



Asking the right questions?

Impact Assessment template

1. Name of policy (Plan, project, strategy):

Policy Lead Officer	Gordon Clark
Others involved in the assessment	James Owens, Fergus Feeney, Simon Clarke, Michael Thomas, Jonathan Miller, Gary Nicholas, Laura Williams & Steve Ward (Project Advisory Group) plus Emma Tobutt (Sport Wales Policy Lead)
Dates of Impact assessment review points (The impact assessment should remain live throughout the life on the project and should be regularly updated by the project lead and project working group)	May 2020 - May 2021 - May 2022

2. Description of policy

Purpose and outcomes	New Free Swimming Scheme (to be launched 1 st October 2019)
Who will the policy impact on, who will be affected? Staff, general public, partners, stakeholders, athletes, specific closed groups?	General Public – primarily those under 17 and those over 60 across Wales
What protected characteristics do those impacted share?	Age, Disability, Race, Sex, Socio-economic disadvantaged, Welsh Language
Date completed	Drafted April/May 2019 completed June 2019

3. What do we need to consider? / Where are the gaps in information?

Information links:

- StreetGames door step club's insight [click here](#)
- Sport Wales Equalities Evidence Paper [click here](#)
- Free Swimming in Wales: A Review (UKRCS July 2018)
- Free Swimming Service Re-Design (UKRCS December 2018)

	<p>What does insight and evidence tell us about this group?</p>	<p>What factors might affect people gaining the same outcome from the policy (policy refers to the document that is being assessed for impact).</p>	<p>What action should be considered to reduce any potential disadvantage or to further develop positive impact?</p> <p>E.g. You might want to think about finding out more, who do you need to speak with, do you require additional information?</p>
<p>Age</p>	<p>Research has shown that only 6%, approximately, of those 60 and over currently access free swimming</p> <p>Participation for the 60+ has stayed relatively static since the programme started</p> <p>Participation for young people has fallen significantly since the programme started</p> <p>The Welsh population of over 60s is increasing</p>	<ul style="list-style-type: none"> • Poor transport links • Not able to swim • Lack of awareness of opportunities • Lack of confidence in water • Lack of parental support • Limited outreach from the pools • Reduction of times offered • Isolation and poor health • Physical access to the pool • Financial need is not a determining factor in swimming 	<p>We have been given a clear steer from the Welsh Government that the priority is targeting those who don't currently access the opportunities and that young people are the priority – budget allocation is 60% Young People.</p> <p>It is recognised that because of the changes to the scheme that the biggest impact is likely to be on the over 60s. However, this will be mitigated, as much as possible, by delivery partners utilising insights and data to drive planning ensuring that they target those who need it the most.</p>

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	<p>Young people often need the support of parents / careers to access pools to benefit from the offer</p> <p>There is a high demand from young people for more aquatic opportunities</p>		<p>In making partners submission and in reporting every six months partners will be challenged on evidencing how they are targeting those most in need, what their learning has been and how they will change provision to suite customer needs.</p> <p>Sport Wales will collaboarte with the sector to capture and share learning to help inform future practice. The learning will be used to build capability and capacity with partners, to engage better with the target audiences.</p> <p>The advisory group will prepare FAQs for stakeholders to help explain these changes as well as respond to customer complaints.</p>
<p>Disability</p>	<p>There are greater barriers for those with a disability in accessing aquatic activities</p>	<ul style="list-style-type: none"> • Poor transport links • Not able to swim • Lack of awareness of opportunities • Lack of condidence in water • Limited outreach from the pools • Reduction of times offered • Isolation and poor health • Physical access to the pool 	<p>As with age, partners will use local insight and intelligence to shape the planning of bigger and better opportunities that put the needs of the individual first.</p> <p>Partners will be challenged regarding positive action to engage and attract those with disabilities</p>

