

INTEGRATED IMPACT ASSESSMENT COVERING

- **EQUALITIES & SOCIO ECONOMIC DUTIES**
- **HUMAN RIGHTS AND RIGHTS OF THE CHILD**

STAGE 1 - DO I NEED AN INTEGRATED IMPACT ASSESSMENT?

Name of policy or proposal: A5-7 Health & Wellbeing Officer	
Is this a	Mark X below
New activity, programme or policy?	
Change to an existing activity, programme or policy?	
Budget proposal?	X

Duties: tick the boxes you think apply	No	Maybe	Yes
Equalities: Will your proposal have an impact on groups with protected characteristics? <i>Consider the impact of your proposal on people and how they access your services and information without barriers.</i>			X
Socio-economic <i>Not every person/family has access to regular income or savings. Will your proposal have an adverse impact on them</i>			X
Does your proposal impact on the human rights of people?	X		
Does your proposal impact on the rights of children and young people	X		

<p>Reasoning Briefly describe your reasoning for the responses given above:</p> <p>The Health & Wellbeing Officer plays a vital role in supporting the more vulnerable members of our Moray community and a number of protected characteristic groups. A number of programmes delivered by the Health & Wellbeing Officer are</p>

externally funded to help reduce costs as some of the individuals involved in the programme do not have access to regular income or savings.

If you have answered “maybe” or “yes” to any of the Stage 1 questions above then proceed to complete the Stage 2 Integrated Impact Assessment questions below.

If you have answered “no” to the Stage 1 questions above then provide the details below and submit to [email]

Lead Officer for developing the contract	
Other people involved in the screening (this may be council staff, partners or others i.e. contractor or community)	
Date	

STAGE 2: INTEGRATED IMPACT ASSESSMENT

Brief description of the affected service

1. Describe what the service does:

The Sport and Culture Service has a shared purpose across the 4 teams (Sport & Leisure, Active Schools & Community Sport, Music Instruction & Performance and Libraries, Learning Centre & Heritage) of improving health and wellbeing, tackling inequalities, and helping to 'close the gap' in attainment through sport and physical activity, access to cultural activities, including library services and access to music. The Service works with internal and external partners to meet the needs of our Moray residents, deliver the outcomes within our Local Outcome Improvement Plan and our Moray Council Corporate Plan.

The Health & Wellbeing Officer is responsible for working with colleagues and partners to develop and promote sport and physical activity programmes in our leisure facilities to support improvement of the social, physical and mental health of our residents. In particular the Officer oversees the Physical Activity for Health programme which enables the more vulnerable in our communities to access physical activity opportunities to aid

rehabilitation, remain independent for longer, prepare for surgery and to support mental health through social interaction and goal setting.

The Physical Activity for Health programme is a partnership programme where GP's and Health Professionals refer patients into the programme as it has been determined that physical activity can aid their condition or current situation. The programme also enables the ability that individuals can self refer into the programme. Individuals are then triaged before starting on a supported programme at one of our leisure facilities. Following the supported programme individuals are then encouraged to join mainstream activities/sessions to continue their physical activity journey and make it a lifestyle habit.

Since the inception of the Physical Activity for Health programme which started in the midst of the Covid pandemic we have managed to access a range of funding through NHS Grampian and other external funders to enhance this programme and specifically target certain long term medical conditions such as arthritis, chronic obstructive pulmonary disease, diabetes and weight management. The Officer has built up excellent relationships with local physio teams, GP practices, third sector organisations such as Escape Plan and Versus Arthritis.

The Physical Activity for Health programme is also part of the social prescribing model currently being rolled out across Moray through Health & Social Care Moray.

Health and Wellbeing and using leisure facilities as a 4th emergency service is a UK and worldwide direction of travel as research clearly shows that physical activity contributes to the overall wellbeing of an individual. Maintaining mental health has recently been reported as being the main reason that people visit leisure facilities/undertake physical activity, this reason now supersedes the previous one of getting in shape. People regularly undertaking physical activity will significantly reduce pressures across the NHS and provide that preventative measure rather than the reactive measures we are currently experiencing.

The main objective for the Health & Wellbeing Officer from the overarching Sport & Leisure Team Plan is to create an environment where health and wellbeing is at the core of our service.

