

# Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

## 1. RESPONSIBILITY

<b>Department</b>	<b>Adult Care Services</b>	
<b>Service</b>	<b>Public Health – Health &amp; Well-Being</b>	
<b>Proposed policy</b>	<b>Bury Football Club Partnership Agreement</b>	
<b>Date</b>	<b>1st March 2012</b>	
<b>Officer responsible for the 'policy' and for completing the equality analysis</b>	<b>Name</b>	<b>John Campbell / Jackie Veal</b>
	<b>Post Title</b>	<b>John Campbell : Contracts &amp; Procurement Officer Jackie Veal : Sports Development Manager</b>
	<b>Contact Number</b>	John : 0161 253 5370 Jackie : 0161 253 5388
	<b>Signature</b>	 John Cambell & signed Jackie Veal
	<b>Date</b>	1 <sup>st</sup> March 2012
<b>Equality officer consulted</b>	<b>Name</b>	Mary Wood
	<b>Post Title</b>	Principal Officer - Equalities
	<b>Contact Number</b>	0161 253 6795
	<b>Signature</b>	 10/2012
	<b>Date</b>	8 <sup>th</sup> March 2012

## 2. AIMS

<b>What is the purpose of the policy/service and what is it intended to achieve?</b>	<p>A new two year partnership agreement with Bury Football Club will tackle health inequalities by delivering a range of interventions focussed on improving health and wellbeing for targeted communities across bury. This partnership will support the emergent health and wellbeing strategy.</p> <p>The partnership agreement will aim to improve the overall health and wellbeing outcomes of targeted groups in local communities.</p> <p>Working in collaboration with Bury Football Club the partnership approach will deliver interventions that will :</p>
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	<ol style="list-style-type: none"> <li>1. Increase levels of physical activity</li> <li>2. Engage communities in their own health and well-being and develop their capacity to support individual behaviour change for healthier lifestyles</li> <li>3. Engage with socially excluded groups through sport and physical activity encouraging healthy choices contributing towards reduced health inequalities</li> <li>4. Promote a positive and healthy environment</li> </ol>
<p><b>Who are the main stakeholders?</b></p>	<p>Target Audience :</p> <ul style="list-style-type: none"> <li>• Physically active and inactive adults ( aged 18+ ) who would benefit from an intervention</li> <li>• Children and young adults (aged 14-25 years )</li> <li>• Black, minority and ethnic groups</li> <li>• Children and families from deprived neighbourhoods</li> <li>• Adults with mental health conditions; and</li> <li>• People with physical and learning disabilities</li> <li>• Individuals with long term conditions ( as per adult social care/public health framework )</li> <li>• Socially excluded older people</li> <li>• Offenders and Homeless people</li> </ul> <p>Broader Stakeholders:</p> <ul style="list-style-type: none"> <li>• Bury Football Club</li> <li>• Bury Council</li> <li>• Residents of Bury</li> <li>• Adult Care Services</li> <li>• Environment &amp; Development Services (EDS)</li> <li>• Sport and Physical Activity Service</li> <li>• Public Health</li> <li>• NHS Bury</li> <li>• Staff in EDS and Adult Care Services</li> </ul>

### 3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics.

If you answer yes to any question, please also explain why and how that group of people will be affected.

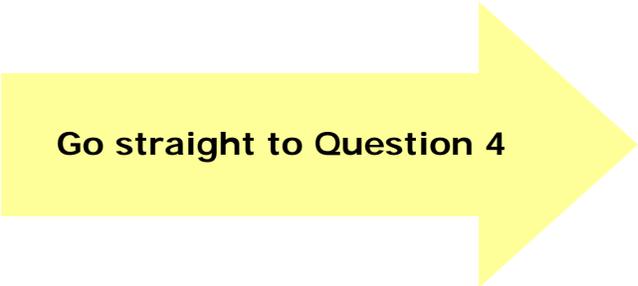
Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	No	The local community will be targeted and football will be used to break down barriers through shared / common interests. The BME community is one of the target groups.
Disability	Yes	No	Ability Counts programme is a nationally recognised initiative that aims to get people with disabilities to play football through better access. This will be implemented by the club to engage with players with all abilities, specifically people with a physical and / or learning disability will be targeted and encouraged to participate.
Gender	Yes	No	Women and girls football programmes will be prioritised as part of the partnership.
Gender reassignment	No	No	
Age	Yes	No	The partnership will look to work with a range of audiences including young people and socially excluded older people.
Sexual orientation	No	No	
Religion or belief	No	No	
Caring responsibilities	No	No	
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

