

# Equality Analysis Appendix 3

## **Birmingham City Council Analysis Report**

<b>EA Name</b>	COMMONWEALTH GAMES 2022
<b>Directorate</b>	Place
<b>Service Area</b>	Sports and Events – Place
<b>EA Summary</b>	To review the impact of hosting the games on the community
<b>Reference No.</b>	EA00SH/JK
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<b>Date Approved</b>	2017-08-15
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### **Introduction**

The report records the information that has been submitted for this equality analysis in the following format.

### **Overall Purpose**

This section identifies the purpose of the Policy and which types of individuals it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics, there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work.

If the assessment has raised any issues to be addressed, there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a New/proposed Function.

## 2 Overall Purpose

### 2.1 What the Activity is for

What is the purpose of this Function and expected outcomes?	To provide a showcase for sporting excellence, to raise the profile and reputation of the city and reposition Birmingham on the world stage. To accelerate the housing needs of the city, provide new jobs and skills, to accelerate transport the infrastructure and regenerate Perry Barr. It will also inspire the residents of the city and particularly the youth to engage in a more active life style and active citizenship to improve health, wellbeing and community cohesion.
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**For each strategy, please decide whether it is going to be significantly aided by the Function.**

<b>Public Service Excellence</b>	Yes
<b>A Fair City</b>	Yes
<b>A Prosperous City</b>	Yes
<b>A Democratic City</b>	Yes
<b><u>Comment</u></b>  <b>Public Service excellence:-</b> The City will demonstrate its ability to host and deliver major international events which inspire the local community and provide economic benefit to the City.  <b>A Fair City:-</b> The City will ensure that the legacy programme, cultural programme, live sites and ticketing policy will ensure all that the whole city will have access to the Games. Our legacy programme will focus on deprived communities where the biggest health gains can be made and where the greatest economic impact can also be achieved in term of citizens making a contribution now and into the future. The City will make every effort to see that there is full access to the Games by as many individuals as possible with a big emphasis on young people.  <b>A Prosperous City:-</b> The gross economic benefit to the City will be in excess of £500 million and will create over 1000 new jobs, accelerate housing and transport infrastructure and will generate the whole of the Perry Barr area of the City.  <b>A Democratic City:-</b> The governance of the Games will be part of the City Council's responsibility and will ensure all our citizens have the opportunity to be inspired, engaged and motivated by experiencing such an iconic event in the City and region.	

## 2.2 Individuals affected by the Policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes
<b><u>Comment</u></b> <b>Service Users/Stakeholders:-</b> Although the development of the Alexander Stadium and training facilities will initially have a negative impact on existing users, all efforts will be made to find alternative venues and facilities during the Games. However, after the Games, there will be a much enhanced and improved facility which the local community, existing and new users will be able to access.  In addition, there will be an opportunity for service users/stakeholders to volunteer and contribute to the Games as a result of their local knowledge and experience of the venue. Furthermore, they will be able to experience World Class sport on their doorstep.  <b>Employees:-</b> Employees of the Council will have the opportunity to volunteer, support and be part of the delivery of the Games.  In addition, during the Games, there will be a greater need for resilience of Council services to ensure the City runs smoothly and efficiently to demonstrate that the City is well prepared for such an event. We will create a 'Team Birmingham' approach to encourage and support pride and cohesion across the City.  <b>Wider Community:-</b> The wider community of Birmingham again will have the opportunity to contribute through volunteering, getting involved in community programmes and promoting Birmingham as a great place to live, work and invest. Although there will be significantly increased visitor numbers in the City during the Commonwealth Games fortnight, the City will plan for this impact, will be resilient, prepared and will implement a public transport Games, ie that no spectator will travel to the venue by car. There will be Games lanes based on the existing bus lane network and all visitors to the City will be directed to this mode of transport. It is also hoped that in addition to the many overseas and national spectators that the region will also benefit from a significant ticket allocation.  As a result of the Games, there will be no detrimental impact on any of the relevant protected characteristics listed in the Equality Act 2010. In fact, there will be a positive impact as a result of the promotion of hosting a greater number of para sports events, thereby creating greater inclusion and understanding for those competing with disabilities. The aim will be to highlight the diversity of the city in every way.	

### **2.3 Analysis on Initial Assessment**

There is no clear detriment to any relevant protected group as a result of the Games. Although there is potential for significant increased visitors to the City, this can be mitigated by resilience, planning in city services and public transport. There is an opportunity also to promote physical activity and sport across both abled and disabled bodied communities through the enhanced para sports competition programme.

### **3 Concluding Statement on Full Assessment**

Full consultation with existing users of facilities regarding restricted access at the times of the Games will be undertaken and alternative venues will be offered to mitigate these restrictions. Existing users will also have the opportunity to contribute and participate in the Games through volunteering and supporting community programmes. The wider community of Birmingham will also have the same opportunities to get involved with the Games, promote the City and be inspired by this once in a lifetime opportunity. All community legacy projects in sport, culture and cohesion will be community-led and co-created to ensure the maximum community benefit from the Games.

### **4 Review Date**

If Birmingham becomes successful in its bid to hold the Games, there will need to be an annual review date leading up to the Games to ensure a full Quality Analysis is kept to the fore of the organising committee to ensure there is no detrimental impact on the relevant protected characteristics.

### **5 Action Plan**

At this stage from the Analysis, there is no Action Plan currently required. However, this will be kept under review as the bid goes forward.

## Equality Act 2010

The Executive must have due regard to the public sector equality duty when considering Council reports for decision.

The public sector equality duty is as follows:-

<b>1</b>	<p>The Council must, in the exercise of its functions, have due regard to the need to:-</p> <ul style="list-style-type: none"> <li>(a) Eliminate discrimination harassment, victimisation and any other conduct that is prohibited by the Equality Act.</li> <li>(b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</li> <li>(c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</li> </ul>
<b>2</b>	<p>Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, involves having due regard, in particular, to the need to:-</p> <ul style="list-style-type: none"> <li>(a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.</li> <li>(b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;</li> <li>(c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.</li> </ul>
<b>3</b>	<p>The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.</p>
<b>4</b>	<p>Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:-</p> <ul style="list-style-type: none"> <li>(a) Tackle prejudice; and</li> <li>(b) Promote understanding.</li> </ul>

5	<p>The relevant protected characteristics are:-</p> <ul style="list-style-type: none"> <li>(a) Age</li> <li>(b) Disability</li> <li>(c) Gender Reassignment</li> <li>(d) Pregnancy and maternity</li> <li>(e) Race</li> <li>(f) Religion or belief</li> <li>(g) Sex</li> <li>(h) Sexual orientation</li> </ul>
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