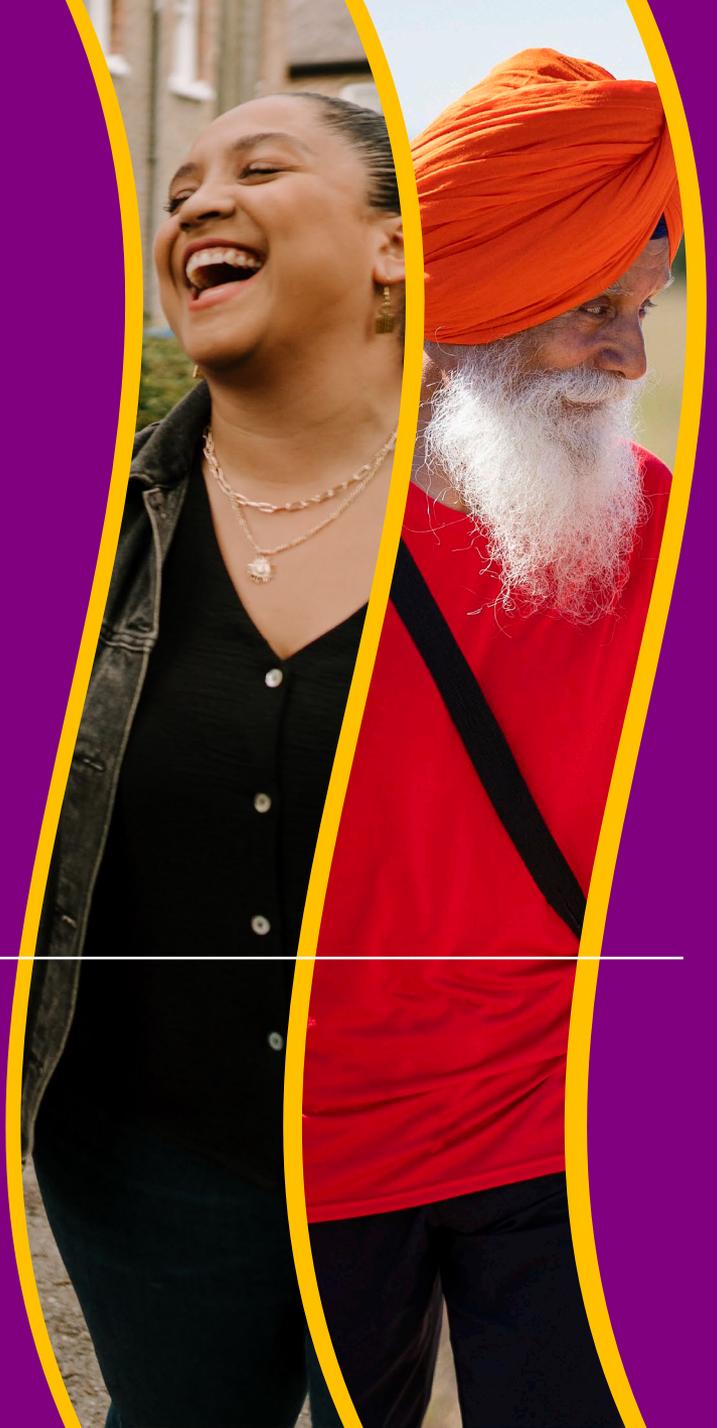


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Equality Impact Assessment

Evaluating Equality, Equity, Diversity and Inclusion
(EEDI) in Greater Manchester



Equality Impact Assessment

The following Equality Impact Assessment (EqIA) is an ongoing piece of work supported by EEDI (Equality, Equity, Diversity, and Inclusion) colleagues.

In Greater Manchester, not everyone has equal access to a healthy life, as health outcomes are greatly influenced by factors such as where people are born, attend school, work, and spend their leisure time. This inequality is starkly illustrated by life expectancy gaps across the region that vary significantly by socioeconomic status—by up to 9.5 years for men and 7.7 years for women between the most and least deprived areas.

