

# Budget Savings Proposals

## Full Equality Impact Assessment (EQIA)

### Section 1: General Information

**1a) Name of the savings proposal**

Leisure Service Efficiencies (SSP/10)

**1b) Service area**

Sport & Physical Activity

**1c) Service manager**

Lisa Pottinger

**1d) Name and role of the officer/s completing the EQIA**

Lisa Pottinger Head of Sport & Physical Activity

## Section 2: Information about changes to services

### 2a) In brief please explain the savings proposals and the reasons for this change

Several proposals have been identified to deliver efficiencies within the leisure management contract. These proposals are:-

- Potential negotiated reduction of the existing management fee (c£2m in total)
- Renegotiation of the surplus share arrangements
- A minor increase to annual membership charge and future fees
- Renegotiation of costs associated with PFI

### 2b) What are the equality implications of your proposal?

#### **Potential Reduction of the Existing Management Fee, Renegotiation of the Surplus Share and Associated PFI Costs:**

The level of reduction in the management fee, the surplus share arrangement and renegotiation of associated PFI costs are dependant on negotiations. However, it is envisaged that the reduction in management costs will not impact on service delivery as maintaining the quality of provision, whilst delivering efficiencies, will be a key requirement of the renegotiation.

#### **Review of membership charges:**

There are 261 leisure charges levied under the contract and it is proposed to increase only one of these above inflation in 2011/12. This will be for the annual one-off charges for Pay and Play Membership, which raises costs from £2.80 to £5.00. Any increases in fees and charges are conducted in a manner that will limit the impact on residents. Price elasticity and modelling, conducted by the leisure centre operator, has determined that this increase will not detrimentally affect access and have a very limited impact on residents. A recent benchmarking exercise has identified that Tower Hamlets charges are lower than neighbouring boroughs and the London leisure market, including annual membership charges. Any revisions in future years will follow a detailed review of charging options and any proposed variations will be selected where they will have no impact on service access specific to equalities considerations. We currently offer concessions for people on benefits. We run free programmes for women and girls (swimming), people with disabilities (free access to MEPLC disabilities programme and discounted use at other centres), All Tower Hamlets residents free swimming (Friday) , Free family swimming on Saturdays. Concessions are also given to the elderly.

### Section 3: Equality Impact Assessment

With reference to the analysis above, for each of the equality strands in the table below please record and evidence your conclusions around equality impact in relation to the savings proposal.

<p><b>Race</b></p> <p><i>Identify the effect of the policy on different racial groups.</i></p>	<p>Will the change in your policy/service have an adverse impact on specific ethnic groups? No Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>The nature of the proposed changes to service provision identifiable at this time will have no impact on users by Race. The proposed increase to a very limited range of is very small to charges that are already very low. Contract renegotiations specific to the savings are to be guided by the principle that they will deliver no service reductions. Should, at any time during those negotiations, any changes to front line service provision be proposed this will be tested by a further detailed EqIA.</p>
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**Disability**

*Identify the effect of the policy on different disability groups*

Will the change in your policy/service have an adverse impact on disabled people? No  
Please describe the analysis and interpretation of evidence to support your conclusion.

The nature of the proposed changes to service provision identifiable at this time will have no impact on users by Disability. The proposed increase to a very limited range of is very small to charges that are already very low and the service offer concessions to people with disabilities. Contract renegotiations specific to the savings are to be guided by the principle that they will deliver no service reductions. Should, at any time during those negotiations, any changes to front line service provision be proposed this will be tested by a further detailed EqIA.

<p><b>Gender</b></p> <p><i>Identify the effect of the policy on different gender groups (inc Trans) groups</i></p>	<p>Will the change in your policy/service have an adverse impact on men or women? No Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>The nature of the proposed changes to service provision identifiable at this time will have no impact on users by Gender. The proposed increase to a very limited range of is very small to charges that are already very low and the service offer concessions to families, women and girls specific to swimming. Contract renegotiations specific to the savings are to be guided by the principle that they will deliver no service reductions. Should, at any time during those negotiations, any changes to front line service provision be proposed this will be tested by a further detailed EqIA.</p>
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**Sexual  
Orientation**

*Identify the  
effect of the  
policy on  
members of  
the LGB  
community*

Will the change in your policy/service have an adverse impact on lesbian, gay or bisexual people? No  
Please describe the analysis and interpretation of evidence to support your conclusion.

The nature of the proposed changes to service provision identifiable at this time will have no impact on users by sexual orientation. The proposed increase to a very limited range of is very small to charges that are already very low. Contract renegotiations specific to the savings are to be guided by the principle that they will deliver no service reductions. Should, at any time during those negotiations, any changes to front line service provision be proposed this will be tested by a further detailed EqIA.