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		<ul style="list-style-type: none"> Workforce not skilled enough in dealing with disabilities 	<p>and life limiting conditions to ensure equal access and opportunity.</p> <p>Sport Wales will collaborate with the sector to capture and share learning to help inform future practice. The learning will be used to build capability and capacity with partners, to engage better with the target audiences.</p> <p>Partner plans will have to evidence how they are engaging with target audiences within local communities through their communication plans</p>
Gender Reassignment	Due to the nature of the target audience it is unlikely that this will be an issue.	<ul style="list-style-type: none"> Changing facilities Gender specific opportunities 	Due to the age groups targeted the likelihood of those going through transition will be negligible. However, where the situation arises facilities will have to complete their own Impact Assessments and follow their own equality policies to ensure equality of opportunity
Marriage or civil partnership	No potential impact		
Pregnancy or Maternity	No potential impact		

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<p>Race</p>	<p>Those from a BAME background are less likely to access sporting opportunities</p>	<ul style="list-style-type: none"> • Poor transport links • Not able to swim • Lack of awareness of opportunities • Lack of confidence in water • Lack of parental support • Limited outreach from the pools • Reduction of times offered • Isolation and poor health • Physical access to the pool • Some cultural norms • Lack of facilities in key areas • Workforce not skilled enough to engaging BAME communities • Understanding that targeting is unlikely to generate significant numbers – this is about impact 	<p>As with age and disability, partners will use local insight and intelligence to shape the planning of bigger and better opportunities that put the needs of the individual first.</p> <p>Partners will be challenged regarding positive action to engage and attract those from BAME to ensure equal access and opportunity. They will also be challenged to engage with the communities to better understand their needs and where appropriate make changes to the offer.</p> <p>Sport Wales will collaborate with the sector to capture and share learning to help inform future practice. The learning will be used to build capability and capacity with partners, to engage better with the target audiences.</p> <p>Partner plans will have to evidence how they are engaging with target audiences within local communities through their communication plans</p>
<p>Religion and Belief</p>	<p>Cultural practices will determine how groups and individuals might access opportunities</p>	<ul style="list-style-type: none"> • Dress code • Gender specific activity • Gender specific staff 	<p>As with age, disability and Race, partners will use local insight and intelligence to shape the planning</p>

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		<ul style="list-style-type: none"> • Changing facilities • Days of the week or period of year 	<p>of bigger and better opportunities that put the needs of the individual first.</p> <p>Partners will be challenged regarding positive action to engage and attract those from different religions to ensure equal access and opportunity. They will also be challenged to engage with the communities to better understand their needs and where appropriate make changes to the offer.</p> <p>Sport Wales will collaborate with the sector to capture and share learning to help inform future practice. The learning will be used to build capability and capacity with partners, to engage better with the target audiences.</p> <p>Partner plans will have to evidence how they are engaging with target audiences within local communities through their communication plans</p>
<p>Sex</p>	<p>The data available seems to suggest similar male and female participation rates which goes against other surveys which suggest that</p>	<ul style="list-style-type: none"> • Confidence • Changing facilities • Motivation • Nature of Activity 	<p>Partners will be asked to monitor any differences in male/female numbers and take appropriate actions</p>

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	<p>teenage girls in particular take part in less regular activities than boys</p> <p>The reason for male and female accessing sport are often different</p>	<ul style="list-style-type: none"> • Friendship group 	<p>Sport Wales will collaborate with the sector to capture and share learning to help inform future practice. The learning will be used to build capability and capacity with partners, to engage better with the target audiences.</p>
Sexual Orientation	<p>No potential impact</p>		
Socio-economic disadvantage	<p>Participation in regular sport is less likely for those living in areas of socio-economic disadvantaged</p> <p>Young people living in poverty are less likely to be able to swim by the end of primary school.</p> <p>Families living in poverty have approx, £3.10 per household, per week for leisure so they have to really value it before taking up an opportunity.</p> <p>For many living in poverty accessing sporting opportunities is often not the highest of priority.</p>	<ul style="list-style-type: none"> • A lack of resources • Limited activity knowhow • Low confidence levels • Poor skill level • Ill health • Poor transport links 	<p>The guidance note and briefing events will clearly highlight that the scheme will be focussing on positive action which is 1 of 3 key priorities (Skill for Life & Active Lifestyles)</p> <p>Where LA pools are not in the best place for those living in poverty to access, consideration needs to be given to how they can support access to other bodies of water</p> <p>Partners are being asked to consider wider partnerships who are already engaging with these target groups e.g. Housing Associations, StreetGames, Youth Organisations, Age Cymru etc</p>