In 2018, Greater Manchester was chosen by Sport England as one of twelve areas nationally to pilot an innovative approach to reducing inactivity levels and addressing these disparities. This approach focuses on connecting local networks by building relationships among individuals and organisations to support active lives for in the communities who will benefit the most.

In this context, “place” includes not only geographical communities within neighbourhoods, wards, or boroughs, but also social communities where people share common identities or interests. Each borough has established a partnership group to address its unique needs, with stakeholders from public health, VCFSE organisations, and local leisure services collaborating to create better connected communities and approaches tailored to specific circumstances.



Protected characteristic /group	Explain if or how the proposal will impact people differently according to their expression of each characteristic	Any comment / proposed mitigation / opportunities arising
<p>Age (younger/older ranges)</p>	<p>GM have identified the following core audiences for this work:</p> <ul style="list-style-type: none"> • Children & young people; • People who are unemployed or at risk of unemployment; • People ages 40-60 who are at risk of developing long term health conditions. <p>As a result, this work is expected to have a positive impact on a range of people across the life course. However, these are also groups known to experience various inequalities, so specific mitigation strategies are needed.</p> <p>Children & young people</p> <p>GM has CYP as a priority for its PBSW.</p> <p>GM does promote the use of the Creating Active Schools approach; however, this type of intervention might not reach CYP who are not in the school system or are already marginalised.</p> <p>Understanding who is not active and why? Targeting resources to support underrepresented groups of CYP to ensure the approach resonates and is impactful. GM’s approach does focus on the areas/places of greatest need, so barriers such as affordability need addressing.</p> <p>The youth unemployment rate in Manchester has historically been higher than the national average. This is partly due to the city’s economic structure and the challenges faced by young people in transitioning from education to stable employment.</p> <p>Programs aimed at improving skills and employability, such as apprenticeships and vocational training, have been key strategies to address this issue (Simmons & Thompson, 2011). By targeting people who are unemployed or at risk unemployment, GM Moving could provide specific positive impacts for young people.</p>	<p>Using insight and data to target support to the those most in need. GM involves the audience in the design and where possible the delivery of the PAS opportunities.</p> <p>GM does deliver test and learn projects with people who may face the most barriers to being active. The learning from such investment is shared with other organisations and places, to help improve their practice and delivery.</p> <p>Ensuring all communication channels use diverse and positive imagery that represent and celebrate all the protected characteristics within this group. Working with organisations who are already trusted by underrepresented groups to support them to be active.</p> <p>Place and EDI colleagues from Sport England and GM Moving will work together to develop specific mitigation strategies.</p>

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<p>Disability</p>	<p>Disabled people in Manchester, like disabled people in most urban areas, face numerous barriers to being physically active. These include inaccessible or inappropriate facilities and outdoor environments or similarly poor or inaccessible transport links to them (Kissow, 2013). However, disabled people are over-represented in two of GM's target populations, namely, people who are unemployed or at risk of unemployment and People aged 40-60 at risk of developing LTHCs:</p> <p>Disabled people in England are more than twice as likely to be unemployed than their non-disabled peers (Health Foundation, 2022) and are twice as likely to develop often preventable long-term health conditions (WHO, 2023).</p> <p>Specific consideration of the need of disabled people could ensure this work delivers a positive benefit for this group. However, specific mitigations will be needed.</p>	<p>As above, mitigations strategies will be developed alongside GM Moving colleagues. However, some examples could include:</p> <p>Accessibility audits of and adjustments to: Facilities and venues Transportation offers Communications & digital offers</p> <p>Provision of staff training on meeting the needs of disabled audiences and colleagues.</p> <p>Use of inclusive/representative marketing materials.</p> <p>Working with the GM Commitment to Inclusion group which includes representation from Activity Alliance and organisations such as Wheels for All.</p>
<p>2 Maturity tracker - Emerging (1) Developing (2) Maturing (3) Established (4) (Sport England Outcome 4)</p>		
<p>Transgender</p>	<p>Trans/non-binary people are over-represented in the target audiences GM have identified. That is, they are more likely to be unemployed or at risk of unemployment (Gov Equality Office, 2018), more likely to be vulnerable to acquiring a LTHC (Long term health conditions), and more likely to be at an earlier stage in the life course (ONS, 2023) compared to their cisgender/non-trans peers. By ensuring appropriate trans inclusion when meeting the needs of their target audiences, GM will provide a positive impact for this group.</p>	<p>As above, this will be developed with GM colleagues to ensure feasibility. However, examples could include:</p> <p>Provision of staff training.</p> <p>Use of gender inclusive language.</p> <p>Consideration of trans colleagues and audiences regarding inclusive facilities access.</p> <p>Working with organisations who specialise and have knowledge and experience of working with individuals and groups from the Trans community.</p>
<p>1 Maturity tracker - Emerging (1) Developing (2) Maturing (3) Established (4) (Sport England Outcome 4)</p>		

