

EQUALITY IMPACT ASSESSMENT (EQIA):

Introduction to the EQIA process

A successful EQIA will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed.**
A clear definition of what is being screened and its aims.
2. **Gathering Evidence & Stakeholder Engagement**
Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)
3. **Assessment & Differential Impacts**
Reaching an informed decision on whether there is a differential impact on equality groups, and at what level.
4. **Outcomes, Action & Public Reporting**
Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publicly reported.
5. **Monitoring, Evaluation & Review**
Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

1. Name of the Policy, Project, Service Reform or Budget Option to be assessed.

Glasgow's Physical Activity and Sport Strategy 2025-2035

2. Reason for Change in Policy or Policy Development

Glasgow Life was tasked to develop a Physical Activity and Sport Strategy for Glasgow that would build a unifying vision and in the city over the next decade. A Steering Group and Working Group was established to build the will and conditions for change and support the development of the Glasgow Physical Activity and Sport Strategy and Action Plan. The Steering and Working group was made up of representatives from Glasgow Life, GCC (Education), GCC (NRS), GGCNHS, HSCP, Sport Scotland, Public Health Scotland and the consultants. The draft strategy has been developed using [Public Health Scotland's framework – A Systems-Based Approach to Physical Activity in Scotland](#). This framework aims to improve levels of physical activity at both national and local level and firmly founded on evidence-based international guidance. It consists of 7 stages which are Stage 1: *Build the will and conditions for change*. Stage 2: *Review of data and evidence* Stage 3: *Deep dive into the sub-systems* Stage 4: *Collate findings and emerging actions*. Stage 5: *Validate findings and build consensus* Stage 6: *System wide action planning* Stage 7: *Local implementation*.

The development of the draft Strategy has been informed by a wide range of desk research, review and reflection by Steering and Working Group members and stakeholders and extensive consultation via a number of one-to-one interviews, focus groups and online consultation.

3. List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The goal of the Physical Activity and Sport Strategy is to create a comprehensive approach that makes regular physical activity accessible and appealing to everyone in Glasgow.

Strategy Vision – “Glasgow is a city where everyone thrives and our communities flourish through the transformative benefits of inclusive physical activity and sport.”

Strategy Mission – “To create a vibrant, city-wide culture where physical activity is a cornerstone of everyday life. A city that enables and empowers everyone to build physical activity and sport into their daily lives.”

Strategy Principles - The strategy has been shaped by cross-sector organisations across the city and is underpinned by a set of agreed principles to guide its implementation. These are:

Addressing Health Inequalities: We are committed to targeting and reducing health disparities by ensuring equitable access to sport and physical activity opportunities, with a focus on supporting those most affected by health inequalities to improve their overall well-being and quality of life.

Championing Equality, Diversity and Inclusion: We are committed to actively addressing and reducing disparities in access to sport and physical activity, ensuring that every individual, regardless of their background or circumstances, has equal opportunities to participate and benefit from an active lifestyle.

Promoting Environmental Sustainability: We are committed to integrating environmental protection into our physical activity and sport opportunities, ensuring that our programmes and facilities are designed to minimise environmental impact and contribute to the health and sustainability of our natural surroundings.

Fostering Effective Partnerships: We are committed to building strong, collaborative relationships between organisations and communities to maximise the impact of physical activity and sport opportunities, ensuring that all efforts are unified, resourceful, and responsive to local needs."

Evidence-Based Approach and Impact Measurement: We are committed to grounding our physical activity strategy in robust evidence and continuously collecting data to measure and evaluate our impact, ensuring that our initiatives are effective, accountable, and driven by informed decision-making.

"Embracing Innovation and New Perspectives: We are committed to fostering a culture of innovation by encouraging creative thinking and exploring new approaches to physical activity, ensuring that we continuously adapt and find effective solutions to meet the needs of our community."

Our Aim

To work together to eliminate barriers and create inclusive environments that enable an increase in population level physical activity and sports participation across the city.

Our Strategic Outcomes

1. **Active Systems:** Develop collaborative actions that enable a whole city approach to physical activity and sport across Glasgow.
2. **Active Communities, Places and Spaces:** Ensure places and spaces are appropriately designed, created and maintained to provide high quality accessible and sustainable active locations.
3. **Active Travel:** Create an environment that supports and enables citizens to make active travel a part of their everyday lives.
4. **Active Sport and Recreation for All:** Provide equitable and high-quality access to inclusive sport and active recreation for all.
5. **Active Health and Social Care:** Embed physical activity into appropriate, routine NHS health and social care services across the city.
6. **Active Places of Learning:** Deliver a 'nursery to tertiary' approach to physical activity and sport adopted by all places of learning.
7. **Active Workplaces:** Develop, implement and support the adoption of a healthy workplace model that enables a more active workforce.
8. **Active Communication and Public Engagement:** Establish a coordinated communications and public education approach that reinforces the importance of physical activity across the city.