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			<p>Identifying and supporting community champions who can be the voice and connector to target groups.</p> <p>Sport Wales will collaborate with the sector to capture and share learning to help inform future practice.</p>
<p>Welsh Language</p> <p>Are there any factors that might affect the opportunity to use Welsh language, or that might treat Welsh Language less favourably?</p>	<p>Welsh language standards put a duty on public bodies to increase the opportunities for people to take part in Welsh life through the medium of Welsh.</p> <p>People who speak Welsh actually access sport more often than many target groups.</p> <p>Lack of confidence of instructors to teach in Welsh</p> <p>There is a growth in bilingual materials from Swim Wales which is helping to address this challenge</p>	<ul style="list-style-type: none"> Limited opportunities to take part in aquatic opportunities through the medium of Welsh including Learn to Swim 	<p>Delivery partners will be asked to evidence how they are increasing Welsh Language swimming provision, where appropriate e.g. Cardiff Sport work collaboratively with the Urdd</p> <p>Communication needs to be considered in both Welsh and English.</p> <p>Evaluation will identify emerging practice which will be shared with all stakeholders</p>



The Well-being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. It will make the public bodies listed in the Act think more about the long-term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. This will help us to create a Wales that we all want to live in, now and in the future



4. How will the policy impact on WbFGA National Goals?


Well-being Goal	How does the policy impact against the Well-being of Future Generations Goals?	What actions can be taken to better impact against the Well-being of Future Generations Goals? (List action points)
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs		
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood	<p>There will be more positive action to target those who don’t currently access swimming as a healthy active</p> <p>Greater links with Public Health to identify those who might need it the most</p>	<p>Delivery partners will be encouraged to make better links with Public Health to identify opportunities and deliver in collaboration.</p> <p>The new scheme has been developed with Future Generation Goals and Vision for Sport in Wales principles at the heart.</p> <p>Active Lifestyles and impacting on Mental and Physical wellbeing is one of 3 scheme priorities alongside Skills for Life and Positive Action</p>

		Providers will be encouraged to engage with local people and agencies to advocate the health benefits of taking part in swimming.
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	Targeted interventions in areas of low aquatics attainment to raise the number of people who can swim	<p>Partners are being asked to consider LTS attainment levels and where appropriate take action to improve young peoples water skills and subsequently safety around water.</p> <p>Delivery Partners are being asked to engage with local people and local agencies to better deliver opportunities locally through being more connected</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>		
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	People who speak Welsh are more likely to take part in regular sport than their non Welsh-speaking counterparts.	Where appropriate partners will be challenged to provide opportunities and communication in the Welsh language
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances <i>This includes the protected characteristics of age, disability, gender reassignment, race, religion or beliefs, sex, socio economic disadvantage.</i></p>	The scheme will be better targeted to those who need it the most	<p>Delivery partners will be challenged to evidence how they are targeting those most in need and their impact on the lives of those people. Further action is identified in the Impact Assessment</p> <p>Positive Action is one of 3 scheme priorities alongside Skills for Life and Active Lifestyles</p>

5. The Well-being of Future Generations Act sets out ways of working to support sustainable development , in developing policy the 5 ways of working should be applied.

