

# Public Document Pack

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The Chair and Members of Cabinet

Please ask for  
Direct Line  
Fax

Donna Cairns  
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3 February 2015

Dear Councillor,

Please see the attached documents for Agenda Item 3 and Agenda Item 9 for the meeting of the CABINET to be held on TUESDAY, 10TH FEBRUARY, 2015, the agenda for which has previously been sent out.

3. Minutes (Pages 3 - 14)

To approve as a correct record the Minutes of the Cabinet meeting held on 27 January, 2015.

9. Fees and charges for Sport and Leisure (Indoor Facilities) 2015/16 (T000) (Pages 15 - 44)

Yours sincerely,

Local Government and Regulatory Law Manager and Monitoring Officer

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Chief Executive  
*Huw Bowen*



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## CABINET

Tuesday, 27th January, 2015

Present:-

Councillor Burrows (Chair)

Councillors	Blank	McManus
	Gilby	Russell
	King	Serjeant
	Ludlow	

Non Voting	Brown	Huckle
Members	Hill	Martin Stone
	Hollingworth	

\*Matters dealt with under Executive Powers

162 **DECLARATIONS OF MEMBERS' AND OFFICERS' INTERESTS  
RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

163 **APOLOGIES FOR ABSENCE**

No apologies for absence were received.

164 **MINUTES**

**RESOLVED –**

That the minutes of the meeting of Cabinet held on 13 January, 2015 be approved as a correct record and signed by the Chair.

165 **FORWARD PLAN**

The Forward Plan of key decisions for the four month period 1 February to 31 May, 2015 was reported for information.

**\* RESOLVED –**

That the Forward Plan be noted.

166

**CONSIDERATION OF THE RECOMMENDATIONS OF THE ENTERPRISE AND WELLBEING SCRUTINY COMMITTEE ON THE PROPOSED PARKS AND OPEN SPACES STRATEGY**

Councillor Slack, Chair of the Enterprise and Wellbeing Scrutiny Committee, and Councillor Miles, Scrutiny Project Group Leader, presented the recommendations of the Committee on the development of the Parks and Open Spaces Strategy following a review by members of the Scrutiny Project Group appointed for this purpose.

The recommendations of the Project Group had been accepted by the Enterprise and Wellbeing Scrutiny Committee on 18 December 2014. An additional recommendation was also put forward by the Committee, (v) below.

The recommendations made were:

- (i) That consultation is carried out with local residents and community groups when proposals are put forward for investment in a park or open space, in conjunction with promoting awareness of the health benefits. Such consultation should be in line with the Council's Community Engagement Strategy and regard should be given to the community engagement model produced by students from University of Nottingham's masters in public health course in partnership with Derbyshire County Council's Public Health Department.
- (ii) That disability access should be prioritised when proposals are developed for investment in parks and open spaces.
- (iii) That the Play Strategy be reviewed within the next 12 months in order to rationalise the provision of equipped play areas, taking into account the age profiles of the surrounding areas.
- (iv) That the Council's website should be used more effectively to promote parks and open spaces with maps and details of community events and activities.
- (v) That signs and notices be used more effectively to promote the use of parks and open spaces.

The Enterprise and Wellbeing Scrutiny Committee's recommendations were now required to be considered by Cabinet in accordance with the Council's Scrutiny Procedure Rules.

Cabinet agreed that the first recommendation should be broadened to include consultation with ward councillors and that the recommendation should apply equally to disinvestment or decommissioning proposals for parks or open spaces.

**\* RESOLVED –**

- (1) That thanks be conveyed to Members of the Scrutiny Project Group and the Enterprise and Wellbeing Scrutiny Committee for their work and observations on the Council's Parks and Open Spaces Strategy.
- (2) That the recommendation at 10.2 of the report be adjusted to reflect the need for ward councillors to also be consulted when proposals are put forward for investment in a park or open space and also the requirement for consultation to equally apply when proposals are put forward for disinvestment from or decommissioning of a park or open space.
- (3) That the revised recommendations be accepted and appropriate adjustments made to the Parks and Open Spaces Strategy and action plan, in advance of the Strategy being considered for adoption by Full Council.

