

Equality, Diversity, Cohesion and Integration



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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: City Development	Service area: Active Leeds
Lead person: Steven Baker	Contact number: 3780293
Date of the equality, diversity, cohesion and integration impact assessment: 3rd March 2021	

1. Title: Operating efficiencies within John Charles Centre for Sport
Is this a:
<input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team For example, service user, manager of service, specialist
Steven Baker	LCC- Active Leeds	Business Manager
Natalie Curgenvan	LCC- Active Leeds	Operations Manager
Phil Evans	LCC	Chief Officer, Operations

3. Summary of strategy, policy, service or function that was assessed:

In line with the service reviews for savings in 2021/22, a proposal to deliver operating efficiencies within John Charles Centre for Sport and exploring a potential 3rd party to operate the indoor tennis centre.

4. Scope of the equality, diversity, cohesion and integration impact assessment
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan
(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail:	

4b. Service, function, event
please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input checked="" type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail:	
In line with the service reviews for savings in 2021/22, a proposal to deliver operating efficiencies within John Charles Centre for Sport and exploring a potential 3 rd party to operate the indoor tennis centre.	

5. Fact finding – what do we already know
Make a note here of all information you will be using to carry out this assessment. This

could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

JCCS is a unique site, in practice the sites are actually an amalgamation of a number of separate specialist sports facilities, with inefficiencies built including separate reception points for each building. (Aquatics centre/Main stadium with stand/Tennis centre/Indoor Bowls and Athletics centre/Outdoor all weather pitches). The site recognises the city's regional and sub-regional role in the provision of these specialist facilities, however, their provision comes at a cost. The site generates a throughput of 403k visits per annum (2019/20).

Nothing is being removed as part of the efficiencies, other than tweaking the staffing make up to operate these facilities. There shouldn't be any effect on the public other than some schemes where costs may increase by normal annual price increases rates. However there are mechanisms in place to ensure people who can't afford the prices are able to receive support to meet these.

Proposed increase in club fees are not increasing above the rates of other swimming pools or facilities, and they will still be below other local authorities. Prices will be negotiated to ensure the clubs can afford the costs.

The tennis centre lease arrangements with a third party provider will be to protect the tennis centre from any reductions. Since the Yorkshire Lawn Tennis Association (YLTA) starting operating out of the tennis centre in 2019 the usage of the site has increased. The lease will be there so a third party can operate the tennis centre as they have the skill set to improve the tennis centre further. They will be able to obtain further funds to improve the building and the activities on offer. There will be protected times for the pay as you go tennis and coaching schemes to ensure these are maintained and enhance the community access further.

Staffing reviews have taken place and where possible, positions will be reduced, however again working across all the leisure centres, there will be opportunities to move into other positions, possible links with third party providers who may want to use their services or the use of the Early Leavers Initiative (ELI). There are also already vacancies in the staffing structure so jobs will be maintained at JCCS.

Are there any gaps in equality and diversity information

Please provide detail: N/A

Action required: N/A

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

Consultation has been undertaken including an online survey, online community engagement focus group sessions, and paper surveys at key locations (community hubs, leisure centres and libraries). Meetings have been undertaken with key user groups (National Governing Bodies for Sport, Clubs, Groups and businesses).

The Consultation response brought forward the following:

- 13 responses to the survey. 13 individual responses
- 6 (46%) of the respondents have indicated that the proposals would have a negative impact on their physical activity levels and therefore physical and mental health.
- Supportive of exploring a potential 3rd party to operate the indoor tennis centre to safeguard the facility and ensure investment into the facility continues.
- Suggestions included offering alternative programmes such as more social tennis in the evenings.

Any consultation with clubs or schemes affected by proposed price increases will be undertaken when these activities and sessions are able to resume post lockdown.

Action required: Consult with affected clubs/schemes when appropriate.

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

- | | | | | | |
|-------------------------------------|-----------------------------|--------------------------|---------------------------|--------------------------|---------------------------|
| <input type="checkbox"/> | Age | <input type="checkbox"/> | Carers | <input type="checkbox"/> | Disability |
| <input type="checkbox"/> | Gender reassignment | <input type="checkbox"/> | Race | <input type="checkbox"/> | Religion or Belief |
| <input type="checkbox"/> | Sex (male or female) | <input type="checkbox"/> | Sexual orientation | | |
| <input checked="" type="checkbox"/> | Other | | | | |

(**Other** can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify: Improving health and wellbeing

Stakeholders

- | | | | | | |
|-------------------------------------|-----------------------|-------------------------------------|------------------|-------------------------------------|---------------------|
| <input checked="" type="checkbox"/> | Services users | <input checked="" type="checkbox"/> | Employees | <input checked="" type="checkbox"/> | Trade Unions |
|-------------------------------------|-----------------------|-------------------------------------|------------------|-------------------------------------|---------------------|

Partners

Members

Suppliers

Other please specify

Potential barriers

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify:

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

A third party to operate the tennis centre may be able to drive forward the development of this site, by accessing additional funding, benefits and support that is unavailable under its current operation.

Savings will be made from the changes proposed for the council.

Action required:

Continue discussions with 3rd party to take over operation of the indoor tennis centre.

8b. Negative impact:

- Potential price increase for some clubs and training schemes that use the centre.
- Potential redeployment of staff to other centres- although likely to be mitigated by ELI.
- A loss of control over the operation of the tennis centre by passing this on to a 3rd party provider- however specific SLA put in place should mitigate against any major issues here.
- No specific protected characteristics are disproportionately affected by the proposals in this report.

Action required:

Continue discussions with 3rd party to take over operation of the indoor tennis facility.

Consult with affected clubs/training scheme users when appropriate regarding price increases.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail: Depending on which 3rd party provider takes over the running of the tennis centre.

Action required:

Continue discussions with 3rd party to take over operation of the indoor tennis centre.

10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)

Yes

No

Please provide detail: N/A

Action required: None

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11. Could this activity be perceived as benefiting one group at the expense of another? (for example where your activity or decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

Action required:

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Undertake online consultation survey	November 2020 to January 2021	Ensure all appropriate individuals and groups have opportunity to feedback on proposed changes	Natalie Curgenvan/ Steven Baker
Online face to face engagement events	December 2020 to January 2021	Ensure all appropriate individuals and groups have opportunity to feedback on proposed changes	Natalie Curgenvan/ Steven Baker
Continue discussions with 3 rd party in operating the facility.	Feb – April 2021	3 rd party agreement confirmed.	Natalie Curgenvan /Steven Baker
Consult with affected clubs and training schemes regarding price increases once activity has resumed post lockdown	April 2021	Appropriate clubs/schemes have the opportunity to feedback on proposals	Natalie Curgenvan / Steven Baker

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job title	Date
Phil Evans	Chief Officer, Operations	
Date impact assessment completed		3/3/21

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: