

## Appendix 6: Initial Equalities Impact Assessment screening form

1. Within the aims and objectives of the policy or strategy which group (s) of people has been identified as being potentially disadvantaged by your proposals? What are the equality impacts?

Age (older people) – proposal to remove some pension-related eligibility; however other options will remain so that no one in this category will be affected. Existing people receiving concessions may need to show an alternative proof of eligibility in the future.

2. In brief, what changes are you planning to make to your current or proposed new or changed policy, strategy, procedure, project or service to minimise or eliminate the adverse equality impacts?

The leisure contract with the Council's leisure provider, Fusion Lifestyle, has a pricing structure where we charge the market rate to people who can afford to pay and offer a concessionary scheme to ensure there is equitable access.

With the introduction of Universal Credit it is timely to review concessions to make sure they are effectively targeted to meet the Council's strategic objectives. The primary objective of the review is to ensure that concessionary rates are not accessible to people on higher incomes.

The list of concession eligibility has been reviewed in order to simplify leisure concessions. Some of the existing criteria are out of date, so are being removed or replaced. The proposed removals will not impact those covered under the 9 protected characteristics.

An impact data exercise indicated that a minority of concessionary users will be affected. To mitigate this impact we propose to increase promotion for signposting to free or low cost alternatives e.g. GO Active, Green Gyms, Cultural offer, other discounted leisure memberships, free swimming sessions for those under 17 years of age and living in the city and the gym only membership offer at RHCC.

The concessionary offer and priorities will be reviewed annually in partnership with Fusion Lifestyle and the Leisure Partnership Board, and aligned where possible. The review will also incorporate annual benchmarking with other leisure providers (locally and nationally, public and private).

Staff and members will be briefed to explain the changes; any press attention will be dealt with via the Corporate Communications Team.

The proposed changes would come into effect in April 2020. The responsible person/s is the Cabinet Member for Leisure and Head of Community Services.

3. Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

Please note that you are required to involve disabled people in decisions that impact on them

Fusion Lifestyle proposes their fees and charges on an annual basis. These are considered by the Leisure Partnership Board (attendees include users of leisure facilities and other external stakeholders/partners). When endorsed by the Leisure Partnership Board, proposals are submitted as part of the Council's annual budget setting consultation process.

There are no plans to further consult, as so few are impacted.

4. Can the adverse impacts you identified during the initial screening be justified without making any adjustments to the existing or new policy, strategy, procedure, project or service?

Please set out the basis on which you justify making no adjustments

No adverse impacts, other than the possibility of concessionary users to show alternative proof of eligibility. Any changes will be clearly communicated with Fusion Lifestyle, whose staff will be trained to help customers with queries.

No adjustments necessary.

5. You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please provide details of how you will monitor/evaluate or review your proposals and when the review will take place

Officers regularly communicate with Fusion Lifestyle and centre users, on a weekly, monthly and quarterly basis (sometimes more regularly than weekly).

As such, the impact of the changes will be monitored as part of the Council's routine monitoring and governance arrangements.

Lead officer responsible for signing off the EqIA: Lucy Cherry

Role: Leisure and Performance Manager

Date: 17/05/19