Data Not Reportable	<p>During public consultation we received a total of 73 responses. The table below shows the breakdown of respondents Pregnancy and maternity status. Their input has supported the shaping of the FAB Framework.</p> <table border="1" data-bbox="1211 1305 1680 1398"> <tbody> <tr> <td>Pregnancy</td> <td></td> <td></td> </tr> <tr> <td>Pregnant</td> <td>0</td> <td>0.00%</td> </tr> </tbody> </table>	Pregnancy			Pregnant	0	0.00%																											
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Race/ Ethnicity ¹⁴	<p>The table below show the percentage breakdown of people in Barnet by race/ethnicity:</p> <table border="1"> <thead> <tr> <th>Race/ethnicity</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Asian</td> <td>20%</td> </tr> <tr> <td>Black</td> <td>7%</td> </tr> <tr> <td>Mixed/Other</td> <td>9%</td> </tr> <tr> <td>White</td> <td>64%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </tbody> </table> <p>The Sport England Active Lives survey is unable to report participation levels amongst most BAME groups due to the limited sample size recruited (500 random sample)</p> <p>The Survey (May 20/21) demonstrates that 67% of residents that identify as White British, 59.1% White Other and 53.7%</p>	Race/ethnicity	%	Asian	20%	Black	7%	Mixed/Other	9%	White	64%	Total	100%	<p>Engagement conducted to support development of the draft Framework (prior to public consultation) found that for people from ethnic minority backgrounds the following challenges were limiting access to sport and physical activity:</p> <ul style="list-style-type: none"> • Men and women prefer to exercise separately so need facilities and classes that cater for this • Low incomes mean they can't afford some activities • Older residents have difficulties with movement and getting out • Not speaking English can mean it's hard to follow an instructor or ask for help <p>During public consultation we received a total of 73 responses. The table below shows the breakdown of the respondents' ethnicities. Their input has supported the shaping of the FAB Framework.</p>						
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	<p>Asian (excluding Chinese) are active for at least 150 minutes per week.</p> <p>Data collected via the Councils leisure management contract demonstrates that between 1st Jan 2018 – 20th March 2020 (<i>data collection dates align with commencement of the COVID-19 pandemic</i>): 222,016 visits from residents representing BAME communities</p>	<table border="1"> <thead> <tr> <th data-bbox="1352 528 1935 576">Ethnicity</th> <th data-bbox="1935 528 1995 576"></th> <th data-bbox="1995 528 2110 576"></th> </tr> </thead> <tbody> <tr> <td data-bbox="1352 576 1935 639">Asian - Bangladeshi</td> <td data-bbox="1935 576 1995 639">0</td> <td data-bbox="1995 576 2110 639">0.00%</td> </tr> <tr> <td data-bbox="1352 639 1935 703">Asian - Chinese</td> <td data-bbox="1935 639 1995 703">1</td> <td data-bbox="1995 639 2110 703">2.44%</td> </tr> <tr> <td data-bbox="1352 703 1935 767">Asian - Indian</td> <td data-bbox="1935 703 1995 767">1</td> <td data-bbox="1995 703 2110 767">2.44%</td> </tr> <tr> <td data-bbox="1352 767 1935 831">Asian - Pakistani</td> <td data-bbox="1935 767 1995 831">0</td> <td data-bbox="1995 767 2110 831">0.00%</td> </tr> <tr> <td data-bbox="1352 831 1935 943">Any other Asian background (please specify below)</td> <td data-bbox="1935 831 1995 943">1</td> <td data-bbox="1995 831 2110 943">2.44%</td> </tr> <tr> <td data-bbox="1352 943 1935 1007">Black - African</td> <td data-bbox="1935 943 1995 1007">0</td> <td data-bbox="1995 943 2110 1007">0.00%</td> </tr> <tr> <td data-bbox="1352 1007 1935 1070">Black - British</td> <td data-bbox="1935 1007 1995 1070">0</td> <td data-bbox="1995 1007 2110 1070">0.00%</td> </tr> <tr> <td data-bbox="1352 1070 1935 1134">Black - Caribbean</td> <td data-bbox="1935 1070 1995 1134">0</td> <td data-bbox="1995 1070 2110 1134">0.00%</td> </tr> <tr> <td data-bbox="1352 1134 1935 1246">Any other Black / African / Caribbean background (please specify below)</td> <td data-bbox="1935 1134 1995 1246">0</td> <td data-bbox="1995 1134 2110 1246">0.00%</td> </tr> <tr> <td data-bbox="1352 1246 1935 1310">Mixed - White and Asian</td> <td data-bbox="1935 1246 1995 1310">1</td> <td data-bbox="1995 1246 2110 1310">2.44%</td> </tr> <tr> <td data-bbox="1352 1310 1935 1374">Mixed - White and Black African</td> <td data-bbox="1935 1310 1995 1374">0</td> <td data-bbox="1995 1310 2110 1374">0.00%</td> </tr> </tbody> </table>	Ethnicity			Asian - Bangladeshi	0	0.00%	Asian - Chinese	1	2.44%	Asian - Indian	1	2.44%	Asian - Pakistani	0	0.00%	Any other Asian background (please specify below)	1	2.44%	Black - African	0	0.00%	Black - British	0	0.00%	Black - Caribbean	0	0.00%	Any other Black / African / Caribbean background (please specify below)	0	0.00%	Mixed - White and Asian	1	2.44%	Mixed - White and Black African	0	0.00%
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		Mixed - White and Black Caribbean	0	0.00%
		Mixed - any other Mixed / Multiple ethnic background (please specify below)	0	0.00%
		White - British	16	39.02
		White - Greek / Greek Cypriot	1	2.44%
		White - Gypsy or Irish Traveller	0	0.00%
		White - Irish	0	0.00%
		White - Turkish / Turkish Cypriot	0	0.00%
		White - any other	10	24.39%
		Prefer not to say	9	21.95%
		Any other ethnic group (please specify)	1	2.44%
		Not answered	32	43%
		Answered	41	57%
		Total	73	100%