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<p>Pregnancy and maternity</p>	<p>The Inequality Metric (Active Lives, 23) identifies pregnancy and maternity as a characteristic associated with inequality of activity levels. There are a number of areas that likely contribute to this disparity, including unsuitability of some programmes, inaccessible facilities, time and schedule constraints and a lack of supportive environments (Goncalves et al. 2024).</p>	<p>Mitigations could explore consideration of and adaption to the following:</p> <p>Physical Safety and Suitability of Activities: Some physical activities may not be suitable for pregnant individuals due to concerns about safety or the physical demands of the exercises. Additionally, new mothers may have specific postnatal needs that require modifications to certain activities.</p> <p>Access to Facilities: Pregnant individuals and new mothers may have particular needs regarding access to facilities, such as comfortable changing areas, nursing rooms, and rest areas.</p> <p>Time and Schedule Constraints: New mothers, in particular, may face challenges finding time to participate in activities due to childcare responsibilities, recovery from childbirth, or breastfeeding schedules.</p> <p>Supportive Environment: Pregnant individuals and new parents may require additional support to feel comfortable participating in the program, particularly if they are returning to physical activity after a period of inactivity.</p>

Protected characteristic /group	Explain if or how the proposal will impact people differently according to their expression of each characteristic	Any comment / proposed mitigation / opportunities arising
<p>Race</p>	<p>National data shows that certain groups of people are underrepresented in PAS. There are diverse communities in GM.</p> <p>This work could have a Positive Impact on people with the protected characteristic of race. However, Active Lives data shows that certain groups and communities are underrepresented in PAS. Specific mitigations are needed to avoid perpetuating these existing inequalities.</p> <p>GM have identified 'People aged 40 to 60 at risk of developing LTHCs' as being a key target audience for this work. As people from culturally diverse communities (specifically, Indian, Pakistani, Bangladeshi, Black African, Black Caribbean people, and those who identify as Black other, other Asian, and mixed) are significantly more vulnerable to having multiple long-term health conditions (Hayanga et al. 2023) and 43% of the 552,000 people living in Manchester and 22% of the 235,546 living in Trafford are from culturally diverse backgrounds (ONS, 2021/Greater Manchester University, NHS FT).</p>	<p>The following mitigations have been shared with GM Moving as examples of what mitigations they could explore: Greater Manchester University NHS Foundation Trust have an established Health Inequalities Group and have recently appointed a Public Health Consultant, as stated in their Diversity Matters Policy. GM will ensure that a member of their team is available to attend the Health Inequalities Group meetings, providing a direct link into expertise that supports the health of culturally communities and others vulnerable to acquiring LTHCs.</p> <p>Using the Tackling Inequalities network (pan inequalities) to share good practices and the 'how' to work with and engage more. This group is chaired by the BME Network. GM will ensure that opportunities for community engagement are culturally appropriate to the audiences they want to engage (e.g. not scheduling engagement opportunities during prayer time, in inappropriate venues etc.)</p>

