

# EQUALITY IMPACT ASSESSMENT

## Cease Sport Development Function

10/01/2024

Date: 29/01/2024





Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.
How will you mitigate against any negative impact to the age characteristic?	Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.

Protected Characteristic Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.
How will you mitigate against any negative impact to the disability characteristic?	Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.

Protected Characteristic Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Male", "Female", "Non-binary"]

<p>Please describe the impact to the sex characteristic</p>	<p>Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.</p>
<p>How will you mitigate against any negative impact to the sex characteristic?</p>	<p>Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.</p>

**Protected Characteristic - Gender Reassignment**

<p>Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?</p>	<p>No</p>
<p>Please describe the impact to the gender reassignment characteristic</p>	<p>N/A</p>
<p>How will you mitigate against any negative impact to the gender reassignment characteristic?</p>	<p>N/A</p>

**Protected Characteristic - Marriage and Civil Partnership**

Does this proposal impact people who are married or in

Protected Characteristic - Pregnancy and Maternity

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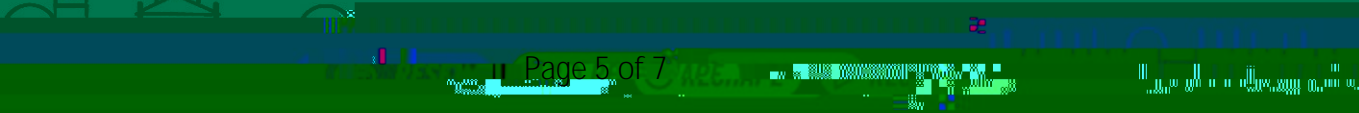
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Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Please describe the impact to the religion or beliefs characteristic	Any reduction in the sport development service will result in less projects and programmes being delivered by the Council, and will therefore have a negative impact upon all individuals who wish to participate in sports activities within Birmingham. This will result in a decline in physical activity resulting in a decline in physical and mental wellbeing which in turn will put additional strain on health services across the city.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Programmes delivered by partner and third sector organisations will continue to be supported but not directly delivered by the Sport Service.

#### Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

#### Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	The Sport Service will continue to support delivery of sport development programmes by organisations such as The Active Wellbeing Society, Sport Birmingham, Sport England and National Governing Bodies of sport and will continue to monitor impact as part of the whole system approach to sport delivery. This will be conducted through the regular meetings and feedback from other organisations delivering programmes across the city.
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