



## Equality Impact Assessment (EqIA)

### Introduction

This EqIA is for:

Sports Development: removal of sports funding

Details are set out:

B13 Option for Change

Officers undertaking the assessment:

Peter Gaw

Assessment approved by:

Derek Higton, Service Director, Youth,  
Families and Cultural Services

Date:8/10/2015

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

### Part A: Impact, consultation and proposed mitigation

#### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The proposal is to withdraw from the current secondment partnership with the County Sports Partnership (CSP) at the end of an extended secondment period, in March 2018.

The Sports Development team historically led policy and practice in supporting disability sports across Nottinghamshire. This work is now embedded within the CSP activity, and thus the impact of the withdrawal of funding on this work is dependent on the work of the CSP.

**2 Protected Characteristics: Is there a potential positive or negative impact based on:**

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

**3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:**

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
Low scale of impact for disability sports – majority of policy work is now embedded within sport clubs and governing bodies. Sports England through the CSP maintains a role in this area.	Sports England through the CSP maintains a role in this area.	Negotiation with CSP

**Part B: Feedback and further mitigation**

**4 Summary of consultation feedback and further amendments to proposal / mitigation**

There is some limited mitigation in that time is being allowed to seek other funding to continue roles up to 2018. Some work programmes may be picked up by other staff employed in the CSP.