**REASON FOR DECISIONS**

To consider the views of the Enterprise and Wellbeing Scrutiny Committee in the development of the Parks and Open Spaces Strategy.

**167 PARKS AND OPEN SPACES STRATEGY (E000)**

The Leisure and Amenities Manager submitted a report to recommend for adoption a revised Parks and Open Spaces Strategy to satisfy statutory Planning obligations and to support delivery of the Council's Core Strategy and corporate priorities for Chesterfield.

In response to the Council's consultations on the Core Strategy and the Sites and Boundaries Development Plan Document, Sport England had identified that the Council did not have an up-to-date assessment of the

need for open space, sports and recreation facilities, as required under the National Planning Policy Framework (NPPF). The Playing Pitch and Outdoor Sports Strategy was adopted by Full Council on 17 December 2014 and the Sports Facilities Strategy was recommended to Full Council by Cabinet on 13 January 2015.

Since the original Strategy was adopted in 2003, there had been significant capital invested in the Borough's parks and open spaces. Publicly accessible land managed and maintained by the Council for recreation purposes had increased by 21%. Over 20 Friends of Parks Groups had also been established, who make a significant contribution to obtaining grant funding and organising events and activities.

To inform the development of the Strategy, an audit was carried out of the quantity of parks and open space provision across the Borough and the quality was assessed against the Green Flag criteria. The revised Strategy was drafted based on consultation and extensive research of best practice. It sets out the framework for a pragmatic and sustainable approach to parks provision.

The Strategy also sets out the framework within which the Council will seek to engage with funders, partners and communities in order to maximise the impact of the collective resources available to improve and sustain the quality of provision and improve outcomes such as reducing health inequalities. It also provides a clear policy for the use of the Community Infrastructure Levy and for the adoption of new open space.

The recommendations of the Enterprise and Wellbeing Scrutiny Committee, detailed at Minute No. 166, would be incorporated in the Strategy and action plan in advance of the Strategy being considered for adoption by Full Council.

**\* RESOLVED –**

That the revised Parks and Open Spaces Strategy be recommended for adoption by Full Council.

**REASONS FOR DECISION**

To provide a robust needs and evidence base relating to green space for the Council's Core Strategy, to meet statutory planning requirements within the Local Development Framework.

To understand local community needs and to strategically plan and resource future plans through a recognised methodology being used to develop essential investment. This should maximise mitigation of the impact of austerity measures affecting public service responsibilities in both statutory and non-statutory provision.

To ensure that Chesterfield is sustained and developed both as a great destination, and a healthy and active place to live and work.

**168**     **COLLECTION FUND REVISED ESTIMATES 2014/15 (J000)**

The Chief Finance Officer presented the Collection Fund revised estimates for 2014/15. An estimated surplus of £664,798 on the Council Tax elements of the Collection Fund was expected.

Proposals were made about the allocation of the estimated surplus between the major precepting authorities (Derbyshire County Council, Fire and Police Authorities). These authorities would be able to take this surplus into account when calculating their Council Taxes for the financial year 2015/16.

**\*RESOLVED –**

That the estimated surplus on the Council Tax elements of the Collection Fund of £664,798 be agreed and allocated to the major precepting authorities as detailed in Appendix A to the report.

**REASON FOR DECISION**

To fulfill a statutory requirement and to feed into the budget setting process for 2015/16.

**169**     **CHESTERFIELD OPEN MARKET FEES AND CHARGES 2015/16 (T000)**

The Town Centre Operations Manager submitted proposals for fees and charges on Chesterfield's open markets and for the Sunday car boot sale for 2015/16.