4. Name of officer completing assessment (signed and date)

5. Assessment Verified by (signed and date)

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

Please name any research, data, consultation, or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity,	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.
Glasgow – Demographics Glasgow's population is 620, 700. Glasgow City Council, 2022 Census Factsheet The city is Scotland's most diverse across a number of protected characteristics. 11.5% of the city's population identify as BME. 88.5% of the city's population identify as White. (Scotland's overall population is 96.0% White and 4.0% BME); There are also differences in the ethnic	The new Physical Activity and Sport Strategy potentially impacts individuals, groups and communities across all protected characteristics. It also recognises that a number of groups and communities are less likely to engage in physical activity and sport. These are: •Older adults •Residents of more deprived areas	A public consultation survey was conducted to gather feedback from citizens and organisations and was made available through Glasgow City Council's Consultation Hub and shared across local networks during September and October 2024. The survey received a total of 385 responses, with 288 from individuals and 97 from organisations. 19 face-to-face interviews with key stakeholder organisations were also held.

profile of the population within Glasgow with a BME population in North East of 7.0%, North West 12.5% and South 14.2%. More than a quarter of Glasgow pupils (25.5%) have a Minority Ethnic background which is almost three times the percentage of Minority Ethnic pupils of Scotland overall (9.2%). The percentage of Minority Ethnic pupils in Glasgow (25.5%) is also more than double the percentage of the Minority Ethnic population of Glasgow (11.5%) indicating higher levels of diversity in the child population than the adult population of Glasgow. 97.3% of all Scotland's asylum seekers live in Glasgow. 22.5% of Glasgow people were born outside of the UK – more than twice the percentage of 11.1% of Scots born outside the UK. Glasgow has almost twice the percentage of LGBTi people (5.7%) as Scotland (2.9%) Half of the Glasgow population report of belonging to a religion (52.3%) 40% of Glasgow school pupils have a physical illness or disability. 31.0% of all Glasgow people have one or more health condition compared to 29.9% nationally. Within Glasgow, the North East locality has the highest rate of all people with one or more condition (33.7%) followed by South (30.8%) and North West (29.0%). Mental ill health, learning disabilities and physical disabilities are all significantly higher in Glasgow than in Scotland.	•Individuals with disabilities or long-term health conditions •People from ethnic minority groups, LGBTQ+ communities, and other inclusion groups •Women •Those living in neighbourhoods with limited access to green spaces and inadequate infrastructure The strategy has been developed around a whole-systems approach which is designed to “eliminate barriers and create inclusive environments that enable an increase in population level physical activity and sports participation across the city.” It provides a high-level framework.	
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**Glasgow City Health and Social Care Partnership
Demographics and Needs Profile June 2022**

The ethnic minority population in Glasgow is likely to double by 2030; one in four children in will be from a minority ethnic background by 2030; child poverty rate for children from minority ethnic communities is double that of the Scotland average.

CLD supports participation in culture and sport and contributes to a wide range of policy outcomes ranging from public health to employability.

Sport and Physical Activity Participation – Key Factors

Participation rates in physical activity and sport were higher among men than women. Participation in physical activity and sport (including recreational walking) declined with age.

Participation in physical activity and sport (including recreational walking) was lower for those living in the most deprived areas compared to the least deprived areas. Participation in walking (for at least 30 minutes) was also lower for those living in the most deprived areas compared to those living in the least deprived areas. Those with a long term limiting condition were less likely to be physically active compared to those with no condition. **Scottish Household Survey, Scottish Government 2019**

Disabled people have lower average mental wellbeing scores than non-disabled people
A smaller proportion of disabled people meet physical activity recommendations than non-disabled people.

Almost two thirds of both disabled and non-disabled people are clinically overweight. Scotland's Wellbeing: national outcomes for disabled people National Performance Framework, Scottish Government, 2019 Women and girls continue to experience a range of barriers to sport and physical activity participation. These include personal safety concerns, especially with regard to outdoor exercise. Body image and confidence; stereotyping and discriminatory, attitudes and behaviours can also impact women and girls' participation. Women typically carry out the majority of domestic and caring responsibilities and have less leisure time than men. As a result childcare, dependent care or other caring roles can also limit their ability to participate in sport and physical activity. Many of these barriers to participation increase for women and girls with disabilities, LGBT+ women and girls, women and girls from black and minority ethnic backgrounds, or from communities experiencing social and economic deprivation and disadvantage. Scottish Parliament, Health, Sport and Social Care Committee, Inquiry Inquiry into female participation in sport and physical activity, 2022 LGBTQ+adolescents experience lower wellbeing than their peers, and this is evident across a range of wellbeing domains. Gender and sexual identity-based inequalities in adolescent wellbeing: findings from the #BeeWell Study, BMC Public Health, Nov 2023		
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LGBT+ people experience a wide range of poorer health outcomes, particularly in relation to mental health and wellbeing, physical activity, and also experience barriers to accessing mainstream services particularly around sport and physical activity Health needs assessment of lesbian, gay, bisexual, transgender and nonbinary people, NHS Greater Glasgow and Clyde, NHS Lothian, 2020		
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3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER	Women	The draft strategy identifies women as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Women disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
	Men			
	Transgender	The draft strategy identifies transgender people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Transgender people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
RACE*	White			
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>	Mixed or Multiple Ethnic Groups	The draft strategy identifies minority ethnic people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Minority ethnic people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
<i>e.g. Asian includes Chinese, Pakistani and Indian</i>	Asian	The draft strategy identifies minority ethnic people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Minority ethnic people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
	African	The draft strategy identifies minority ethnic people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Minority ethnic people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
	Caribbean or Black	The draft strategy identifies minority ethnic people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Minority ethnic people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
	Other Ethnic Group	The draft strategy identifies minority ethnic people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Minority ethnic people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
DISABILITY	Physical disability	The draft strategy identifies disabled people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Disabled people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	The draft strategy identifies disabled people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Disabled people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
	Mental Health			
	Learning Disability	The draft strategy identifies disabled people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Disabled people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
LGBTQ+ with disability	Lesbians	The draft strategy identifies LGBTQ+people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		LGBTQ + people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty
	Gay Men	The draft strategy identifies LGBTQ+people as less likely to participate in physical activity and		LGBTQ + people disproportionately experience socio-economic disadvantage. Protected