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Religion or belief ¹⁵	Data Not Reportable	<p>During public consultation we received a total of 73 responses. The table below shows the breakdown of the respondents' religious believes. Their input has supported the shaping of the FAB Framework.</p> <table border="1" data-bbox="1469 684 2042 1366"> <thead> <tr> <th>Faith</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Baha'i</td> <td>0</td> <td>0.00%</td> </tr> <tr> <td>Buddhist</td> <td>0</td> <td>0.00%</td> </tr> <tr> <td>Christian</td> <td>8</td> <td>20.00%</td> </tr> <tr> <td>Hindu</td> <td>1</td> <td>2.50%</td> </tr> <tr> <td>Humanist</td> <td>0</td> <td>0.00%</td> </tr> <tr> <td>Jain</td> <td>1</td> <td>2.50%</td> </tr> <tr> <td>Jewish</td> <td>3</td> <td>7.50%</td> </tr> <tr> <td>Muslim</td> <td>0</td> <td>0.00%</td> </tr> <tr> <td>Sikh</td> <td>0</td> <td>0.00%</td> </tr> <tr> <td>No religion</td> <td>17</td> <td>42.50%</td> </tr> <tr> <td>Prefer not to say/not stated</td> <td>9</td> <td>22.50%</td> </tr> <tr> <td>Other Faith</td> <td>1</td> <td>2.50%</td> </tr> <tr> <td>Not answered</td> <td>33</td> <td>46</td> </tr> <tr> <td>Answered</td> <td>40</td> <td>54</td> </tr> </tbody> </table>	Faith			Baha'i	0	0.00%	Buddhist	0	0.00%	Christian	8	20.00%	Hindu	1	2.50%	Humanist	0	0.00%	Jain	1	2.50%	Jewish	3	7.50%	Muslim	0	0.00%	Sikh	0	0.00%	No religion	17	42.50%	Prefer not to say/not stated	9	22.50%	Other Faith	1	2.50%	Not answered	33	46	Answered	40	54
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Sex ¹⁶	<p>The table below shows the percentage of the Population of Barnet by gender.</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Gender</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>50.4%</td> </tr> <tr> <td>Male</td> <td>49.6%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </tbody> </table> <p>The Sport England Active Lives Survey (May 20/21) demonstrates that 62% of Females and 61.4% of Males are active for at least 150 minutes per week</p> <p>Data collected via the Councils leisure management contract demonstrates that between 1st Jan 2018 – 20th March 2020 (<i>data collection dates align with commencement of the COVID-19 pandemic</i>): 529,800 visits from women and girls</p>	Gender	%	Female	50.4%	Male	49.6%	Total	100%	<p>During public consultation we received a total of 73 responses The table below details the breakdown of the respondents' gender. Their input has supported the shaping of the FAB Framework.</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Gender</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>20</td> <td>48.78%</td> </tr> <tr> <td>Male</td> <td>14</td> <td>34.15%</td> </tr> <tr> <td>Prefer not to say</td> <td>6</td> <td>14.63%</td> </tr> <tr> <td>Not answered</td> <td>32</td> <td>43%</td> </tr> <tr> <td>Answered</td> <td>41</td> <td>57%</td> </tr> <tr> <td>Total</td> <td>73</td> <td>100%</td> </tr> </tbody> </table>	Gender			Female	20	48.78%	Male	14	34.15%	Prefer not to say	6	14.63%	Not answered	32	43%	Answered	41	57%	Total	73	100%
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Sexual Orientation ¹⁷	Data Not Reportable	Engagement conducted to support development of the draft Framework (prior to public consultation) found that for people from the LGBTQ+ community face the following challenges were limiting access to sport and physical activity:																													

