

## Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>	Sports Centre Fees and Charges	
<i>Service Area:</i>	Leisure Culture and Community Wellbeing	
<i>Section:</i>		
<i>Lead Officer:</i>	Stefan Joyce	
<i>Date of assessment:</i>	01/24	
<i>Is the policy, project, service, function or strategy:</i>		
<i>Existing</i>	<input type="checkbox"/>	
<i>Changed</i>	<input checked="" type="checkbox"/>	
<i>New / Proposed</i>	<input type="checkbox"/>	

### Section 1 – Clear aims and objectives

<b>1. What is the aim of the policy, project, service, function or strategy?</b>
<p>To ask Members to approve the proposed fees and charges for the period 2024/25, that relate to various activities and facilities provided within Queen’s Park Sports Centre and the Healthy Living Centre:</p> <p>To approve the proposed fitness membership fees for new customers, with effect from April 2024 until March 2025 and hold the current charges for existing members.</p> <p>To approve the removal of the racket sports inclusion from the Fitness Membership package and replace this with a racket only membership.</p> <p>To continue to support addressing health inequalities in our communities, through a range of diverse programming activities and to support inclusion through the Council’s Concessions Policy.</p>
<b>2. Who is intended to benefit from the policy project, service, function or strategy and how?</b>
<p>The Council continues to face significant financial challenges. The sustained period of austerity since 2010, the ongoing risks and uncertainties over future funding arrangements, the budgetary impacts of the Covid-19</p>

pandemic and a sustained period of exceptionally high inflation, have all impacted on the Council's financial position.

The Council's budget strategy is to deliver a balanced and sustainable budget. Given the forecast budget deficits it is important that all potential increases to income streams are implemented as soon as possible to help mitigate these pressures.

### 3. What outcomes do you want to achieve?

To comply with the Council's Budget Strategy for recovering fees and charges to contribute to the costs of service delivery.

To balance the need between competitive pricing and maximising income alongside wider community wellbeing priorities.

To continue discretionary pricing to support the most vulnerable and given the range of current pressures maintaining existing concessions is an appropriate method of targeting support.

### 4. What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

### 5. Any other relevant background information

The new Fees and Charges Policy adopted at Cabinet on 12 December 2023 allows for fees and charges to be reviewed on an annual basis to ensure that the cost of providing the service is recovered. The Fees and Charges Policy was subject to a full Equalities Impact Assessment, whereby no negative impacts on those with protected characteristics was found.

The Medium-Term Financial Plan is constructed on the basis that additional income will be generated from fees and charges. The process being followed for the review of income to be realised includes an assessment of each fee to identify how it meets the Councils strategic purposes and the level of increase that is proposed as well as taking account of present economic conditions. The fees have been based on a robust estimate of the impact of cost increases and demand within the services and the Councils overall financial position. This includes

assessing the affordability of any of these increases to our residents and customers. Cost pressures and changes in demand include:

- Increases in energy costs.
- Inflationary increases resulting in increases in supplier costs and materials.
- NJC Pay Claim for 2023-24 which has resulted in a higher than budgeted for pay increase for staff and a higher than anticipated for the budget period of 2024-25.
- Any specific service issues around cost increases or service usage.

Setting the fees and charges for the Leisure Centres for the financial year 2024 / 2025 is one that needs to be sensitive to a range of factors that will influence customer choice at a time when all communities are being impacted by cost of living. Given the need to maintain income levels to support the sustainability of the services being delivered, in addition to the points above, the proposed fees and charges have reflected upon and considered the following:

- The need to develop income opportunities to work towards lowering the subsidy for the sports centres, including wider value for money considerations including accessibility, booking arrangements, service quality and customer / membership benefits.
- The level of fees and charges applied by neighbouring sports and leisure providers and the potential impact of local competition on centre use and membership.
- The Council's Concessions Policy aligned to the need to support addressing health inequalities in our communities, through a range of diverse programming activities.
- The need to fulfil customer expectations and develop and deliver new activities to support regular physical activity.
- To maintain the current high-quality facility with supports communities.
- To support the ongoing opportunities for investment in our sports facilities, including for example the refurbishments of Queens Park Sports Centre and Healthy Living Centre gym facilities programmed for spring / summer 2024.

The approach to fees and charges is consistent for both centres.

Each centre will deliver promotional opportunities to stimulate demand or to support the retention of customers.

This will help ensure that the service remains relevant and a sustainable proposition to our customers.

## Section 2 – Collecting your information

### 6. What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

A detailed review of local provider fees and charges has been undertaken, to provide suitable insight to inform our decision making regarding the proposed fees and charges for 2024 / 2025.

The service has assessed its fees and charges utilising insight based on competitor analysis, risk of attrition and demand for services and facilities. The net effect of this approach is the recommendation to target specific activities associated with the highest cost of delivery and to apportion a fees and charges increase that maximises income and reduces subsidy.