Protected characteristic /group	Explain if or how the proposal will impact people differently according to their expression of each characteristic	Any comment / proposed mitigation / opportunities arising
<p>Religion or belief</p>	<p>National data shows that people from certain religious backgrounds are underrepresented in PAS.</p> <p>There are diverse religious groups in GM. In Greater Manchester some 47.8% of residents are Christian (46.3% in England). The next most popular response to the religion questions in the 2021 census were 'no religion' (31.8%, compared with 36.7% in England) and Muslim (12.1%; 6.7% in England). Jewish people accounted for 1.2% of residents in Greater Manchester and Hindus for 1.0% (compared with 0.5% and 1.8% respectively for England). Other faith groups accounted for less than 1% of residents.</p>	<p>Mitigations that could ensure a positive impact on people who share this protected characteristic could include:</p> <p>Consideration of Religious Observances: Schedule activities at various times throughout the week to accommodate participants with different religious observances. Avoid scheduling key events or activities during major religious holidays or times of prayer.</p> <p>Alternative Sessions: Offer alternative sessions or make-up classes for participants who may need to miss sessions due to religious commitments.</p> <p>Flexible Attire Policies: Allow participants to wear clothing that aligns with their religious beliefs, such as long sleeves, long pants, or head coverings. Ensure that dress codes are flexible and inclusive, allowing for modesty and religious expression.</p> <p>Non-Gendered and Modest Options: Provide non-gendered and modest options for attire where specific uniforms or clothing are required, ensuring all participants can dress comfortably and in accordance with their faith.</p> <p>Respect for Dietary Needs: When providing refreshments or meals as part of the program, ensure that options are available that respect various dietary restrictions, such as halal, kosher, vegetarian, or vegan diets. Clearly label food items and, where possible, consult with participants about their needs.</p> <p>Cultural and Religious Awareness Training: Provide training for staff and volunteers to raise awareness of the religious practices and needs of participants. This training should include understanding the importance of religious observance, appropriate communication, and how to create a welcoming and respectful environment.</p>

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<p>Sex</p>	<p>This work has the potential to positively benefit people who share this protected characteristic. Specifically, GM have identified girls and women across the life course as a key audience for this work; Active Lives data shows that girls are less active than boys and that the inactivity gap widens as they age. With adolescence being a specific ‘drop off’ point. Teenage girls face a range of barriers to being active, including social pressures and body image concerns, lack of safety, as well as a lack of appropriate facilities and outdoor spaces, and/or culturally appropriate opportunities (YSF/Women in Sport, 2022).</p> <p>Adult women are also less active than adult men (Active Lives, '23) and more likely than their male counterparts to be living with long-term health conditions such as arthritis, osteoporosis, and autoimmune disorders (ONS, 2020). So women are, again, over-represented within one of GM's target populations. Specific consideration of the inclusion of women in GM's offers for people at risk of LTHCs, could provide a positive impact for this group.</p>	<p>As above, mitigation strategies will be developed with GM colleagues to ensure feasibility.</p> <p>They could include:</p> <ul style="list-style-type: none"> • Gender-sensitive outreach • Balanced range of role models, mentors, coaches etc • Single and mixed sex sessions • Tailored program design
<p>3 Maturity tracker - Emerging (1) Developing (2) Maturing (3) Established (4) (Sport England Outcome 4)</p>		
<p>Sexual orientation</p>	<p>Greater Manchester is home to one of the UK's largest Lesbian, gay and/or queer communities (ONS, 2023). However, LGB+ people in Greater Manchester still experience a range of inequalities in relation to healthcare access and health inequalities, as well as experiences of homophobia, biphobia etc. (Reynolds & Higginbottom, 2020).</p> <p>People from sexual minorities are, however, over-represented in GM's key audiences. They are more likely than their straight peers to be un or underemployed (Gov Equality Office, 2018), have a younger age profile (ONS, 2023) and are more vulnerable to some long-term health conditions (Semlyn et al. 2016).</p>	<p>As above, mitigation strategies will be developed with GM colleagues to ensure feasibility.</p> <p>They could include:</p> <ul style="list-style-type: none"> • Explicitly inclusive messaging • LGBTQ visibility and outreach • Staff training and awareness raising
<p>4 Maturity tracker - Emerging (1) Developing (2) Maturing (3) Established (4) (Sport England Outcome 4)</p>		



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