

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract: Community Services and Culture

Division: Leisure and Sustainability

Lead Officer: Simon Hardy

Date Assessment completed: January 2013

1. SCOPING

1.1 What are the aims of the policy, service/service change or contract?

To promote opportunities to participate in activities which improve the quality of life for local residents through tackling health inequalities and promotion of general well-being through participation in physical activity, engagement in the arts and tourism and sustainable living.

1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

People who live, work and visit Mid Sussex specifically older people, those with health inequalities, younger people, those with disabilities, and other hard to reach groups (BME's, the Travelling community and those in rural areas).

1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

There is information available from the general surveys undertaken for the Best Value Performance Indicators. Much of the information in the Equalities Profile is relevant to the work of the service. Also, the results of the survey of protected groups in Mid Sussex undertaken to get their views on the Council's Equality Objectives and services.

1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?

Census information suggests a growing BME community and an increasingly ageing population. The survey of people from the protected groups in Mid Sussex suggested that there were issues amongst young people about negative public perceptions of them and the need for them to be provided with "something to do". Previous surveys have shown high levels of participation in sports and other activities in Mid Sussex.

1.5 Are contractors or partnerships used to deliver the service? Yes

If No go to section 2.

If yes, please refer to the guidance notes, particularly Appendix One of the MSDC Guidance "Integrating Equality and Diversity into Procurement", and complete the next three questions.

Identify the contractors/partnerships used to deliver the service.

Grants are awarded to voluntary organisations as part of the Council's general and spotlight grants schemes.

What is their contribution to equality in service delivery and the promotion of equality?

The corporate grants scheme funds a core of voluntary organisations that support vulnerable people of all ages and backgrounds. The spotlight programme has an annual themes intended to put the Council in closer touch with diverse sectors of the community across Mid Sussex and aims to "spotlight" particular parts of the community that may need additional help.

How are equality issues addressed through contractual arrangements and service level agreements?

Groups that are in receipt of Council grants need to meet equality standards to qualify for assistance.

2. Assessment of Impact; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of different ethnic groups including white minorities, but also established white communities				
<p>Lack of awareness of ethnic and cultural diversity of our community and/or negative images of those from minority communities.</p> <p>Poor health and educational attainment of Gypsies and Travellers</p>	<p>Officer representation on the Mid Sussex Diversity Forum to consult and engage with BME groups in the District. Local Global celebrating diversity event held annually since 2010.</p> <p>Representation on the Council's Gypsy and Traveller Steering Group and support for health related grant schemes.</p>	<p>Alternatives to the annual Local Global event to be considered. Also the appointment of a part-time co-ordinator to be considered to support the further development of the Diversity Forum.</p>	<p>Lin Parkinson</p>	<p>Level of satisfaction with Diversity Forum events and support.</p>
The needs of men and women. Including taking account of pregnancy and maternity.				
None identified.	N/A			
The needs of disabled people				
<p>Opportunities for the Council's grants scheme to provide assistance to organisations that support the needs of disabled people.</p> <p>Work through the Sports and Arts Development Plans to provide activities for disabled people.</p> <p>Improvements to disabled facilities at leisure centres.</p>	<p>Participation initiative has an emphasis on providing for disabled groups.</p> <p>Improvements to leisure centre toilet facilities to "changing places" standards</p> <p>Work with the Mid Sussex Disability Sports Forum and Freedom Leisure.</p>	<p>Consideration in future grants programmes and input to the retendering of the indoor leisure contract.</p>	<p>Lucie Venables/ Elaine Clarke</p>	<p>Increased satisfaction amongst users with disabilities.</p>
The needs of people with a religion or belief				
<p>There may be barriers to people with a specific religion or belief in accessing services or participating in sports/arts events.</p> <p>There may be opportunities for religious groups that provide community service to be supported.</p>	<p>Mid Sussex Diversity Forum also has a multi-religious element.</p> <p>Support provided for community facilities at Church premises, such as the St Peters Centre, Haywards Heath,</p> <p>Work with churches in support of the Haywards Heath and East Grinstead Food banks.</p>		<p>Lin Parkinson</p>	