2. Who are your main stakeholders?

In regards to the Health & Wellbeing aspect of the Sport & Leisure Service the main stakeholders are Public Health Scotland, NHS Grampian, Locality Networks, Health & Social Care Moray, Community Sports Clubs and Organisations, Customers/Users of Leisure Facilities/Programmes and employees.

3. What changes as a result of the proposals? Is the service reduced or removed?

This proposal would result in the removal of the Health & Wellbeing post and also the cessation of the Physical Activity for Health programme across the leisure facilities. The partnerships developed with colleagues across NHS Grampian and Health & Social Care

Moray would require to stop as there is no resource to continue this element of the service. The referral system will have to cease operating as we would no longer have the resource to administer and triage these referrals.

Our Les Mills franchise and programme offering will also be impacted as this Officer manages and monitors this programme across all 9 leisure facilities, so we may have to revisit what is indeed possible with this programme which may impact on income generation if service reduction. On a weekly basis the team will deliver approx. 80 exercise/activity classes from the leisure facilities, this equates to on average 800 participants. These levels of activity could potentially be reduced with cessation of this post.

Removal of the Physical Activity for Health programme will reduce income generation within our leisure facilities as despite external funding contributing to this programme members did pay to attend sessions (or they became a Fit Life member). Cessation of this post will indirectly place additional pressure in due course on the health services due to the fact that the more vulnerable in our society may no longer access supported physical activity programmes and thus become less independent and their long term conditions will deteriorate quicker.

4. How will this affect your customers?

Customers currently involved in the Physical Activity for Health programme will no longer receive this supported input in regards to their specialised needs. The alternative is that these customers will simply have to attend mainstream sessions at our leisure facilities if they are to engage in a physical activity journey. Many of these individuals may not have the knowledge, confidence or self-esteem to attend a leisure facility to improve their fitness/health as it requires that specialist support network so it is likely that we will lose these customers.

5. Impact on staff providing the service

Removal of Health & Wellbeing Officer post which will mean redeployment/redundancy. Increased pressure on the Sport & Leisure Supervisors in regards to oversight of the exercise programmes through Les Mills that take place in their facilities.

Impact on some of our Grade 3 Leisure Assistants whom are involved in the Physical Activity for Health programme and deliver Les Mills classes (mainly dry side instructors).

6. Please indicate if these apply to any of the protected characteristics

Protected groups	Potential impacts and considerations
Race	
Disability	A number of referrals received through the Physical Activity for Health programme will have a disability and will receive the more directed support which

	many may require to access leisure activities. Removal of the post/programme will result in them having to attend mainstream activities where the provision of additional support is vastly reduced.
Carers (for elderly, disabled or minors)	Due to the supported nature of this programme it reduces demand on carers as staff are on hand to support individuals – this can provide much needed respite for carers. Removal of the post/programme will place additional pressure on carers to provide this level of support.
Sex	
Pregnancy and maternity (including breastfeeding)	
Sexual orientation	
Age (include children, young people, midlife and older people)	A number of the individuals referred into the Physical Activity for Health programme are elderly and have a long term medical condition – this means that their level of independence and health is a concern. Failure to offer this programme will mean a reduction in support offered to these individuals which will potentially reduce their level of independence and their condition may deteriorate faster without physical activity intervention.
Religion, and or belief	
Gender reassignment	
Inequalities arising from socio-economic differences	A number of individuals involved in the Health & Wellbeing programmes may be unable to work due to their long term condition, may be currently on long term sick leave or only have the ability to work part time hours – therefore the available income/savings they have access to may be minimal. The Physical Activity for Health programme sessions are charged at £3.75 compared to a standard swim/activity class at £6.00 as it is appreciated that individuals that access this programme may have limited access to income/savings – removal of this programme would mean that these individuals would revert to a £6 charge to access leisure facilities/activities.

