

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.

<b>Directorate: City Development</b>	<b>Service area: Active Leeds</b>
<b>Lead person: Steven Baker</b>	<b>Contact number: 3780293</b>

**1. Title: Leeds Card and Leisure Centre fees and charges report.**

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. 1. In 2018 a review of all pricing was conducted and pricing across all categories were changed to meet customer and service demands. This review simplified the prices to enable the service to develop both its fitness membership categories and casual pay and play elements.

2. There are a number of immediate priorities that need to be addressed in 2019 and that fundamentally underpin the Active Leeds service’s budget and service delivery plans for 2019/20 and which are based on growing income.

3. The City Council’s central Leisure Centre role is also to provide access to facilities to those that can’t access facilities elsewhere and therefore pricing for the vulnerable groups in Leeds has to reflect this. The principle of supporting vulnerable or priority groups through pricing will remain a key element of the pricing policy.

4. A review of the LeedsCard was agreed in the 2018 pricing charging review as the card has remained unchanged for 10 years and includes layer upon layer of pricing which is complicated for customers and staff to follow. Outdated concessionary entitlements leads to further confusion around who can and can’t obtain the LeedsCard Extra and proposals to update these is needed. Along with the

need to reflect the current direction of the service with the rebrand and technological advancements it is imperative the scheme is fit for purpose.

5. Changes in the approach to LeedsCard will have significant positive impacts on Active Leeds a) to generate revenue and support ongoing budget challenges, b) allowing an improved focus of the subsidy available and c) better use of data to make decisions based on the intelligence leading to improved product development, understanding of customers, marketing communication, sales acquisition and member

**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).

<b>Questions</b>	<b>Yes</b>	<b>No</b>
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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>		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)

- Leeds Lets Get Active discounted membership is available and off peak memberships.
- Leeds Card extra provide discounted prices for those in receipt of benefits and low incomes.
- Prices for memberships have been lowered.
- Further review the pricing and Leeds card in late 2019.
- 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

**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
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

#### **6. Governance, ownership and approval**

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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Mark Allman	Active Leeds	18 <sup>th</sup> January 2019

#### **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

<b>Date screening completed</b>	18 <sup>th</sup> January 2019
<b>Date sent to Equality Team</b>	n.a.
<b>Date published</b> (To be completed by the Equality Team)	n.a.