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		<ul style="list-style-type: none"> • Lasting impact from bullying via school sports • Negative association of sport with lad culture • Safety – in changing rooms and at night • Changing rooms rarely cater for non-binary • Issues around body confidence • Deep distrust of local authorities arising from issues of homophobia/inclusivity in schools <p>During public consultation we received a total of 73 responses The table below shows the breakdown of the respondents' Sexuality. Their input has supported the shaping of the Fit and Active Framework.</p> <table border="1" data-bbox="1218 970 1749 1378"> <thead> <tr> <th>Sexuality</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Bisexual</td> <td>1</td> <td>2.63%</td> </tr> <tr> <td>Gay or Lesbian</td> <td>2</td> <td>5.26%</td> </tr> <tr> <td>Straight or heterosexual</td> <td>26</td> <td>68.42%</td> </tr> <tr> <td>Prefer not to say</td> <td>8</td> <td>21.05%</td> </tr> <tr> <td>Other sexual orientation</td> <td>1</td> <td>2.63%</td> </tr> <tr> <td>Not answered</td> <td>38</td> <td>53%</td> </tr> <tr> <td>Answered</td> <td>35</td> <td>47%</td> </tr> <tr> <td>Total</td> <td>73</td> <td>100%</td> </tr> </tbody> </table>	Sexuality			Bisexual	1	2.63%	Gay or Lesbian	2	5.26%	Straight or heterosexual	26	68.42%	Prefer not to say	8	21.05%	Other sexual orientation	1	2.63%	Not answered	38	53%	Answered	35	47%	Total	73	100%
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Other relevant groups ¹⁸	Data Not Reportable	None

