

Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) (“the Act”), which asks public authorities, like Hampshire County Council, to give ‘due regard’ to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid ‘due regard’ to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Physical Activity Clinical Champion (PACC)
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Health
Description of the service/policy/project/project phase	The physical activity clinical champion project aims to upskill healthcare professionals to increase their confidence and knowledge to engage conversations that will lead to physical activity related behaviour change. Evidence suggests that 1 in 4 people would be more active if advised by a healthcare professional. However, nearly three quarters of GPs don't speak about the benefits of physical activity to their patients because of either a lack of knowledge, skills or confidence. This can be linked to a lack of training and support with more than half having not received specific training. The Physical Activity Clinical Champion Programme was initially developed by Sport England and OHID (Office for Health Improvement & Disparities) as part of the Moving Healthcare Professional Programme. Hampshire will adopt the resources that have been developed and tailor the offer to meet local needs

New/changed service/policy/project	Being physically active benefits both physical and mental wellbeing, including prevention of long-term conditions, maintenance of a healthy weight, improved mood and self-esteem and development of strength and balance. In Hampshire, 67.2% of adults and 48% of children and young people meet the chief medical officer's physical activity guidelines, while 17.7% of adults in Hampshire are inactive. A physical activity clinical champion will be recruited to deliver training to health care professionals and improve their knowledge about the benefits of physical activity so that they can support patients to be more active.
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Engagement
A formal consultation has not been completed. Engagement with wider system partners including NHS Hampshire and Isle of White partners has been completed and they are supportive of the proposal. The public health team have not engaged in a consultation with residents, because the aim of the grant is to upskill health professionals so that they are better placed to provide advice and guidance to residents to enable them to be more physically active.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Evidence shows that older adults are less likely to be active than adults from younger age ranges and more likely to have long term conditions. Sport England's Active Lives Survey shows that in Hampshire 31% of adults over the age of 65 are inactive compared to 17.9% of adults between the age of 16-64.</p> <p>The training will enable healthcare professionals to encourage older adults to be more physically active, which will help them to maintain good health and independence.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Evidence shows that residents of a disability or long term health condition are less likely to achieve the chief medical offers physical activity recommendations of 150 minutes moderate to vigorous activity a week. Sport England's Active Lives Survey shows that in Hampshire 38% of adults with a disability or long term health condition are inactive compared to 16.6% of adults with no disability or long term health condition.</p> <p>The training will enable healthcare professionals to understand the benefits of physical activity for people with disabilities and encourage</p>

	them to be more physically active, which will help them to maintain their health and wellbeing
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Unfortunately, data is not available to identify the physical activity based on gender reassignment. However, the training will enable healthcare professionals to understand the benefits of physical activity, which would be of benefit for people with this protected characteristic to improve their physical and mental wellbeing.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	There is evidence to support the benefits of physical activity during and after pregnancy to improve mental and physical wellbeing. The PACC project will enable healthcare professionals to understand the benefits of physical activity, which would be of benefit for people with this protected characteristic to improve their physical and mental wellbeing.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Evidence shows that residents of white ethnic origin are more likely to achieve the chief medical officers physical activity recommendations of 150 minutes moderate to vigorous activity a week. Sport England's Active Lives Survey shows that in Hampshire 21% of 'White British' and 19% of 'White Other' adults were inactive. Unfortunately, Hampshire level data is not available for other ethnicities, however England level data shows higher levels of inactivity for Asian (33%), Black (31%), Chinese (27%) and 'Other ethnic origins' (32%).</p> <p>The PACC project will enable healthcare professionals to understand the benefits of physical activity, which would be of benefit for people with this protected characteristic to improve their physical and mental wellbeing.</p>

Mitigation	
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Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Sport England's Active Lives Survey shows that inactivity levels differ by religion or belief. Unfortunately, Hampshire specific data is not available, but England level data shows a lower level of inactivity for those with no religion (20%), compared to other religions such as Jewish (26%), Christian (27%), Buddhist (27%), Other Faith (28%), Hindu (30%), Sikh (33%) and Muslim (38%).</p> <p>The PACC project will enable healthcare professionals to understand the benefits of physical activity and will benefit all patients irrespective of religion or belief.</p>
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Evidence shows that females are more likely to be inactive than males. Sport England's Active Lives Survey shows that in Hampshire 22.1% of females are inactive compared to 21.5% of males.</p> <p>The training will enable healthcare professionals to understand the benefits of physical activity and encourage patients to be more physically active, which will help them to improve their health and wellbeing.</p>
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Sport England's Active Lives Survey shows that inactivity levels differ by sexual orientation. Unfortunately, Hampshire specific data is not available, but England level data shows a lower level of inactivity for those who identify as bisexual (19%) compared to sexual orientations such as gay or lesbian (20.2%), heterosexual (25%) and other sexual orientation (29.3%).</p> <p>The training will enable healthcare professionals to understand the benefits of physical activity, which would be of benefit for people with this protected characteristic to improve their physical and mental wellbeing.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Unfortunately, data is not available to identify the physical activity levels of individuals based on their marriage or civil partnership status. However, PACC project will enable healthcare professionals to understand the benefits of physical activity and will benefit all patients irrespective of their marriage or civil partnership status.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Evidence shows that residents living in the most deprived areas (IMD) are less likely to achieve the chief medical officers physical activity recommendations of 150 minutes moderate to vigorous activity a week. Sport England's Active Lives Survey shows that 44.5% of adults living in the second most deprived areas of Hampshire are inactive compared to 18% of adults living in the least deprived areas of Hampshire. (Data was not available at a Hampshire level for IMD decile 1).</p> <p>The training will enable healthcare professionals to understand the benefits of physical activity and encourage patients to be more physically active, which will help them to maintain their health and wellbeing.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Unfortunately, data is not available to identify the physical activity levels of those living in rural communities. However, the PACC project will enable healthcare professionals to understand the benefits of physical activity, which will benefit all patients irrespective of their rurality.
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

The PACC project is not a resident facing intervention. The emphasis of the PACC is to upskill healthcare professionals to enable them to engage in behaviour change conversations that will help patients to increase their physical activity levels. As per the data included in this EIA, it is understood that physical inactivity levels vary by demographic group and inequalities exist. Reducing physical activity related inequality is a key focus of the 'We Can Be Active' Strategy. The PACC training content will make reference to these inequalities and the PACC will be required to ensure healthcare professionals who attend the training understand the need to engage in discussions to increase physical activity to reduce health inequalities.

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00802

Date of production of EIA for publication: 14/02/2025