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
		sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		characteristics can intersect to increase disadvantage, particularly in relation to poverty.
	Bisexual	The draft strategy identifies LGBTQ+people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		LGBTQ + people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
AGE	Older People (60 +)	The draft strategy identifies older people as less likely to participate in physical activity and sport. The proposed strategic framework outlines a whole-systems collaborative approach designed to address this.		Older people disproportionately experience socio-economic disadvantage. Protected characteristics can intersect to increase disadvantage, particularly in relation to poverty.
	Younger People (16-25)			
	Children (0-16)	.		
MARRIAGE & CIVIL PARTNERSHIP	Women			
	Men			
	Lesbians			
	Gay Men			

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
PREGNANCY & MATERNITY	Women			
RELIGION & BELIEF** A list of religions used in the census is available here .	See note			

* reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g., Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available [here](#).

Summary of Protected Characteristics Most Impacted

In Glasgow, 34% of adults and 31% of children do not meet the recommended physical activity guidelines. Participation in physical activity varies widely due to socio-economic, geographic, and cultural factors. Those most likely to be inactive include:

- Older adults
- Residents of more deprived areas
- Individuals with disabilities or long-term health conditions
- People from ethnic minority groups, LGBTQ+ communities, and other inclusion groups
- Women
- Those living in neighbourhoods with limited access to green spaces and inadequate infrastructure

The strategy has been developed around a whole-systems approach which is designed to “eliminate barriers and create inclusive environments that enable an increase in population level physical activity and sports participation across the city.”

It provides a high-level framework.

Summary of Socio-Economic Impacts

In Glasgow, 34% of adults and 31% of children do not meet the recommended physical activity guidelines. Participation in physical activity varies widely due to socio-economic, geographic, and cultural factors. Those most likely to be inactive include:

- Older adults
- Residents of more deprived areas
- Individuals with disabilities or long-term health conditions
- People from ethnic minority groups, LGBTQ+ communities, and other inclusion groups
- Women
- Those living in neighbourhoods with limited access to green spaces and inadequate infrastructure

Many of these groups disproportionately experience socio-economic disadvantage. A number of these characteristics intersect to increase disadvantage.

The strategy has been developed around a whole-systems approach which is designed to “eliminate barriers and create inclusive environments that enable an increase in population level physical activity and sports participation across the city.”

It provides a high-level framework.

Summary of Human Rights Impacts

The right to take part in sport and physical activity is a universal human rights under various United Nations charters.

Summary of Health Inequalities* Impacts

Please include reference to any protected characteristic group which may be affected in terms of health inequalities.

Also make reference to other groups that may potentially be affected – including people with drug problems, homeless people, care - experienced young people and carers. This is an indicative but not exhaustive list and any relevant groups along with the anticipated impacts should be noted.

*Health inequalities between people arise because of inequalities in society. Health inequalities are influenced by a wide range of factors, including access to education, employment and good housing; equitable access to healthcare; individuals' circumstances and behaviours, including lifestyle factors (e.g. diet), and income. These issues are known as the social determinants of health.

The strategy has been developed around a whole-systems approach which is designed to “eliminate barriers and create inclusive environments that enable an increase in population level physical activity and sports participation across the city.”

It provides a high-level framework to enable specific action to address health inequalities.

4. OUTCOMES, ACTION & PUBLIC REPORTING

Outcome	Yes /No Or / Not At This Stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	No
Does the project, policy or strategy require to be amended to have a positive impact?	No

Actions: Next Steps

(i.e., is there a strategic group that can monitor any future actions)

Further Action Required/ Action to Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)

Public Reporting

All completed EQIA are required to be publicly available on the [Council EQIA Webpage](#) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](#): Pgs. 11-12)

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) is not an end but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA and any actions that may have been taken to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing, or has proposed changing their sex – called ‘gender reassignment’ in law)
- sexual orientation (whether being lesbian, gay, bisexual, or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted, the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition, the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty.
- publish equality outcomes and report progress in meeting those.
- impact assess new or revised policies and practices as well as planning to review existing policies and practices gather, use, and publish employee information.
- publish gender pay gap information and an equal pay statement.
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

Fairer Scotland Duty

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.