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics ¹⁹?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>FAB aims to increase physical activity levels amongst everyone irrespective of their age or how they identify, however we recognise that there are individuals within the borough who experience a multitude of barriers in respect of engaging in physical activity opportunities. These individuals often require additional support and targeted interventions to make physical activity an accessible and attractive choice.</p> <p>The FAB Partnership is represented by a broad range of partners across the local authority, sport and leisure sector, health, education and voluntary community and faith sectors. The diverse representation ensures that our approach to increasing physical activity levels in the borough promotes equality and tackles inequality. This will also be supported through the alignment within insight/data sets and resident engagement.</p> <p>There are a range of interventions and services delivered across the borough, providing physical activity opportunities for all age groups e.g., London Youth Games, Age UK Fitness, Better Club 55+). The FAB Framework and its supporting implementation plan will seek to enhance these opportunities whilst addressing barriers to participation/engagement.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<p>FAB aims to increase physical activity levels amongst everyone irrespective of their age or how they identify, however we recognise that there are individuals within the borough who experience a multitude of barriers in respect of engaging in physical activity opportunities. These individuals often require additional</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	<p>support and targeted interventions to make physical activity an accessible and attractive choice.</p> <p>The FAB Partnership is represented by a broad range of partners across the local authority, sport and leisure sector, health, education and voluntary community and faith sectors. The diverse representation ensures that our approach to increasing physical activity levels in the borough promotes equality and tackles inequality. This will also be supported through the alignment within insight/data sets and resident engagement.</p> <p>There are a range of interventions and services delivered across the borough, providing physical activity opportunities for people with a disability e.g., dementia friendly sessions, Barnet Mencap Fit2gether, Saracens Wheelchair Rugby. The FAB Framework and its supporting implementation plan will seek to enhance these opportunities whilst addressing barriers to participation/engagement.</p> <p>The borough established a Disability Physical Activity Network which is a sub network of the FAB Partnership – providing a collaborative space to improve opportunities for residents with a disability and/or long-term health conditions.</p>				
Gender reassignment	FAB aims to increase physical activity levels amongst everyone irrespective of their age or how they identify, however we recognise that there are individuals within the borough who experience a multitude of barriers in respect of engaging in physical activity opportunities. These individuals often require additional support and targeted interventions to make physical activity an accessible and attractive choice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Marriage and Civil Partnership	We do not report on whether clients are married or not, and there is no reason to suspect that this group will have a disproportionate number of people with this characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<p>FAB aims to increase physical activity levels amongst everyone irrespective of their age or how they identify, however we recognise that there are individuals within the borough who experience a multitude of barriers in respect of engaging in physical activity opportunities. These individuals often require additional support and targeted interventions to make physical activity an accessible and attractive choice.</p> <p>The FAB Partnership is represented by a broad range of partners across the local authority, sport and leisure sector, health, education and voluntary community and faith sectors. The diverse representation ensures that our approach to increasing physical activity levels in the borough promotes equality and tackles inequality. This will also be supported through the alignment within insight/data sets and resident engagement.</p> <p>There are interventions available across the borough to support pre- and post-natal parents e.g., water workout. The FAB Framework and its supporting</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	implementation plan will seek to enhance these opportunities whilst addressing barriers to participation/engagement.				
Race/ Ethnicity	<p>FAB aims to increase physical activity levels amongst everyone irrespective of their age or how they identify, however we recognise that there are individuals within the borough who experience a multitude of barriers in respect of engaging in physical activity opportunities. These individuals often require additional support and targeted interventions to make physical activity an accessible and attractive choice.</p> <p>The FAB Partnership is represented by a broad range of partners across the local authority, sport and leisure sector, health, education and voluntary community and faith sectors. The diverse representation ensures that our approach to increasing physical activity levels in the borough promotes equality and tackles inequality. This will also be supported through the alignment within insight/data sets and resident engagement.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	FAB aims to increase physical activity levels amongst everyone irrespective of their age or how they identify, however we recognise that there are individuals within the borough who experience a multitude of barriers in respect of engaging in physical activity opportunities. These individuals often require additional support and targeted interventions to make physical activity an accessible and attractive choice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics ¹⁹?

