

## EQUALITY IMPACT ASSESSMENT

Stage 1: Sport and Physical Strategic Review leading to a potential budget saving.	
Service	Education, Learning and Leisure
Section	Community Sport and Culture (CSC)
Title of the activity etc.	Ongoing Price increases within sport facilities (as agreed in Feb 2017)
Aims of the activity	<ul style="list-style-type: none"> <li>• Ensure that the phased implementation of price increases continues as agreed in February 2017 – ensuring that where possible charges reflect at least a 60% cost recovery rate.</li> </ul>
Author(s) & Title(s)	Tim Stephen, SM Facilities and Funding
Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	<ul style="list-style-type: none"> <li>• Council Budget process public engagement</li> <li>• Equality monitoring data</li> <li>• Voluntary sector contacts and data</li> <li>• Support and Advice Service data</li> <li>• Feedback from multi agency consultation and neighbourhood groups</li> </ul>
Internal consultation with staff and other services affected.	<ul style="list-style-type: none"> <li>• Sport and Physical Activity Staff workshops</li> <li>• Councillor Workshops</li> <li>• CLD staff</li> <li>• NHS Grampian</li> <li>• Corporate Business Service Support officers</li> <li>• Gypsy and Travellers officer</li> <li>• Housing Benefit officers</li> <li>• Community Engagement Officers</li> <li>• Corporate Communications</li> </ul>

<p>External consultation (partner organisations, community groups, and councils).</p>	<ul style="list-style-type: none"> <li>• Budget simulator online tool</li> <li>• Community engagement events have been undertaken as part of a wider exercise.</li> <li>• Third sector providers have been engaged with as part of a wider engagement exercise.</li> <li>• Senior officers participate in project groups (for example regional health forum). A specific workshop with Health has also been facilitated.</li> <li>• Consultation with local sports council and Community Sports Hubs has been undertaken – results pending</li> <li>• A major public engagement exercise is currently underway, which when analysed will give us extremely useful information.</li> <li>• Clubs, Societies and Community councils are also in the process of being engaged.</li> <li>• Local councillors have been engaged outwith of the formal governance process.</li> </ul>
<p>External data (census, available statistics).</p>	<ul style="list-style-type: none"> <li>• APSE Benchmarking data – UK wide</li> <li>• Scottish Benchmarking data</li> <li>• Appropriate benchmarking (Visitor attractions benchmarking as an example)</li> <li>• Census data</li> <li>• National Records of Scotland</li> <li>• Sport Scotland Data</li> </ul>
<p>Other (general information as appropriate).</p>	<ul style="list-style-type: none"> <li>• Key minority groups were identified at the beginning of the process and incorporated into the consultation and communications plan.</li> </ul>

<p>Stage 3: Evidence Gaps.</p>	
<p>Are there any gaps in the information you currently hold?</p>	<p>No.</p>

<p>Stage 4: Measures to fill the evidence gaps.</p>		
<p>What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.</p>	<p>Measures:</p>	<p>Timescale:</p>
	<p>Ongoing consultation with groups that highlighted a particular issue with new prices – in particular swim clubs</p>	<p>Occurred in 2017 will continue through 2018</p>

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger		Yes		
Age – Older		Yes		
Disability			Yes	
Race – (includes Gypsy Travellers)			Yes	
Religion or Belief			Yes	
Gender – male/female		Yes		
Pregnancy and maternity		Yes		Yes
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 6: What are the positive and negative impacts?

Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.		Young People. Increased prices caused by less generous reductions on std price (from 50% off to 30% off)
		Older People. Removal of automatic age concessionary discount. The concessionary discount will now be means tested and so this will only affect those NOT in receipt of benefits

	All other protected groups will be affected equally. In addition there will be no negative impacts experienced because of protected characteristics	All other protected groups will be affected equally. In addition there will be no negative impacts experienced because of protected characteristics
	Potential for increased scope of opening hours in the future which may well improve service for groups.	Gender / Pregnancy and maternity. A number of services within CSC are used disproportionately by gender groups (as an example nationally between 65 – 70% of adult swimming pool users are women). Price increases for specific services may therefore have a disproportionate impact on these groups.

