

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: Active Leeds
Lead person: Steven Baker	Contact number: 07736306106

1. Title: Leisure and Wellbeing Centre Fees and Charges Review

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

There is an immediate priority within the Council to achieve savings due to the increase in cost in running services. These additional costs are substantial for Active Leeds at nearly £1m with the pay offer (estimated over £700k) and rises in energy costs (estimated over £200k) that need to be addressed in 2022/23 that fundamentally underpin the Active Leeds service's budget for the current year and 2023/24 which are based on growing income to offset the additional costs.

Therefore, a review of the fees and chargers for the Leisure Centres has been undertaken to contribute towards mitigating some of the additional financial pressures. This therefore means that prices at the leisure centres are proposed to increase to raise additional revenue in the current year and next financial year.

These chargers currently generate in the region of £14m a year and the additional chargers could generate an additional £770k per year.

The City Council's central Leisure Centre role is also to provide access to facilities to those that can't afford to access 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 with smaller

increases across the Leeds Card Extra prices which offer more than a 40% discount on our standard pricing.

Over the last three years prices have remained static other than some prices increase off the back of service developments such as swimming lessons moving to 50 weeks, or new products and services being introduced such as online fitness classes. This was largely due to the impact of Covid and the need to encourage people back into the service. However, with the expanding costs of running the service there are very few alternatives to meet the budget challenges the service now faces with rising costs.

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 the 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 which is a key consideration in proposing new pricing and not affecting the most vulnerable.

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 and these prices will increase by less compared to standard pricing 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 Lives 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 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 Lives Survey 1-5) have found that minority ethnic groups in Leeds are more active in physical activity (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)

- Active Leeds Card extra provides discounted prices for those in receipt of benefits and low incomes.
- Pilot £5 membership to targeted priority groups.

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

Name	Job title	Date
Steven Baker	Active Leeds	23 rd September 2022

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	23 rd September 2022
Date sent to Equality Team	n.a.
Date published (To be completed by the Equality Team)	n.a.