The proposed fees and charges for 2024 / 2025 have been developed with full consideration for equality impact and the provisions of the Council's Concessions Policy. The Change4Life membership will continue to provide access to reduced fees and charges in line with the corporate concessions policy. There are concessionary prices applied for persons meeting the eligibility criteria as detailed within the Concessions Policy.

### 7. Have you identified any gaps in the information/evidence that you have regarding the policy, project, service, function or strategy, which may be needed in order to give proper consideration?

*It is not sufficient to say "we do not have the evidence", you should identify gaps in the evidence and fill them in a proportionate and balanced manner.*

Yes, gaps have been identified

*If gaps have been identified, please explain what action has been taken to fill them in a proportionate and balanced manner.*

No, there are no gaps

Detailed analysis of local provider fees and charges has been undertaken in

addition to insight based analysis.

### Section 3 – Additional engagement activities

8. Please list any additional engagement activities undertaken when developing the proposal and completing this EIA. Have those who are anticipated to be affected by the policy been consulted with?		
Date	Activity	Main findings
17th Nov – 15th Dec 2023	Budget Conversation	Respondents were asked to take part in a short survey and answer a series of broad questions about where and how they think CBC budgets should be spent. Information gathered during the budget conversation including comments and individual submissions are being used to inform proposals and key decision considerations.

### Section 4 – What is the impact?

9. Summary of anticipated impacts. <i>Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories eg. older people, younger people, people with hearing impairment etc.</i>			
	Positive impact	Negative impact	No disproportionate impact
Age	<input type="checkbox"/>	<input type="checkbox"/>	X
Disability and long term conditions	<input type="checkbox"/>	<input type="checkbox"/>	X

Gender and gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	X
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	X
Pregnant women and people on parental leave	<input type="checkbox"/>	<input type="checkbox"/>	X
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	X
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	X
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	X

10. Details of anticipated <u>positive</u> impacts.								
a)	<i>Please provide details of any positive impacts identified in the summary table above and tick the group/s the impact applies to. Delete or add rows below as required.</i>							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
b)								
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
c)								
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion

11. Details of anticipated <u>negative</u> impacts.								
a)	<i>Negative impact:</i>							
	<i>Mitigating action:</i>							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
b)	<i>Negative impact:</i>							

	<i>Mitigating action:</i>							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
c)	<i>Negative impact:</i>							
	<i>Mitigating action:</i>							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion

<b>12. Have all negative impacts identified in the table above been mitigated against with appropriate action?</b>				
<input type="checkbox"/> Yes	<input type="checkbox"/> No	X N/A	<i>If no, please explain why: If negative impacts remain, would the decision constitute conduct prohibited by the act? Eg. discrimination, harassment, victimisation, failure to make reasonable adjustments and any other conduct that is prohibited by or under the act.</i>	

<b>13. Have you assessed the equality impact on the people who may have to implement your decision, such as staff or suppliers?</b>				
Staff	<input type="checkbox"/> Yes	<input type="checkbox"/> No	X N/A	<i>If no, please explain why</i>
Specific users	X Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<i>If no, please explain why</i>
Wider community	X Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<i>If no, please explain why</i>

## Section 5 – Recommendations and monitoring

**14. How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?**

In accordance with the Council's Medium-Term Financial Strategy, fees and charges are required to be reviewed on an annual basis to ensure that the cost of providing the service is recovered appropriately. The EIA will be updated accordingly at this time.

**15. Summary of the Equality Impact Assessment**

*Please provide a summary of the assessment, with key findings and a brief description of how the proposal has been developed to take into consideration protected groups, outcomes of consultation etc.*

The EIA has found that there are no disproportionate impacts on people with protected characteristics. The proposed fees and charges for 2024 / 2025 have been developed with full consideration for equality impact and the provisions of the Council's Concessions Policy. The Change4Life membership will continue to provide access to reduced fees and charges in line with the corporate concessions policy.

Has due regard been given to the Public Sector Equality Duty statutory guidance or was there a good reason why the duty, or particular parts of it, did not apply to that decision?

*The general duty requires public authorities, to have due regard to the need to:*

- *Eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act*
- *Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic*
- *Foster good relations between people who share and people who do not share a relevant protected characteristic*

X Yes       No       N/A

*Please provide further details if necessary*



**Section 6**  
**– Knowledge management and publication**

---

Please note the draft EIA should be reviewed by the appropriate Service Manager and the Policy Service **before** WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager	Name:	Stefan Joyce
	Date:	25/01/2024
Reviewed by Policy Service	Name:	Allison Potter
	Date:	25/01/2024
Final version of the EIA sent to Policy Service		×
Decision information sent to Policy Service		<input type="checkbox"/>