Sustainable Development Principle (Ways of working.)	How has the principle been applied?	What action will be put in place to better apply the principle.
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The Minister has been asked to make a 3-5 year commitment to the programme to give the delivery partners the time to make the changes</p> <p>Partners have been asked to focus on the transition period of 1st October 2019 to March 2021 as a means to evidence the need for long term funding</p> <p>With YP being the focus the scheme is talking a long term approach to encouraging behaviour change.</p>	<p>Partner are being made aware of the need to focus on integrating FS with other strategic planning such as Vision for Sport in Wales, Future Generations Act and Local Wellbeing Goals, Aquatic Planning to support long term sustainability</p> <p>Also partners are clear on the need to evidence impact beyond numbers to ensure the funding is sustained beyond March 2021</p> <p>Free swimming should be integrated into LA Strategic Aquatic Plans – currently 17 out of 22 but of varying quality.</p>
 <p>Working together with other partners/ organisations to deliver objectives</p> <p>Collaboration</p>	<p>Delivery partners are being asked to look beyond existing pools and stakeholders to better target those most in need.</p> <p>Regionalisation should be considered within submissions</p>	<p>Delivery partners will have to identify a new range of organisation that they are working with as well as collaborating with their neighbours.</p> <p>There will be monitoring with delivery partners every 6 months with formal reporting to Sport Wales Board and The Welsh Government annually</p>

Sustainable Development Principle (Ways of working.)	How has the principle been applied?	What action will be put in place to better apply the principle.
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Local Delivery partners will have to evidence the needs of the local population as well as gather feedback to support continuous improvement. Being participant led is absolutely in the DNA of the scheme.</p>	<p>Deliverers are clear that they will have to identify how they will engage more with the customer and local agencies as well as what they are learning from customer feedback</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Young People in deprivation are at the heart of the new scheme and as such by tackling issues early the aim is to reduce long term issues.</p> <p>However, the reductions in the 60 plus offer is likely to result in challenges against the prevention of problems. However, there will still be some provision aimed at those who need it the most</p> <p>The business case clearly identified how this scheme will contribute to problems such as health, poverty, community cohesion</p>	<p>Scheme guidance clearly shows that this new scheme is about attracting those who don't take part and as a result help prevent existing and future health problems. The impact on health will be a key measure.</p>

Sustainable Development Principle (Ways of working.)	How has the principle been applied?	What action will be put in place to better apply the principle.
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Evaluation will seek to evidence the impact on a persons wellbeing and social impact on other agendas</p>	<p>It will be made clear to partners that the new scheme needs to integrate with wider strategic planning and not be delivered in isolation. This has been made clear in written guidance and in the regional briefings. The roles and responsibilities also clearly outline that LAs are accountable for local measuring and reporting of impact</p> <p>The evaluation framework will ask partners to consider how they will report against the wellbeing goals and that Sport Wales will be responsible for collating and reporting this to Sport Wales Board and Welsh Government</p> <p>Through working in collaboration with partners e.g. Housing Association etc, this work will impact on common goals that should be identified and shared.</p>

6. What are the next steps? Action/tasks identified through the assessment including consulting and engaging, providing additional research or evidence.

Action	Timescale	Lead	Progress made	Impact understood to date
Regional briefings – make partners aware of the new focus of the scheme	June/July 2019	GC		
Evaluation framework designed to capture social impact	July 2019	GC		

Support available to delivery partners to plan for the revised scheme	June to October 2019 and beyond	GC		
Review of partner plans by SO and Steering Group	September 2019	Advisory Group and GC		
Update partner guidance and share ideas from submitted delivery plans	October 2019	GC		
Review of 6 month reports and amend EQIA as appropriate if not engaging the target audience and making the impact that is envisaged	May 2020	GC		

7. In summary ... is there any significant potential negative impact or risk to any protected group or any well-being goal?

Protected Group/Well-being goal	potential negative impact or risk	Level of potential impact or risk (Low, medium or high)
Age (60+)	There will be fall-out from a reduction in free swimming opportunities for the 60+. This will be mitigated against by positive messaging around targeting those most in need and not currently accessing the programme	Medium to High

8. What changes will you make to the policy as a result of the Impact Assessment

	Changes	Likely impact/ known impact
1	New Scheme Guidance and submission process has been changed to emphasis the focus on young people and deprivation	Partners clear on the direction of the new scheme
2		

Date of next review **May/June 2020**

Has the Corporate Equality Lead reviewed this assessment? **Yes (28 June 2019)**

If no please forward to Emma Tobutt, Sport Wales Corporate Equality Lead: emma.tobutt@sport.wales