**Religion  
and Belief**

*Identify the  
effect of the  
policy on  
different  
**religious  
and faith  
groups***

Will the change in your policy/service have an adverse impact on people who practice a religion or belief? No  
Please describe the analysis and interpretation of evidence to support your conclusion.

The nature of the proposed changes to service provision identifiable at this time will have no impact on users by Religion or belief . The proposed increase to a very limited range of is very small to charges that are already very low. Contract renegotiations specific to the savings are to be guided by the principle that they will deliver no service reductions. Should, at any time during those negotiations, any changes to front line service provision be proposed this will be tested by a further detailed EqIA.

**Age**

*Identify the effect of the policy on different **age** groups using the prompts above*

Will the change in your policy/service have an adverse impact on specific age groups? No  
Please describe the analysis and interpretation of evidence to support your conclusion.

The nature of the proposed changes to service provision identifiable at this time will have no impact on users by Age. The proposed increase to a very limited range of is very small to charges that are already very low and the service offer concessions to the elderly. Contract renegotiations specific to the savings are to be guided by the principle that they will deliver no service reductions. Should, at any time during those negotiations, any changes to front line service provision be proposed this will be tested by a further detailed EqIA.

<p><b>Socio-economic</b></p> <p><i>Identify the effect of the policy in relation to socio-economic inequalities</i></p>	<p>Will the change in your policy/service have an adverse impact on people with low incomes? No Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>The nature of the proposed changes to service provision identifiable at this time will have no socio economic impact on users. The proposed increase to a very limited range of is very small to charges that are already very low and the service offer concessions to people on benefits and to the elderly. Contract renegotiations specific to the savings are to be guided by the principle that they will deliver no service reductions. Should, at any time during those negotiations, any changes to front line service provision be proposed this will be tested by a further detailed EqIA.</p>
<p><b>Other</b></p> <p><i>Identify if there are groups, other than those already considered, that may be adversely affected by the policy?</i></p>	<p>Will the change in your policy/service have an adverse impact on any other people (e.g. carers)? No Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>No.</p>

**Staff**

*Identify if there are any staff groups, , that may be adversely affected by the policy?*

Will the change in your policy/service have an adverse impact on staff? No  
Please describe the analysis and interpretation of evidence to support your conclusion.

The Leisure service is contracted out.

#### Section 4: Equality Impact Assessment Action Plan

Please list in the table below any adverse impact identified and, where appropriate, steps that could be taken to mitigate this impact.

If you consider it likely that your proposal will have an adverse impact on a particular group (s) and you cannot identify steps which would mitigate or reduce this impact, you will need to demonstrate that you have considered at least one alternative way of delivering the change which has less of an adverse impact.

Adverse impact	Please describe the actions that will be taken to mitigate this impact

If an adverse impact cannot be mitigated please describe an alternative option, its costs and the equality impact.

## **Section 5: Future Review and Monitoring**

Please explain how and when the actual equality impact of these changes will be reviewed and monitored.

An analysis of leisure centre visits and income generated will be conducted on a monthly basis and the impact of the increased charges determined. Fees and charges are reviewed annually and the impact analysis of increased charges will be factored into future recommendations for following years.

## APPENDIX A: Equality Impact Assessment Test of Relevance

TRIGGER QUESTIONS	YES / NO	IF YES PLEASE BRIEFLY EXPLAIN.....
Does the change reduce resources available to address inequality?	No	
<b>CHANGES TO A SERVICE</b>		
Does the change alter access to the service?	Yes	<ul style="list-style-type: none"> <li>• Is there evidence that access will be more difficult or costly for some people?</li> <li>• Withdrawal from PFI arrangements could alter the location points of access to the service for some users. Should the outcome of these negotiations bring forward proposed service changes that do this then a full EqIA on the specific proposals will be undertaken to guide decision making. There is currently no evidence to suggest that it will be more difficult or costly for service users to access an alternative site.</li> </ul>
Does the change involve revenue raising?	Yes	<ul style="list-style-type: none"> <li>• What evidence do we have about who will pay?</li> <li>• An exercise has been completed to benchmark fees and charges with those of neighbouring boroughs. Current options for increasing fees ensure that the service is provided at a reduced cost compared to alternative provision. Price elasticity and modeling conducted by the leisure centre operator has identified that proposed increases have been identified to have minimal impact on the most vulnerable residents.</li> <li>• What impact will this have on the income available for these people?</li> </ul>

		<ul style="list-style-type: none"> <li>Increased charges will be sensitively applied. For example charges for 2011-12 are one off annual payments, which are considerably lower than other local benchmark authorities.</li> </ul>
Does the change alter who is eligible for the service?	No	
Does the change involve a reduction or removal of income transfers to service users?	No	
Does the change involve a contracting out of a service currently provided in house?	No	
<b>CHANGES TO STAFFING</b>		
Does the change involve a reduction in staff?	No	
Does the change involve a redesign of the roles of staff?	No	