**3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.**

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	No	
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	The partnership activity is designed to address health inequalities present in target communities who possess protected characteristics (see section 2); thus allowing these people to live full and active lives. Activities will be designed so that they can be accessed by these target groups as well as the general population (where applicable).
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	Yes	There is the potential for shared / common interest in sport to help integration between people of all races or abilities, i.e. people who may not come into contact with people of a different background coming together.

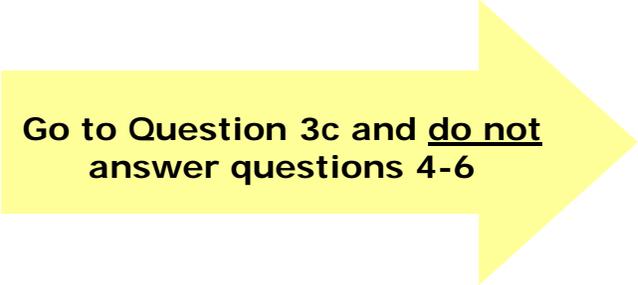
**If you answered 'YES' to any of the questions in 3a and 3b**

**Go straight to Question 4**



**If you answered 'NO' to all of the questions in 3a and 3b**

**Go to Question 3c and do not answer questions 4-6**



**3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.**

N/A

**4. EQUALITY INFORMATION AND ENGAGEMENT**

**4a.** For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
Public Health data	n/a	
Bury Joint Strategic Needs assessment	<a href="http://www.bury.gov.uk">www.bury.gov.uk</a>	Nov 2010

**4b.** Are there any information gaps, and if so how do you plan to tackle them?

N/A

## 5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p><b>What will the likely overall effect of your policy/service plan be on equality?</b></p>	<p>The partnership will to contribute towards the council's ambition to be the healthiest borough in the north west and the target audiences with known health inequalities in area's of deprivation (Children and young adults; Black, Minority and ethnic groups; children and families from deprived neighbourhoods, adults with mental health conditions, people with physical and learning disabilities and individuals with long term conditions). This targeted activity will have a positive impact on protected characteristics, most notably: race, disability, gender and age.</p>
<p><b>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</b></p>	<p>N/A</p>
<p><b>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</b></p>	<p>Programme will be affordable and accessible and delivered in targeted neighbourhoods and hard to reach groups of people, to help overcome barriers to participation. There is also potential for shared interest in sport to help integration between people of all races or abilities, i.e. people who may not come into contact with people of a different background coming together.</p>
<p><b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b></p>	<ol style="list-style-type: none"> <li>1. The report will be taken to Executive (21<sup>st</sup> March )</li> <li>2. Assuming this receives the necessary approval, the partnership agreement will be formalised.</li> <li>3. The programme of activity and performance measures will then be agreed by all parties.</li> <li>4. Ensure that the steering group closely monitor the four outcomes associated with the programme.</li> <li>5. A 12 month review will be conducted</li> </ol>

## 6. MONITORING AND REVIEW

**If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.**

The partnership will be managed by governance arrangements which will see the Bury Sport and Physical Activity Alliance (SPAA) Executive Board accountable for monitoring outcomes. The reporting mechanism and indicators will be agreed;

however, all participants involved in programmes will be closely monitored by the club and individual results documented in terms of :

1. Number of beneficiaries
2. Demographics
3. Baseline and follow up activity levels
4. Perception of improved physical activity

The partnership will also look to have individual information for all clients detailing :

- Race / ethnicity
- Disability
- Gender
- Age
- Sexual orientation
- Religion or belief
- Caring responsibility
- Levels of exercise
- Number of groups engaged

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX ([equality@bury.gov.uk](mailto:equality@bury.gov.uk)) FOR PUBLICATION.**