

South Cambridgeshire District Council Equality Impact Assessment (EqIA)

Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
 - Eliminate unlawful discrimination, harassment, and victimisation
 - Advance equality of opportunity between those who share a protected characteristic and those who do not
 - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to equality.schemes@scambs.gov.uk. Further support and guidance available on Insite or contact the Policy and Performance Team.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1 Officer completing EqIA:
Ben Truett
- 1.2 Team and Service:
Communications and Communities
- 1.3 Title of proposal:
Walking Cricket
- 1.4 EqIA start date:
15/01/2024
- 1.5 Proposal implementation date:
03/06/2024
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):
Officer

Section 2: Proposal to be Assessed

- 2.1 Type of proposal:
Project
If other, please specify
[Click or tap here to enter text.](#)
- 2.2 Is the proposal:
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):
[Click or tap to enter a date.](#)

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

The aim of Walking Cricket is to encourage safe, fun and social activity in our older populations. Low cost, low impact physical activity addresses numerous health indicators i.e. social isolation and health inequalities across all ages and ethnicities, improves physical and mental wellbeing, encourages healthy ageing.

The primary objective is to increase the opportunities for older, more sedentary residents by widening the range and type of physical activity sessions we currently offer across the District. Secondary objectives are to provide opportunities for participants to make new friendships and connections to other activities and groups that may help improve and enhance wellbeing.

The activity supports the delivery of the Health and Wellbeing Strategy to promote activity for the ageing population and the ICS Health Care Strategy to “create an environment which gives people the opportunities to be as healthy as they can be.”.

2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- None.

2.6 Which groups or individuals will the proposal affect:

- Service Users Councillors
- External Stakeholders Other
- Employees

If other, please specify [Click or tap here to enter text.](#)

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

This project aims to support people in South Cambridgeshire that are considered inactive and want to improve their levels of inactivity. To ensure the project bridges the gaps with equality and diversity we will only work with clubs which have robust equality, diversity and inclusion policies in place. Although there are target audiences, the project will not be limited by this, and will be open to all members of the community. As the activities are of a lower intensity, it does mean that any restrictions to participation are reduced.

2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards? (Max 250 words)

The project is likely to work closely with Living Sport, an established partner with whom we deliver the Tier 1 Active Lifestyles Contract. We will also partner with GP practices and social prescribers to offer a referral route to community based activity.

The project will also partner with external organisations to help deliver the sessions through coaches of the selected cricket clubs. We can support the clubs to ensure all promotion includes appropriate wording to be inclusive of the protected characteristics and support/advise if any adaptations need to be undertaken, allowing for equal chance and opportunity for all of the participants.

Section 3: Evidence and Data

3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups?](#) Please list any key sources (e.g. web-search, previous

versions of document, customer feedback etc) that you used to reach your conclusions.

(Max 250 words)

I have undertaken a number of training sessions within my role, in relation to equality and diversity. I am very confident on how I can improve and adapt my programmes to meet the 9 characteristics as best as possible. I have also read different papers, most recently, the Joint Strategic Needs Assessment (JSNA), and this researches into different aspects of health and wellbeing, covering policies to make change in the future and information on different demographic groups. I have also been involved in work with younger children and younger children with disabilities. This was an athletics camp and some sports and activities needed to be adapted depending on the individual and their needs. This also included access and providing the opportunity for participation for those young people. This has helped develop my understanding on reaching conclusions and preparing for future projects. Other activity work has been undertaken involving groups of people that may have restricted access to physical activity, including older adults with walking football, and activity classes for services users in the hotel at Bar Hill.

3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.

(Max 250)

I have had discussions with a number of stakeholders, including the interested cricket clubs as well as the Integrated Care Service lead, Anita Howard. This project helps to support neighbourhood level health priorities outlined in the ICS Health and Care Strategy and our own Health and wellbeing strategy. Walking sports helps to provide an accessible option and fills a gap in where need has been evidenced. I have also engaged with members of Living Sport and a Social prescriber lead, which again has provided clarity on the likelihood of success and whether this will support residents of South Cambridgeshire. All of the stakeholders I have discussed this with are supportive, and believe this would be a beneficial project to establish, which links

in with our recent work on a walking football project. I would continue to discuss future plans with this project with the stakeholders , to ensure that walking cricket does benefit and support these residents, including those with the protected characteristics.

Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.

Details: All potential participants who would like to attend the walking cricket programme will be given an equal chance to take part. Although there is a target audience of people aged 50+ , we are not limited to this, so participants of any age, background, beliefs and gender are free to be involved in walking cricket. Positive and High

Age

Details: The walking cricket programme should be really beneficial to all ages, since it is helping those participants to keep active and experience the many benefits of physical activity. In particular, walking cricket will ensure those participants who are inactive or have reduced activity levels, can steadily get back in to playing sports and keeping moving. This could be a particular benefit to older populations that can find the intensity of faster paced sports more difficult, where walking cricket is an adaptable format of the game. Furthermore, walking cricket will help to bring social



benefits and in turn, help improve the community feel. This could be significant to those participants that may suffer with loneliness or depression, which can occur at any stage in life. Positive and High

