

AssessmentNo	794	Owner	bkerr
Resource	Transformation		Service/Establishment CCCF
	First Name	Surname	Job title
Head Officer	John	Anderson	WDLT General Manager
	(include job titles/organisation)		
Members	Bobby Kerr, Development Officer		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	WDLT Business Plan 2023/24		
	The aim, objective, purpose and intended out come of policy		
	To clearly set out the financial and staffing resources required to deliver the key actions and performance indicators throughout 2023/24		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Strategic Leadership Group. Potentially Convenors and Committee.		
Does the proposals involve the procurement of any goods or services?		Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
WDC and WDLT staff, WDLT Service users and potential service users. By providing services on behalf of a public body (WDC) WDLT is a duty bearer in terms of Human Rights Act 1998, and is bound by the Public Sector Equality Duty, detailed in Section 149 of the Equality Act 2010, this means that WDLT must when providing services on behalf of the Council, must have due regard to: A) eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; (b) advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; (c) fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.			
Who will be/has been involved in the consultation process?			
WDC / WDLT			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			

	Needs	Evidence	Impact
Age	WDLT is covered by	The leisure centres	Positive, as well as
	the Public Service Equality Duty.	host a range of suitable classes for all ages from pre school football and beginner swimming lessons to 60+ tia chi and aqua aerobics classes. The centres are also well located in each of the main towns within West Dunbartonshire and opened from early morning to late in the evening.	ensuring access for all ages for exercise for mental and physical wellbeing, the centres offer vital local access 7 days per week. The impact, specifically for older and young people, is of huge benefit.
Cross Cutting	WDLT is covered by the Public Service Equality Duty. It is important that all WDLT staff are aware of the PSED and Human Rights Act and what they mean in practice. WDC has an equality outcome on increasing representation of underrepresented groups in participation, ensuring that venues and services are accessible supports this. It also includes offering other forms of exercise such as outdoor classes and community based classes.	Where people and communities are members of several disadvantaged groups this can multiply barriers and disadvantage Members of the WDLT have participated in EIA training and processes.	Service restart and redesign provides an excellent opportunities to embed Equalities and Human rights approaches for the benefit of staff and service users. New online training resources have been created by WDC and these are shared with WDLT staff
Disability	WDLT services must be accessible to disabled people, the duty is anticipatory. WDLT also has a duty to make reasonable adjustments for service users and staff.	WDLT have adopted a proactive approach in relation to accessibility of services for disabled people, and BSL users. Walkthrough videos have been produced for each of the 3 main leisure centres with audio and subtitles to assist customers.	Explicit recognition of the centrality of equality helps support accessible and inclusive service design and provision.

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<p>Social & Economic Impact</p>	<p>For people to participate in sport and physical activity, and all the services W.D.L.T. offer, resources need to be available in the area, and they need to be affordable and accessible.</p>	<p>WDLT is a significant Employer in the WD area. WDLT is a significant provider of services. The greatest focus on socio-economic status in sport and physical activity relates to health. Health research links poorer health and wellbeing, including lower levels of physical activity, to lower economic status.</p>	<p>There is explicit recognition of the need to have due regard to socioeconomic impacts of strategic decisions This supports the proper execution of this duty by the Council in its relationship with WDLT</p>
<p>Sex</p>	<p>WDLT is covered by the PSED.</p>	<p>In Scotland more men participate in sport than women. More men are members of sports clubs than women, and women often participate in different sports from men. Lower participation by women in sport begins at around 13 to 15 years old Evidence suggest that during lockdown, women have taken on the main burden of home schooling, opportunities for women to participate in physical activity are therefore more important than ever.</p>	<p>Providing services in an inclusive manner, will always be of benefit</p>

<p>Gender Reassign</p>	<p>WDLT is covered by the PSED. Gender reassignment is a projected characteristic There is extensive and clear guidance from the EHRC on accessible services.</p>	<p>Some people who have re assigned or are re assigning their gender can face stigma accessing services.</p>	<p>Explicit recognition of the centrality of equality helps support accessible and inclusive service design and provision</p>
<p>Health</p>	<p>Health considerations cross cut with other protected groups and human rights</p>	<p>Mental and physical health are intertwined. Some groups have suffered increased disadvantage during the Covid 19 lockdowns.</p>	<p>Explicit recognition of Equality and Human rights as core considerations that cross cut in service design and delivery can improve inclusion.</p>
<p>Human Rights</p>	<p>WDLT is a Human Rights Duty bearer</p>	<p>Considering participation from a Human Rights perspective can help ensure an inclusive approach.</p>	<p>Ensuring that everyone can participate supports the exercise of peoples human rights.</p>
<p>Marriage & Civil Partnership</p>	<p>In terms of needs, this area cross cuts with sex and sexual orientation</p>	<p>Tends to cross cut with sex and sexual orientation, in terms of services provision and employment</p>	<p>No evidence available of likely differential impact around marriage and civil partnership</p>
<p>Pregnancy & Maternity</p>	<p>Staying active has health benefits</p>	<p>Cross cuts with sex.</p>	<p>Explicit recognition of the centrality of equality helps support accessible and inclusive service design and provision</p>
<p>Race</p>	<p>Staying active has health benefits</p>	<p>During lockdown evidence suggests that BAME groups have suffered worse health outcomes, including health outcomes.</p>	<p>As noted we have made health and safety for all as a priority</p>

Religion and Belief	Staying active has health and mental benefits	This can cross cut with sex especially in the area of demand for women only services, therefore access to for example swimming for women only may often meeting needs around sex and religion and belief	Providing services in an inclusive manner will always be of benefit
Sexual Orientation	Staying active has health benefits	Data on sports participation in Scotland indicates that lesbian, gay and bisexual participants are not significantly different from heterosexuals in activity levels.	Providing services in an inclusive manner will always be of benefit
		However, adults who identified as having an 'other' sexual orientation were significantly less likely to meet activity recommendations than the national average. It is important to treat these findings with caution however, due to anticipated under reporting of LGB people who are not 'out' within surveys.	

Actions
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
None identified
Will the impact of the policy be monitored and reported on an ongoing bases?
Yes
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation

The business plan has a stated commitment to equality and inclusion; participation is lower for some groups, women, disabled people and BAME people so explicit note of the centrality of equalities can help inform planning and practice.