Human rights

List of convention rights	Describe, where applicable, if and how specific rights are engaged
Article 5: Right to liberty and security	
Article 6: Right to a fair trial	

List of convention rights	Describe, where applicable, if and how specific rights are engaged
Article 8: Right to respect for private and family life, correspondence and the home	
<i>Article 10: Freedom of expression</i>	
<i>Article 11: Freedom of assembly and association</i>	
<i>Article 12: Right to marry</i>	
<i>Article 14: Prohibition of discrimination (in relation to the convention rights)</i>	
<i>Article 1 of Protocol 1: Protection of property</i>	
<i>Article 2 of Protocol 1: Right to education</i>	
<i>Article 3 of Protocol 1: Right to free elections by secret ballot</i>	

Children’s Rights and Wellbeing

Relevant articles – UNCRC	
Article 2 – Non discrimination	
Article 12 – Respect of the views of the child	
Article 3.1 – Best interest of the child	
Article 6.2 – Right to survival and development	

7. Evidence. What information have you used to make your assessment?

Performance data	<p>Data on the Physical Activity for Health programme</p> <p>Over the past 6mths, 122 referrals have been submitted through the Physical Activity for Health programme in Moray – 28 of these have been associated with the diabetes/weight management (healthy helpings) programme which has received external funding. Approx 50% of referrals into this programme have completed an optional induction/completion programme questionnaire. Around 40% of those that completed the questionnaire either had or decided to take out a Fit Life Membership as part of this programme and of the 122 referrals over the past 6mths, 5 have received access to a free 12 week</p>
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	programme due to living in poverty (funded through NHS support).
Internal consultation	To follow
Consultation with affected groups	To follow – both users and NHS Grampian/Health & Social Care Moray
Local statistics	<p>More info to follow</p> <p>Moray has 5.7% prevalence of diabetes – this is against a 4.97% national average. Diabetes is a condition that can be better controlled through physical activity, in some instances the condition can actually be reversed through maintained physical activity.</p> <p>33% of Moray’s adult population are classed as obese – this is against a 29% national average. Physical activity is a major factor in managing obesity levels.</p>
National statistics	
Other	

8. Evidence gaps

Do you need additional information in order to complete the information in the previous questions?

Further investigation required in regards to users within the Physical Activity for Health programme as per protected characteristic groups.

Consultation with affected groups

9. Mitigating action

Can the impact of the proposed policy/activity be mitigated? Please explain

Would require to be fully resourced by another organisation – no funding has been secured for this.

Sport & Leisure Supervisors would need to drop other workload to oversee the Les Mills franchise programmes and developments in their facilities, however the Physical Activity for Health programme would be unable to be embedded into their roles due to the complex nature of this programme.

Sport & Leisure Supervisors could potentially oversee the Health & Wellbeing programmes for their facilities however this would require some form of central co-ordination or an identified lead (as there are currently 6 Supervisors across Moray). However to achieve this transfer of workload would result in the Supervisors being fully

removed from any operational duties of their facilities which would reduce the volume of delivery at each facility and would indeed reduce the operating hours of certain facilities.

10. Justification

If nothing can be done to reduce the negative impact(s) but the proposed policy/activity must go ahead, what justification is there to continue with the change?

This post and programme is not a statutory requirement for the Local Authority to deliver upon.

This proposal is based on a legitimate aim of ensuring the financial stability of the Local Authority for the future. Individuals attending Health & Wellbeing programmes will still be able to attend our leisure facilities, removal of this post will just mean that the level of support previously offered would be reduced.

SECTION 3 CONCLUDING THE IIA

Concluding the IIA

1. No potential negative impacts on any of the protected groups were found.	
2. Some potential negative impacts have been identified. The impacts relate to:	X
Reducing discrimination, harassment, victimisation or other conduct prohibited under the Equality Act 2010	X
Promoting equality of opportunity	X
Fostering good relations	
3. The proposals interfere with human rights and/or the rights of the child	
4. Negative impacts can be mitigated the proposals as outlined in question 8	
5. The negative impacts cannot be fully mitigated but are justified as outlined in question 9.	X
6. Further consultation with affected groups is needed.	X
7. It is advised not to go ahead with the proposals.	

Decision

Set out the rationale for deciding whether or not to proceed with the proposed actions:

Date of Decision:

Sign off and authorisation:

Service	Sport & Culture Service
Department	Education Resources & Communities
Policy/activity subject to IIA	A5-7 Health & Wellbeing Officer
We have completed the integrated impact assessment for this policy/activity.	Name: Kim Slater Position: Sport & Culture Service Manager Date: 3 rd October 2023
Authorisation by head of service	Name: Andy Hall Position: Acting Head of Education Resources & Communities Date: 11 th October 2023
Permission to publish on website -	
Please return this form to the Equal Opportunities Officer, Chief Executive's Office.	