Disability

Details: With the venues likely to be indoors for the beginning of the programme (unless carried on after the project), this should make it easier to include participants with varying disabilities. The reason this is mentioned, is that an element of safety has to be considered for all participants taking part, so this will need to be understood and assessed before participation. That being said, as mentioned previously, walking cricket is an excellent adaptation to cricket, allowing for inclusivity. Walking cricket is an activity that has become more popular in recent years, especially with its ability to involve participants from all backgrounds and accommodate different needs. This means that procedures can be put in place, to ensure safe participation for participants (as best as possible). For example, a visually impaired participant may find it easier to play with a ball that has a bell inside, so that the ball can be heard, providing a more direct involvement in the game. Neutral and High

Gender reassignment

Details: This will not effect the project, as mentioned before in the previous answers. All participants will be welcomed to the programme. Neutral and medium

Marriage and Civil Partnership

Details: This characteristic will not effect the project as previously mentioned. Neutral and low

Pregnancy and maternity

Details: This should not be an issue with the delivery of the programme. If a participant who is pregnant is happy and feels safe to take part, then this is something that can be adapted into the sessions. A pregnant participant can be involved with reduced risk, for example, placed in fielding positions that will reduce a ball or bat hitting the participant. Perhaps have a pregnant participant stick to bowling and reduce overuse of batting. Other scenarios will be considered for best



safety of the pregnant participant, but again, the sessions can be sorted to be inclusive. Neutral and low

Race

Details: With cricket being a sport that is played all around the world, walking cricket would encourage and welcome participants of all races to take part. Sport and activity backgrounds recognise the importance of integrating participants of varying backgrounds, which is something that walking cricket will possess with the delivery of the sessions. Promotion of the programme will be made clear that anybody, of any ability can come along to play. Positive and medium

Religion and belief

Details: Guidance of session delivery will be provided, in particular, trying to select a day for the sessions to be on a non-religious day. If the time and day needs to be changed, this is something that can be considered to suit the needs of the participants as best as possible. We recognise that this may not always be possible, but a choice of day/time would be worthwhile in the session planning. Positive and medium

Sex

Details: Walking cricket will ensure that any sex can participate in cricket, and reports have shown more males playing cricket than females, but there has also been an increase in popularity in female cricket, something I would like to promote in this project. Positive and High

Sexual orientation

Details: Recent reports have mentioned about an increase in cricket games for LGBTQ+ communities, something that needs to continue to progress in the cricket world. These recent cricket games have led to participants feeling more 'comfortable' to play. Neutral and low

Other (socio economic, rural isolation, covid)

Details The project hopes to start by having 2 different walking cricket locations, making it easier to participate in a session for accessibility reasons, as well as cost of travel. Unfortunately, cricket has generally been a sport played by higher social

classes according to studies, but opportunities for different social classes is increasing. Furthermore, I propose to have the 8 week trial as free to play sessions to enable as many participants as possible to try the game. Positive and High

None of the above

4.2 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
Inclusive promotion and signposting to activities. This would begin from the known start dates and continued for the duration of the activities delivery	Ben
Training and information updates. Any of the team or staff that are delivering and have not had training on equality, diversity and inclusion would be advised to complete this before starting delivery. This would start as soon as the strategic planning begins.	Ben- Ongoing
Free and low cost. These sessions would be free for the first 8 weeks, then sessions after that would be low cost, reducing the chance of high cost affecting participation. This would begin from planning phase, choosing venues that match this, as well as coach delivery and equipment.	Ben- throughout the project
Collating feedback. This way we can know where to improve in areas that may be lacking, and if any appropriate changes need to be made for project enjoyment and success. This would be received from the first session and full duration of the project wherever possible, and when the participants would like to provide feedback.	Ben- Ongoing, but to begin near the end of the project delivery

4.3 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

As the project officer and main lead on the project, I (Ben) would be organising and performing these actions myself. I will also work very closely with Living Sport, so both parties can be sure of these actions are happening. The feedback will be the most important way to understand this information, and the participants can be kept anonymous. We will collect this feedback either verbally or an online form, and any personal information collected will be deleted as soon as it is no longer needed. This personal information is not specifically required, but this can be deleted after a week. The Project Officer (Ben), will check this every week during the duration of the 8 week project, and delete any personal information after it is no longer needed.

Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

Leicestershire County Cricket Club have been involved with Walking cricket for a number of years and research has found that it was “successful in engaging varied communities, especially South Asian men”. The programme at Leicester had found that a high number of the participants “reduced their risk of developing type 2 diabetes” which was a significant result of the programme. Finally, the programme at Leicester found “some participants reported that due to group exercise they no longer felt isolated and attending the sessions gave them more confidence to be physically active elsewhere”.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

Section 6: Sign Off

6.1 Signature of individual completing EqIA:

Ben Truett

6.2 Date of completion:

05/06/2023

6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

04/12/2023

6.4 Approving officer signature *, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Lesley McFarlane

6.5 Date of approval:

07/02/2024

Please send the completed document to Equality.Schemes@scambs.gov.uk for publishing on the website.

**in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*