

## Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	Adoption of the Hampshire and Isle of Wight We Can Be Active Physical Activity Strategy for Southampton
<b>Brief Service Profile (including number of customers)</b>	
<p>We are proposing the adoption of the Hampshire and Isle of Wight We Can Be Active Physical Activity Strategy as the new Physical Activity Strategy for Southampton. This has a joint mission to inspire and support active lifestyles so we can all be active in a way that suits us. It will apply to all residents living in Southampton. A local action plan will be developed for Southampton following adoption of the strategy with internal and external stakeholder consultation to determine the local actions needed.</p>	
<b>Summary of Impact and Issues</b>	
<p>There are no known negative impact or issues relating to equality in adopting the We Can Be Active Physical Activity Strategy; indeed, the primary aim of the strategy is to reduce inequalities in physical activity locally. The development of the strategy, over a 1-year timeline, took into account local insight, public consultation and organisational input to consider fully the least active groups including the impact of COVID, the barriers faced, and the goals needed to support everyone to be active.</p>	
<b>Potential Positive Impacts</b>	
<p>The new strategy’s primary mission is to support everyone to be active through focusing on those that are inactive. It aims to decrease long-standing inequalities for people who are least likely to be physically active including people who have Black and South Asian backgrounds, people who are LGBTQ+, women, low incomes, disabilities, long-term health conditions, adults aged 75+ as well as children and young people.</p>	

<b>Responsible Service Manager</b>	Becky Wilkinson
<b>Date</b>	01/02/2022
<b>Approved by Senior Manager</b>	Dr Debbie Chase
<b>Date</b>	01/02/2022

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	Strategy focus on children and young people and older adults	Positive impact only
<b>Disability</b>	Strategy focus on people with physical and mental disability	Positive impact only
<b>Gender Reassignment</b>	Strategy focus on people who identify as LGBTQ+ (including transgender)	Positive impact only
<b>Marriage and Civil Partnership</b>	n/a	n/a
<b>Pregnancy and Maternity</b>	n/a	n/a
<b>Race</b>	Strategy focus on people with Black and South Asian background	Positive impact only
<b>Religion or Belief</b>	n/a	n/a
<b>Sex</b>	Strategy focus on women and girls	Positive impact only
<b>Sexual Orientation</b>	Strategy focus on people who identify as LGBTQ+	Positive impact only
<b>Community Safety</b>	Goal 3/5 in the strategy is that we have places and travel routes where we all feel safe and are encouraged to be active (improve community safety)	Positive impact only
<b>Poverty</b>	Strategy focus on people in low-income groups	Positive impact only
<b>Health &amp; Wellbeing</b>	Strategy focus on people with long-term health conditions	Positive impact only
<b>Other Significant Impacts</b>	<p>An over-riding aim of the strategy is to reduce health inequalities.</p> <p>The strategy was developed since the onset of COVID and, therefore, is designed to address the inequalities that have arisen as a result of the pandemic.</p>	n/a