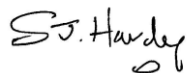
Opportunity to promote equality and/or barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of gay men, lesbians, bisexuals and heterosexual people				
There are no LGBT groups in Mid Sussex, which makes gaining their views on local issues and Council services difficult.	Efforts have been made to engage with them and they were included in the participate survey undertaken on the Council's Equality Objectives.	None identified.		
Issues from marriage and civil partnership				
None identified.	N/A.			
The needs of different age groups, for example older and younger people				
<p>Increasingly ageing population. Older people have physical or confidence barriers to participate in leisure and other activities.</p> <p>Younger people may have reputation issues in the media and with older age groups.</p> <p>Youth not engaged in decisions that affect them.</p> <p>Activities provided may seem not attractive to young people or accessible due to lack of transport.</p>	<p>Life Show held annually for the over 50's to make them aware of the services and activities available to them. Also agencies that promote independent living.</p> <p>Grants to groups that provide services to older people.</p> <p>Community Connexions directory of services for older people produced annually.</p> <p>Youth Voice established.</p> <p>Councillor shadowing scheme and democracy days.</p> <p>Youth involved in consideration of Spotlight grants.</p> <p>Youth Homelessness Group in operation.</p> <p>Corporate safeguarding procedures in place for younger people and vulnerable adults.</p> <p>Events for young people provided through the Motiv8 programme.</p> <p>Spotlight grants programme for 2012/13 is for voluntary organisations that support young people.</p>	<p>Review of the venue for Life Show and consideration of alternating annually between Burgess Hill and East Grinstead.</p> <p>Extension of Youth Voice and encouraging them to take an interest in local government.</p>	<p>Lin Parkinson</p> <p>Susannah Conway</p>	<p>Level of attendance and feedback on future Life Show events.</p> <p>Number of accessible events/activities for young people and numbers attending specific targeted activities.</p>

Opportunity to promote equality and/or barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of transgender communities				
None identified.	N/A.			
The needs of people who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area				
The operation of the Council's grants scheme gives opportunities to assist organisations that deal with disadvantaged groups in Mid Sussex. Signposting to people the financial and getting into employment advice that is available.	Corporate Grants Scheme includes assistance to the Citizens Advice Bureau, which includes the provision of legal and debt advice. Surviving the Recession page of the website. Promotion of the West Sussex Credit Union.	Some activities are provided free of charge or subsidised through Council budgets or external grant funding, e.g. MEND, Arts development activities, playground development. Further promotion of advice on getting into employment in response to the welfare reforms.	Lin Parkinson	Take up of events. Levels of advice and assistance provided by groups funded by Council grants.
The needs of people who live in a rural area				
Residents in rural areas may have difficulty with accessing public transport and so are less likely to have access to events and venues that would have information.	Use of rural facilities such as parish council offices to disseminate information. Work with Action in Rural Sussex to overcome rural isolation.	Launch of the Mid Sussex Rural partnership providing support services for young people.	Sally Blackmore	Effectiveness of Skills Bank and Resource bank in providing support services for young people.

3. Mid Sussex District Council Equality Impact Assessment Summary

Key Findings	Future Actions
<ul style="list-style-type: none"> • This is an important area of the Council's work in trying to improve the welfare of the protected groups in Mid Sussex, particularly through the Council's Grants Schemes and the work of the Community Development team. The Spotlight Grants programme has a different theme for each year. • Also the provision of events in the District such as the Life Show for older people and Local Global organised through the Diversity Forum. • Safeguarding work undertaken across the Council to provide procedures to protect young people and those from other vulnerable groups. 	<ul style="list-style-type: none"> • Review of the format of the Annual Life Show for the over 50's and consideration of a move to alternating between Burgess Hill and East Grinstead. • Review the work of the Diversity Forum and the annual Local Global event, to be replaced in the short term by alternative events and consider the appointment of a part time co-ordinator for the Forum. • Annual review of the theme for the Spotlight Grants Scheme taking into account the needs of the protected groups.

4. Signing off this assessment and action plan

Signature 

Person undertaking the assessment

DateMarch 2013.

Signature 

Head of Service

Date ...March 2013.

Please send your completed impact assessment to Neal Barton for publication on the website.