

Equality Impact and Needs Assessment Form



NB: Use the electronic MS Word template. Add additional rows and increase box size as required. Make sure your final document is suitable for publishing.

A) Description

Name of service, function, policy (or other) being assessed

Team Devon Action Plan – Sub Group of Devon Economic Partnership

Directorate or organisation responsible (and service, if it is a policy)

Environment, Economy and Culture – Economy Unit

Date of assessment (DD/MM/YY)

August 2009

Date next assessment due (3 years)

August 2012

Names and/or job titles of people carrying out the assessment

Lucy Gough – National Management Trainee

Accountable person (e.g. Head of Service)

Andrew Lightfoot – Head of Regeneration

Date EINA Form approved by accountable person (e.g. Head of Service)

24.09.09

1. What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

Team Devon is the partnership that is responding to the opportunities presented by the Olympic Games being held in London in 2012. The aim is to engage the people of Devon and create an inclusive Olympic legacy.

The vision of Team Devon includes:

- Promoting healthy lifestyles
- Engaging more young people in positive activities
- Increasing volunteering
- Stimulating a more enterprising and adventurous culture
- Exploring the links between sport and culture

The key actions that will be undertaken over the next 3 years are grouped under 3 main headings:

- Taking Part
- Business, employment and Skills

- Schools, colleges and universities

2. Location or any other relevant information

Team Devon is a county wide partnership, including Devon, Plymouth and Torbay.

3. List any key policies or procedures to be reviewed as part of this assessment.

4. Who is intended to benefit from the service, function or policy?

It is intended that everyone in Devon will benefit from the actions of Team Devon, although how people benefit may vary. It may be that they attend or organise an event, take part in some volunteering, or win an Olympic contract.

5. Who are the stakeholders? What is their interest?

A number of organisations are represented on the Team Devon partnership and are therefore stakeholders:

- Devon and Cornwall Business Council
- Local authorities (Devon, Plymouth and Torbay)
- The BBC
- RELAYS
- Active Devon
- Community Council of Devon
- Visit Devon
- Dance in Devon
- Devon Primary Care Trust
- Devon and Cornwall Constabulary
- A number of private organisations

All of these organisations are committed to ensuring that Devon benefits from the Olympic Games, not only up until 2012 but also into the future.

Other stakeholders would be the people of Devon who should all benefit through Team Devon's activities.

6. Are there any concerns at this stage which indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, outcomes of a scrutiny review. Please describe:

B) Relevance – Note: if not relevant, do not complete this form

Select **all** that apply:

7. Service or function that people use.

8. Discretion is exercised, or potential for people to experience different outcomes or level of satisfaction.

9. Employment policy – where discretion is not

x

Scale of relevance

Low

Medium

Medium

Section C applies

exercised.			
10. Employment policy – where discretion is exercised (e.g. recruitment or disciplinary process).		High	Sections C & E apply
11. Concerns at a local, regional or national level of discrimination/inequalities.		High	
12. Major change such as the closure, removal or transfer of a service/provision.		High	
13. Community and regeneration strategies, local area agreements and organisational or directorate/partnership strategies/plans.		High	

Other:

State why it is relevant:

How relevant (high, medium or low?):

Mark 'X' to confirm which strands are relevant to the review:

Age	<input checked="" type="checkbox"/>	Disability	<input checked="" type="checkbox"/>
Gender (men and women)	<input type="checkbox"/>	Race/ethnicity	<input checked="" type="checkbox"/>
Trans-gender	<input type="checkbox"/>	Religion/belief	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	Other (state below)	<input type="checkbox"/>

Any other (such as Human Rights, people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

People on low incomes
People in isolated areas

C) Information

14 What information (monitoring or consultation data) have you got and what is it telling you? *Required where relevance is Medium or High.*

The aim of Team Devon, as detailed in the Action Plan, is that all people in Devon will benefit from its work, regardless of age, gender, racial background or any other factor.

To date, there have not been a lot of actual outcomes from Team Devon – the focus so far has been on spreading the word about the opportunities for Devon due to the 2012 Olympics and the formulation and distribution of the Action Plan.

It is the work that now takes place, which will need to be monitored for inequalities as although the intention is that everyone will benefit in a positive way, there is potential for negative impacts if the work plan is not managed appropriately.

D) Assessment

15 Describe any NEGATIVE impacts (actual or potential):

Strand/community	Impact (<i>how they may be affected</i>). Include assessment of risk (<i>likelihood and severity</i>).
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Age	Potential risk – need to ensure that all age ranges are targeted and included in events. There is a risk that there could be too great a focus on young people, rather than older people.
Disability	There is a potential risk that the focus will be on the Olympics, rather than the Paralympics and therefore there will be less activity focused on people with disabilities. Potential negative impact if events are not made accessible to all.
Race/ethnicity	Whilst Team Devon wants to work to promote cultural activity in Devon, there is a risk that not all aspects of Devon's culture will be equally included. It is important that all racial/ethnic groups present in Devon are included.
People on low incomes	Potential negative impact if costs are involved in participating in or attending events
People in isolated areas	Potential negative impact if activity is focused in large settlements.

16 Describe any POSITIVE impacts:

Strand/community	Impact (<i>how they may be affected</i>)
Age	There are huge potentially positive impacts for people of all ages to be involved in cultural and sporting activity. The work of Team Devon aims to encourage people of all ages to become more active, both personally and in their communities. This will hopefully have a positive impact on people's health and general well being.
Disability	By using the Paralympics as inspiration, there is potential for there to be great positive impacts on people with disabilities across Devon, by raising both awareness and aspiration.
Race/ethnicity	Potential positive impacts by raising awareness of all aspects of Devon's culture
People on low incomes	Potential positive impact if there are increased numbers of free events / activities taking place across the county that they can participate in.

17 Provide any information about NEUTRAL impacts that have been identified (there is neither a positive or negative impact):

Strand/community	Why there is 'no differential impact'

E) Consultation

18 Did you carry out any consultations? *Required where relevance is High.*

YES/NO

19 Who was consulted? Include your findings in 15, 16 and 17 above.

20 Describe other research, studies or information used to assist with the assessment and include your findings above:

F) Conclusions

	Action/objective/target OR Justification	Resources required	Timescale	I/R/S/O
a)	All potential impacts noted above in Section D will need to be considered by the Team Devon Executive when making decisions about activity, to ensure that no group is negatively affected.		Throughout the lifespan of Team Devon – at least up until the Olympic Games in 2012.	S
b)				
c)				
d)				

(I) Taking immediate effect.

(R) Recommended to Council/Directors through a Committee or other Report*.

(S) Added to the Service Plan.

(O) Added to the Fair for All Programme (as an organisational improvement)**