

## **COMMONWEALTH GAMES 2022**

### **EQUALITY IMPACT ASSESSMENT**

### **APPENDIX A**

**The protected characteristics being examined in the context of this EQUIA are**

- (a) Age
- (b) Disability
- (c) Gender Reassignment
- (d) Pregnancy and maternity
- (e) Race
- (f) Religion or belief
- (g) Sex
- (h) Sexual orientation.

#### **Purpose of the Commonwealth Games 2022 Bid**

The proposed Birmingham bid for the Commonwealth Games 2022 is intended to deliver the Vision of the Commonwealth Games Federation; the UK Government and the Vision and Priorities of the Council. A number of the Federation goals link to the Equality legislation requirement to tackle prejudice and promote understanding. The Games will incorporate Para - sporting events as part of the Games and various elements of the associated activity will be targeted towards disadvantaged groups.

There will be range of Equality Impacts in relation to those people with protected characteristics. These fall into the following categories

#### **1) Impact on the community**

##### **a) Ensuring that communications about the Games reaches the whole population**

This will be particularly important for those who do not have access to the internet or to social media, for issues like management of transport issues during the Games , or road closures in order to manage traffic and pedestrian flow, or for promotion of employment or volunteering opportunities.

Action: There will be a Communications workstream for the Games and the lead for this will need to ensure the right styles and modes of communications

##### **b) Ensuring that the expenditure and focus on the Games do not disadvantage those with protected characteristics**

The Council must ensure that decisions taken in terms of resources or priorities as a result of the Games do not have an unforeseen impact on specific groups or individuals with protected characteristics

Action: All decisions taken in relation to the sporting events, cultural programme or business expo must be reviewed for Equalities Impact.

**c) Ensuring that those whom we wish to target to benefit from the Games, do so**

The Commonwealth Games will generate a range of opportunities for employment and volunteering – but without careful handling and targeted marketing , these opportunities might not reach those whom we most want to attract , for example those people with historic barriers to employment whether through exclusion from the Labour Market, disability or discrimination

Action: Economy and other colleagues leading on this issue will need to liaise carefully with partners and work with Communications colleagues to increase the effectiveness of targeted marketing and engagement , with the added assistance of the Games branding and association. This targeting needs to ensure fair access and

**d) Ensuring that access to and participation in sporting, cultural and business events is available to all whatever their physical or learning impairments**

Action : Access to and interpretation of sporting and cultural events will need to reflect different specific needs and characteristics particularly in relation to a reflection of the diversity across the city

**2) Impact on service users**

**It will be necessary to ensure that the needs of service users generally but particularly those with specific needs should not be disadvantaged during either the run up to, or the actual Games in 2022, because of attention being focused on the Games.**

Action : The Council must ensure that there is not disadvantage to the elderly or vulnerable because of decisions taken in relation to the focus on the Games in relation to either Human or Financial Resources.

**3) Impact on employees**

**a) If the City Council hosts the Games there will be a number of issues which will need to be discussed with the trades unions in advance of the Games for example leave arrangements in the summer of 2022, to ensure that employees with caring responsibilities are not negatively affected .**

Action: Early discussion by senior management and Human Resources with trades union colleagues to allow plenty of time for discussion

- b) It will be important to ensure that opportunities to work on the Games are handled in an appropriate way to ensure equal access to career development opportunities as a result of the Games coming to Birmingham.**

Action: Development of a series of protocols ensuring fair access to job and secondment opportunities .

- c) Ensuring that inevitable pressures on employees nearer the Games do not get out of hand**

Action: Regular management communication with employees with specific Games responsibilities and intervention if pressures become too great.

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