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Sex	<p>FAB aims to increase physical activity levels amongst everyone irrespective of their age or how they identify, however we recognise that there are individuals within the borough who experience a multitude of barriers in respect of engaging in physical activity opportunities. These individuals often require additional support and targeted interventions to make physical activity an accessible and attractive choice.</p> <p>The FAB Partnership is represented by a broad range of partners across the local authority, sport and leisure sector, health, education and voluntary community and faith sectors. The diverse representation ensures that our approach to increasing physical activity levels in the borough promotes equality and tackles inequality. This will also be supported through the alignment within insight/data sets and resident engagement.</p> <p>There are gender specific interventions available across the borough to support and provide a space where males and females feel comfortable and confident to be physically active e.g., swimming and gym with Better leisure centres.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics ¹⁹?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
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Sexual Orientation	<p>FAB aims to increase physical activity levels amongst everyone irrespective of their age or how they identify, however we recognise that there are individuals within the borough who experience a multitude of barriers in respect of engaging in physical activity opportunities. These individuals often require additional support and targeted interventions to make physical activity an accessible and attractive choice.</p> <p>The FAB Partnership is represented by a broad range of partners across the local authority, sport and leisure sector, health, education and voluntary community and faith sectors. The diverse representation ensures that our approach to increasing physical activity levels in the borough promotes equality and tackles inequality. This will also be supported through the alignment within insight/data sets and resident engagement.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Other key groups Are there any other vulnerable groups that might be affected by the proposal? <i>These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed</i>		Positive impact	Negative impact		No impact
			Minor	Major	
Key groups	<p>FAB acknowledges that there are a multitude of other vulnerable groups in the borough and their ability to access physical activity opportunities and their experience of services may be limited by several variables e.g., caring responsibilities, income, employment status etc.</p> <p>FAB aims to increase physical activity levels amongst everyone irrespective of their age or how they identify, however we recognise that there are individuals within the borough who experience a multitude of barriers in respect of engaging in physical activity opportunities. These individuals often require additional support and targeted interventions to make physical activity an accessible and attractive choice.</p> <p>The FAB Partnership is represented by a broad range of partners across the local authority, sport and leisure sector, health, education and voluntary community and faith sectors. The diverse representation ensures that our approach to increasing physical activity levels in the borough promotes equality and tackles inequality. This will also be supported through the alignment within insight/data sets and resident engagement.</p> <p>There are interventions available across the borough to support ‘other’ vulnerable groups. Examples include;</p> <ul style="list-style-type: none"> - FAB Card offering free/discounted access to physical activity opportunities for all Barnet residents, with enhanced benefits for carers (including foster carers), children in care and care leavers - Subsidised leisure memberships for residents in receipt of eligible benefits - Activities for carers and those in receipt of care working with partners such as Barnet Carers Centre and Dementia Club UK - Free activities delivered across the borough e.g., Our Parks and Parkrun - Employment, training, and volunteering opportunities promoted via Better (Barnet’s leisure operator) and FAB Partnership 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Cumulative impact²⁰

Considering what else is happening within the council and Barnet could your proposal contribute to a cumulative impact on groups with protected characteristics?

Yes No

Encouraging and supporting residents to be physically active supports the achievement of several outcomes - aligning with wider work and services delivered by the Council e.g., improved health and wellbeing; increased community cohesion and safety; environmental improvements; employment, skills, and training; and educational attainment.

7. Actions to mitigate or remove negative impact

Only complete this section if your proposals may have a negative impact on groups with protected characteristics. These need to be included in the relevant service plan for mainstreaming and performance management purposes.

Group affected	Potential negative impact	Mitigation measures ²¹ <i>If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.</i>	Monitoring ²² <i>How will you assess whether these measures are successfully mitigating the impact?</i>	Deadline date	Lead Officer

8. Outcome of the Equalities Impact Assessment (EIA) ²³

Please select one of the following four outcomes

Proceed with no changes

The EIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Proceed with adjustments

Adjustments are required to remove/mitigate negative impacts identified by the assessment

Negative impact but proceed anyway

This EIA has identified negative impacts that are not possible to mitigate. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below

Do not proceed

This EIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below

Reasons for decision

Sign-off

9. Sign off and approval by Head of Service / Strategic lead ²⁴	
Name	Job title
<input type="checkbox"/> Tick this box to indicate that you have approved this EIA	Date of approval:
<input type="checkbox"/> Tick this box to indicate if EIA is to be published	Date of next review:

Footnotes: guidance for completing the EIA template

¹ The following principles explain what we must do to fulfil our duties under the Equality Act when considering any new policy or change to services. They must all be met or the EIA (and any decision based on it) may be open to challenge:

- **Knowledge:** everyone working for the council must be aware of our equality duties and apply them appropriately
- **Timeliness:** the duty applies at the time of considering proposals and before a final decision is taken
- **Real Consideration:** the duty must be an integral and rigorous part of your decision-making and must influence the process.
- **Sufficient Information:** you must assess what information you have and what is needed to give proper consideration.
- **No delegation:** the council is responsible for ensuring that anyone who provides services on our behalf complies with the equality duty.
- **Review:** the equality duty is a continuing duty – it continues after proposals are implemented/reviewed.
- **Proper Record Keeping:** we must keep records of the process and the impacts identified.

