

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: City Development	Service area: Sport & Active Lifestyles
Lead person: Steven Baker	Contact number: 3780293

1. Title: Budget 2017/18 Sport Prices

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify; Budget reduction proposal

2. Please provide a brief description of what you are screening

1. To support the council's ambition to reduce health inequality and be a child-friendly city, concessions to market pricing in Sport have long included the Leeds Card Extra prices for those on disability or income related benefits; the keenly priced (or free) junior membership card; under 5s free swims and concessions for over 60's. The service also includes free access for looked after children, Leeds registered foster carers and care leavers.
2. Casual Pay and Play prices have been held for the last 4 years (largely due to the impacts of austerity) which has impacted on the service increasing income levels year on year. It has meant to increase income the service has relied upon increasing usage at the leisure centres, which in aging facilities is hard to maintain.
3. Currently we offer a good range of products and service, but it is felt that the health and fitness membership price point is relatively high when compared with other local authority providers and failure to engage and position ourselves in the market place will have a significantly adverse impact on income and therefore budgets.

4. The current pricing arrangements within the service are currently very complex with a large list of prices for all activities on offer at the leisure centres. This makes it difficult for both customer and staff to easily understand charging arrangements and offers that might relate to their activity.

It is proposed that the entire pricing structure be reviewed in detail during 2017, including the future of Leeds card, however, there are a number of immediate priorities that need to be addressed early in 2017 and that fundamentally underpin the Sport service's budget plans for 2017/18 and which are based on growing income by £375k. These changes will complement the recently approved proposals set out in the Vision for Leisure centres and support delivery of the services future budget plans

It is proposed to change the pricing in the following ways in March 2017:

Change Health and fitness memberships as set out below and note that a further review will need to be taken the following year.

Membership Package	New Contract Price	Current Contract Price	New Non Contract Price	Current Non Contract Price	New Annual Price	Current Annual Price
Fitness Only	£24.95		£28.95		£249.50	
Gym Only	£24.95		£28.95		£249.50	
Swim Only	£24.95		£28.95		£249.50	
Fitness and Swim	£28.95	£33.40	£32.95	£35.90	£289.50	£299.99
Gym and Swim	£28.95	£33.40	£32.95	£35.90	£289.50	£299.99
Fitness and Gym	£28.95	£33.40	£32.95	£35.90	£289.50	£299.99
Fitness, Gym, Swim and squash	£31.95	£36.90	£35.95	£39.90	£319.50	£369
Tennis Bolt on with any packages	£10		£14		£100	
Junior (Gym, Swim Squash and Fitness)			£15.95	£15.40	£159.50	£154.00
Off Peak (Gym, Swim, Squash and Fitness)	£24.95	£23.70	£28.95	£25.90	£249.95	£237.00
Student (Gym, Swim, Squash and Fitness)			£20	£20	£180	£180

Implement average price increases (rounded up) in line with inflation on the majority of price points, but to seek to maximise revenue on key income lines where possible above inflation. To be implemented March 2017
There will be no increases to the Leeds Card Extra rates to protect the most vulnerable
A further review of Leeds Card will be taken in early 2017.

7. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	Yes	
Have there been or likely to be any public concerns about the policy or proposal?	Yes	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect our workforce or employment practices?		No
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 		No No No

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

• **How have you considered equality, diversity, cohesion and integration?**
(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

Annual customer survey includes 'value for money' questions as standard. The findings are analysed by ethnicity, gender and disability.

We have previously considered the impact on different equality characteristics of the pricing of Sports services.

In studying the literature and our survey and consultation experience, the only significant differential impacts in respect of sports pricing appear to relate to socio-economic class/ income and ethnicity.

Key findings

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

Those in receipt of income or disability related benefits currently have access to deeply discounted access at off-peak times and these prices will remain unchanged. These discounts are deeper in % terms than the average of other core English cities. There is some evidence that this has contributed to higher usage by these groups in Leeds over the last 5 years, compared to the English average (Sport England : Active people Survey 1-5). It is not proposed to further widen this discount as it is beginning to effect adversely working people just above the benefit level.

In Sport's internal customer surveys, dissatisfaction with value for money has been found (admittedly from a small sample) to be more prevalent among minority ethnic groups. However, national independent surveys (Sport England : Active people Survey 1-5) have found that minority ethnic groups in Leeds are more active in sport (and have become more active in recent years) than the English average.

• **Actions**
(think about how you will promote positive impact and remove/ reduce negative impact)

- There will be no changes to the Leeds Card Extra prices.
- Leeds Lets Get Active discounted membership is available and off peak memberships.
- Prices for memberships have been lowered.
- Further review the pricing and Leeds card in late 2017.
- Reconsider Leeds Card Extra off-peak and peak pricing; and possibly the criteria for Leeds Card Extra.
- Include the swimming and diving squads in consultation re: increases

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5. If you are **not already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment.****

Date to scope and plan your impact assessment:	N/A
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Date to complete your impact assessment	N/A
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Lead person for your impact assessment (Include name and job title)	N/A
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Mark Allman	Head of Sport & Active Lifestyles	10 th February 2017

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

Date screening completed	10 th February 2017
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Date sent to Equality Team	n.a.
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Date published (To be completed by the Equality Team)	n.a.
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