**Stage 7: Have any of the affected groups been consulted?**

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	<p>Yes via electronic questionnaires, targeted one to one and group consultation.</p> <p>This was part of an externally undertaken major consultation in 2016, prior to the phased implementation of the price increases..</p>
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**Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?**

These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale
	New membership regular payment packages have been introduced to ensure people who only use specific services pay a reduced fee	Commenced April 17, to continue unchanged in 2018
	Taster sessions and promotional sessions held on an ongoing basis	Ongoing from April 2018
	Information will be provided to users to enable them to clearly see the best value access package for their type of use.	Ongoing
	Price increases are being phased in over 4 years, we are about to start phase 2	Phase 2 Commencing April 18
	Concessions, though restricted – continue to be targeted at low income groups and will have no inflationary increase	April 1, 2017

	Some changes will be made where ongoing consultation has identified that increased prices will have an adverse impact on particular groups (i.e swim clubs)	Aug 2018
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**Stage 9: What steps can be taken to promote good relations between various groups?**

These should be included in the action plan.	<p>Publicise prices clearly – and emphasise the relative economies of direct debit payment as the cheaper access option</p> <p>Ongoing contact with key groups (swim clubs and the local Sports Council)</p>
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**Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?**

The paper will ensure that groups and individuals on low incomes will be able to access facilities at a heavily discounted rate.

Officers will be able to provide targeted activities aimed at particular groups at particular times and use delegated authority to charge bespoke pricing.

Ensuring the service delivers on budget will ensure the future sustainability of the service.

**Stage 11: What equality monitoring arrangements will be put in place?**

These should be included in any action plan (for example customer satisfaction questionnaires).	<p>Service proposes to gather usage information through our till system to compare usage patterns.</p> <p>There is ongoing customer consultation on all aspects of leisure services including charges.</p>
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**Stage 12: What is the outcome of the Assessment?**

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	Not relevant	
	2	<p>Negative Impacts have been identified, these can be mitigated – please explain.</p> <p>* Please fill in Stage 13 if this option is chosen.</p>
	Not Relevant	
	3	<p>The activity will have negative impacts which cannot be mitigated fully – please explain.</p> <p>* Please fill in Stage 13 if this option is chosen</p>

	<p>.A range of negative impacts have been identified, caused primarily as a result of certain groups having to pay increased price for access to facilities.</p> <p>This is particularly pertinent to:</p> <p>Older people – who will no longer obtain a concession based purely on age.</p> <p>Younger people – who will obtain a reduced level of concession, this is especially pertinent to the very young and their families as 3-5 yearolds will no longer get free access.</p> <p>Gender groups – based on the fact that certain groups are overrepresented /underrepresented in specific areas – for example approximately 65% of pool users are women.</p>
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\* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

The existing price structure still ensure users access services at a subsidised rate (typically 60% of the cost). Those on low incomes in particular benefit from these prices

Wider community consultation on the budget has already highlighted that when given a choice between paying more to retain services or keeping prices the same and reducing services – the public advocate the former.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Education, Learning and Leisure		
	2) Title of Policy/Activity	Sport & Physical Activity Strategic Review		
	3) <b>Authors:</b> I/We have completed the equality impact assessment for this policy/activity.	Name: Tim Stephen Position: SM – facilities and Funding Date: Signature:	Name: John Harding Position: Head of Service Date: Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Kay Morrison Date: 25/01/2018		
	5) Authorisation by Director or Head of Service	Name: Maria Walker Position: Director of ECS Date: Jan 2018	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.			Date:
	7) EIA author sends a copy of the finalised form to: eia@abdshire			Date:
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:	