² **Our duties under the Equality Act 2010**

The council has a legal duty under this Act to show that we have identified and considered the impact and potential impact of our activities on all people with ‘protected characteristics’ (see end notes 9-19 for details of the nine protected characteristics). This applies to policies, services (including commissioned services), and our employees.

We use this template to do this and evidence our consideration. You must give ‘due regard’ (pay conscious attention) to the need to:

- **Avoid, reduce or minimise negative impact:** if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately.
- **Promote equality of opportunity:** by
 - Removing or minimising disadvantages suffered by people with a protected characteristic
 - Taking steps to meet the needs of these groups
 - Encouraging people with protected characteristics to participate in public life or any other activity where participation is disproportionately low
 - Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- **Foster good relations between people who share a protected characteristic and those who don’t:** e.g. by promoting understanding.

³ **EIAs should always be proportionate to:**

- The size of the service or scope of the policy/strategy
- The resources involved
- The size of the likely impact – e.g. the numbers of people affected and their vulnerability

The greater the potential adverse impact of the proposal on a protected group (e.g. disabled people) and the more vulnerable the group is, the more thorough and demanding the process required by the Act will be. Unless they contain sensitive data – EIAs are public documents. They are published with Cabinet papers, Panel papers and public consultations. They are available on request.

⁴ **When to complete an EIA:**

- When developing a new policy, strategy, or service
- When reviewing an existing service, policy or strategy
- When making changes that will affect front-line services
- When amending budgets which may affect front-line services

-
- When changing the way services are funded and this may impact the quality of the service and who can access it
 - When making a decision that could have a different impact on different groups of people
 - When making staff redundant or changing their roles

Wherever possible, build the EIA into your usual planning and review processes.

Also consider:

- Is the policy, decision or service likely to be relevant to any people because of their protected characteristics?
- How many people is it likely to affect?
- How significant are its impacts?
- Does it relate to an area where there are known inequalities?
- How vulnerable are the people who will be affected?

If there are potential impacts on people but you decide not to complete an EIA you should document your reasons why.

⁵ **Title of EIA:** This should clearly explain what service / policy / strategy / change you are assessing.

⁶ **Focus of EIA:** A member of the public should have a good understanding of the proposals being assessed by the EIA after reading this section. Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'

This section should explain what you are assessing:

- What are the main aims or purpose of the proposed change?
- Who implements, carries out or delivers the service or function in the proposal? Please state where this is more than one person or group, and where other organisations deliver it under procurement or partnership arrangements.
- How does it fit with other services?
- Who is affected by the service, or by how it is delivered? Who are the external and internal service-users, groups, or communities?
- What outcomes do you want to achieve, why and for whom? E.g.: what do you want to provide, what changes or improvements, and what should the benefits be?
- What do existing or previous inspections of the service tell you?
- What is the reason for the proposed change (financial, service, legal etc)? The Act requires us to make these clear.

⁷ **Data & Information:** Your EIA needs to be informed by data. You should consider the following:

- What data is relevant to the impact on protected groups is available? (is there an existing EIA?, local service data, national data, community data, similar proposal in another local authority).
- What further evidence is needed and how can you get it? (e.g. further research or engagement with the affected groups).
- What do you know from service/local data about needs, access and outcomes? Focus on each characteristic in turn.
- What might any local demographic changes or trends mean for the service or function? Also consider national data if appropriate.
- Does data/monitoring show that any policies or practices create particular problems or difficulties for any group(s)?
- Is the service having a positive or negative effect on particular people or groups in the community?

⁸ **What have people told you about the service, function, area?**

-
- Use service user feedback, complaints, audits
 - Conduct specific consultation or engagement and use the results
 - Are there patterns or differences in what people from different groups tell you?
 - Remember, you must consult appropriately and in an inclusive way with those likely to be affected to fulfil the equality duty.
 - You can read LBB [Consultation and Engagement toolkit](#) for full advice or contact the Consultation and Research Manager, rosie.evangelou@barnet.gov.uk for further advice

⁹ **Age:** People of all ages, but consider in particular children and young people, older people and carers, looked after children and young people leaving care. Also consider working age people.

