

## 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:	Water Wellbeing
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Health - Water Wellbeing
Description of the service/policy/project/project phase	Public Health will work with the Hampshire Active Partnership (Energise Me) to provide small grants and support to swimming pool providers to enable them to achieve Swim England's Water Wellbeing accreditation and develop personalised provision that will make aquatic activity more inclusive and accessible. The Health and Wellbeing Benefits of Swimming report, published by Swim England (2017) highlighted the potential benefits that aquatic activity can have across the lifetime. The unique properties of water, make aquatic activity suitable for all ages and those with injuries, long term health conditions and those who may struggle to exercise on land.
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 and 29% of children are considered to be "less active" (less than an average of 30mins a day) (Sport England Active Lives, 2023/24). The new grant will enable successful pool providers in Hampshire to offer services to residents that will make aquatic activity more inclusive and accessible, which should support residents to engage in physical activity by removing some of the barriers to participation that may currently exist. Applications from pools in areas where physical activity rates are lowest and in areas that experience health inequalities will be prioritised.

#### Engagement

A formal consultation has not been completed. Engagement with swimming pool providers has taken place to understand if there is appetite and interest in developing their aquatic offer and achieving the Swim England Water Wellbeing accreditation. There appears to be interest in this project from providers. National insight from Swim England shows that there are a variety of barriers that prevent people from engaging in aquatic activity and the Water Wellbeing programme has been developed to try and address some of these barriers by creating an inclusive and accessible environment.

### 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 2023/24 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. Data from the Hampshire JSNA shows that 29.2% of people with long term conditions are over the age of 29.2%. This increases to 72.3% for MSK conditions, which would benefit greatly from aquatic activity.</p> <p>Aquatic activities are suitable for people of all ages and are well suited to older adults who may find it difficult to be physically active on land. The Water Wellbeing programme, also includes training for staff and a review of the swimming environment to ensure it is accessible, which will also benefit older adults who may have had difficulties accessing a pool. Training may include the 'Aquatic Activity for Health' developed by the Institute of Swimming to develop the skills and confidence to deliver water based exercise for individuals that have been referred from healthcare partners.</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 2023/24 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>If provided in an appropriate manner, aquatic activities are suitable for people with disabilities and can be well suited to individuals who may find it difficult to be physically active on land. The Water Wellbeing programme, also includes training for staff and a review of the swimming environment to ensure it is accessible, which will also benefit people with disabilities who may have had difficulties accessing a pool. The training may include 'Delivery an excellent service for disabled customers' which has been developed with the Activity Alliance and focused on creating and a welcoming and accessible environment, effective communication and good practice for when serving disabled people. If need is identified, the grant funding may be used to purchase equipment such as pool hoists, which would enable disabled people to access the pool.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Unfortunately, data is not available to identify physical activity levels based on gender reassignment. However, the aim of the Water Wellbeing accreditation, is to provide inclusive and accessible environments for people to engage in aquatic activities. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is evidence to support the benefits of physical activity during and after pregnancy to improve mental and physical wellbeing (Physical Activity Guidelines, Chief Medical Officer 2019) . The aim of the Water Wellbeing accreditation, is to provide inclusive and</p>

	accessible environments for people to engage in aquatic activities. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Evidence shows that residents of white ethnic origin are more 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 2023/24 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>Swim England have also identified that 14% of adults in white communities cannot swim 25m unaided, compared to 49% of ethnically diverse communities. Their insight also revealed that whilst 97% of all ethnically diverse communities perceive swimming as an important skill to have, only 59% see swimming as accessible.</p> <p>The aim of the Water Wellbeing accreditation, is to provide inclusive and accessible environments for people to engage in aquatic activities. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.</p>
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Sport England's Active Lives Survey 2023/24 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 aim of the Water Wellbeing accreditation, is to provide inclusive and accessible environments for people to engage in aquatic activities. This is likely to be of benefit to all people irrespective of their religion or belief.</p>
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Evidence shows that females are more likely to be inactive than males. Sport England's Active Lives Survey 2023/24 shows that in Hampshire 22.1% of females are inactive compared to 21.5% of males. However, females are more likely to participate in swimming (10.4% in the last 28 days) compared to males (7.4% in the last 28 days).</p> <p>The aim of the Water Wellbeing accreditation, is to provide inclusive and accessible environments for people to engage in aquatic activities. This is likely to help people to become more physically active and be of benefit to their health and wellbeing.</p>
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Sport England's Active Lives Survey 2023/24 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 aim of the Water Wellbeing accreditation, is to provide inclusive and accessible environments for people to engage in aquatic activities. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.</p>
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Unfortunately, data is not available to identify the physical activity levels of individuals based on their marriage or civil partnership status. However, the aim of the Water Wellbeing accreditation, is to provide inclusive and accessible environments for people to engage in aquatic activities. This is likely to be of benefit to all people irrespective of their marriage or civil partnership status.</p>
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Evidence shows that residents living in the most deprived areas (IMD - Index of Multiple Deprivation) are less likely to achieve the chief medical offers physical activity recommendations of 150 minutes moderate to vigorous activity a week. Using the JSNA (Joint Strategic Needs Assessment) it is possible to identify areas in Hampshire in IMD deciles 1-3. These are most prominent, in Havant and Gosport with some areas in Rushmoor, Basingstoke and Andover. Sport England's Active Lives Survey 2023/24 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 aim of the Water Wellbeing accreditation, is to provide inclusive and accessible environments for people to engage in aquatic activities. This is likely to help people to become more physically active and be of benefit to their health and wellbeing.</p> <p>Applications from pool providers in areas that experience health inequalities and have the highest rates of physical inactivity will be prioritised and where possible, providers in these locations will be actively targeted.</p>
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Unfortunately, data is not available to identify the physical activity levels of those living in rural communities. Those living in rural communities, are likely to live further from a swimming pool, which may mean they have to travel further to access a pool.</p> <p>The aim of the Water Wellbeing accreditation, is to provide inclusive and accessible environments for people to engage in aquatic activities. This is likely to help people to become more physically active and be of benefit to their health and wellbeing.</p>
Mitigation	

Geographical Impact: All Hampshire

## Equality Statement

Additional information:

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 aim of the Water Wellbeing programme is to provide accessible and inclusive aquatic facilities and services that enable residents to be more physically active.

The Water Wellbeing project will offer small grants to swimming pool providers across Hampshire. However, there is a limited budget, which may mean that not all pools are able to access the funding. Where possible funding will be provided to pools in areas that experience the highest levels of health inequality and where physical activity rates are lowest.

There will be on-going monitoring of KPI's, which will include metrics related to demographics. These will be reported to public health on a quarterly basis and reviewed internally by the commissioner. Performance related issues will be escalated to public health management and performance management procedures will be followed as per the grant agreement.

## 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: 00917

Date of production of EIA for publication: 03/09/2025