¹⁰ **Disability:** When looking at disability, consideration should be given to people with different types of impairments: physical (including mobility), learning, aural or sensory (including hearing and vision impairment), visible and non-visible impairment. Consideration should also be given to: people with HIV, people with mental health needs and people with drug and alcohol problems. People with conditions such as diabetes and cancer and some other health conditions also have protection under the Equality Act 2010.

¹¹ **Gender Reassignment:** In the Act, a transgender person is someone who proposes to, starts or has completed a process to change their gender. A person does not need to be under medical supervision to be protected. Consider transgender people, transsexual people and transvestites.

¹² **Marriage and Civil Partnership:** consider married people and civil partners.

¹³ **Pregnancy and Maternity:** When looking at pregnancy and maternity, give consideration to pregnant women, breastfeeding mothers, part-time workers, women with caring responsibilities, women who are lone parents and parents on low incomes, women on maternity leave and 'keeping in touch' days.

¹⁴ **Race/Ethnicity:** Apart from the common ethnic groups, consideration should also be given to Traveller communities, people of other nationalities outside Britain who reside here, refugees and asylum seekers and speakers of other languages.

¹⁵ **Religion and Belief:** Religion includes any religion with a clear structure and belief system. As a minimum you should consider the most common religious groups (Christian, Muslim, Hindu, Jews, Sikh, Buddhist) and people with no religion or philosophical beliefs.

¹⁶ **Sex/Gender:** Consider girls and women, boys and men, married people, civil partners, part-time workers, carers (both of children with disabilities and older cares), parents (mothers and fathers), in particular lone parents and parents on low incomes.

¹⁷ **Sexual Orientation:** The Act protects bisexual, heterosexual, gay and lesbian people.

¹⁸ **Other relevant groups:** You should consider the impact on our service users in other related areas.

¹⁹ **Impact:** Your EIA must consider fully and properly actual and potential impacts against each protected characteristic:

- The equality duty does not stop changes, but means we must fully consider and address the anticipated impacts on people.
- Be accurate and transparent, but also realistic: don't exaggerate speculative risks and negative impacts.
- Be detailed and specific where you can so decision-makers have a concrete sense of potential effects.
- Questions to ask when assessing whether and how the proposals impact on service users, staff and the wider community:
 - Are one or more protected groups affected differently and/or disadvantaged? How, and to what extent?
 - Is there evidence of higher/lower uptake of a service among different groups? Which, and to what extent?

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- Does the project relate to an area with known inequalities (where national evidence or previous research is available)?
 - If there are likely to be different impacts on different groups, is that consistent with the overall objective?
 - If there is negative differential impact, how can you minimise that while taking into account your overall aims?
 - Do the effects amount to unlawful discrimination? If so the plan **must** be modified.
 - Does it relate to an area where equality objectives have been set by LBB in our [Barnet 2024 Plan](#) and our [Strategic Equality Objective](#)?

²⁰ **Cumulative Impact**

You will need to look at whether a single decision or series of decisions might have a greater negative impact on a specific group and at ways in which negative impacts across the council might be minimised or avoided.

²¹ **Mitigating actions**

- Consider mitigating actions that specifically address the impacts you've identified and show how they will remove, reduce or avoid any negative impacts
- Explain clearly what any mitigating measures are, and the extent to which you think they will reduce or remove the adverse effect
- Will you need to communicate or provide services in different ways for different groups in order to create a 'level playing field'?
- State how you can maximise any positive impacts or advance equality of opportunity.
- If you do not have sufficient equality information, state how you can fill the gaps.

²² **Monitoring:** The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further monitoring, equality assessment, and consultation are needed.

²³ **Outcome:**

- Make a frank and realistic assessment of the overall extent to which the negative impacts can be reduced or avoided by the mitigating measures. Also explain what positive impacts will result from the actions and how you can make the most of these.
- Make it clear if a change is needed to the proposal itself. Is further engagement, research or monitoring needed?
- Make it clear if, as a result of the analysis, the policy/proposal should be stopped.

²⁴ **Sign off:** You will need to ensure the EIA is signed off by your Head of Service, agree whether the EIA will be published, and agree when the next review date for the EIA will be.