The report gave an explanation of how stall rents were calculated, details of stall occupancy, and an assessment of the temporary and longer-term factors influencing occupancy. The competitiveness of the proposed fees

for Chesterfield markets was evidenced by comparison to the fees charged at other local markets.

The proposed increase in stall rents for 2015/16 was based on the current layout and services provided. The Council had recently agreed to appoint consultants to carry out a feasibility study and options appraisal for a possible reconfiguration of the Market Place. It was anticipated that the outcome of the feasibility study could lead to a more fundamental review of the fees and charges structure on the Market Place.

It was proposed that there be no increase in the fees for the car boot sale at the Proact Stadium, managed under the Council's Market Charter Rights by Chesterfield Football Club.

It was proposed that a rent-free period for licensed traders be granted for a week in March 2016.

Discussions had been held with market traders at the Markets Consultative Committee when a 3% increase was proposed. The market traders had concerns about the affordability of the increase for those finding trading conditions difficult. It was therefore proposed that there should be no increase in electricity charges, the publicity levy or the storage charge in 2015/16.

An alternative payment system for an advanced payment discount scheme was discussed, however after consultation, no overall support for this scheme was offered by the market traders. This was therefore not considered a viable option to pursue.

An option of introducing a significantly greater increase in the charges was ruled out as there would have been a risk of reducing stall occupancy and income. Another option of leaving the charges unchanged was also ruled out as increases in the charges were required to deliver a balanced and sustainable budget.

Councillor Russell requested that his vote against the recommendation at paragraph 11.1 of the report be recorded.

**\*RESOLVED –**

- 1) That an increase of 3% be introduced from 1 April 2015 on all stall rents on the general, flea and farmers' markets as set out in Appendix A to the report.



- 2) That there be no increase on the car boot sale fee at the Proact Football Stadium.
- 3) That there be no increase on electricity and storage charges, and the publicity levy on the open market.
- 4) That all licensed market traders be given one week rent free in March 2016.

## **REASONS FOR DECISIONS**

To continue to secure a viable open air market in Chesterfield.

To ensure that the council receives an acceptable return on a valuable town centre asset.

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## **ANNUAL HOUSING REVENUE ACCOUNT RENT AND SERVICE CHARGE INCREASE (H000)**

In accordance with the Local Government and Housing Act 1989, the Housing Service Manager – Business Planning and Strategy and the Chief Finance Officer submitted a report setting out proposed increases in Council house rent and service charge levels for 2015/16.

Members were advised that failure to increase Council rents in accordance with National Social Rents Policy could put at risk the Council's ability to finance future capital investment in the housing stock to the required or desired standard, and to repay debt accrued in becoming a self-financing housing landlord.

Cabinet had agreed in January 2014 (Minute No. 149 (2013/14)) that from 2015/16 onwards individual rents would be set based on the National Social Rent Policy of Consumer Price Index (CPI) plus 1%. The recommended rent increases of 2.2% were calculated based on this policy. The proposed increase was substantially lower than it had been in recent years.

The proposed service charge increases were recommended to move the services gradually towards a breakeven position.

Councillor Russell requested that his vote against the recommendations at paragraphs 9.1.2, 9.1.3, 9.1.4, 9.1.5 and 9.1.6 of the report be recorded.

**\*RESOLVED –**

- 1) That for 2015/16 individual social rents be set based on the current National Social Rent Policy, giving a real rent increase of 2.2% with effect from 6 April 2015.
- 2) That for 2015/16 onwards, where a social rent property is re-let to a new or transferring tenant the rent level be increased to the target rent for that property.
- 3) That for 2015/16 individual affordable rents be set based on the current National Social Rent Policy, giving a real rent increase of 2.2% with effect from 6 April 2015.
- 4) That for 2015/16 onwards, where an affordable rent property is re-let to a new or transferring tenant the rent level be set by reference to 80% of the market rent for a similar property prevailing at the time of re-letting.
- 5) That charges for heating tickets be raised by £2.00 to £24.16 so that the costs of the CHP district heating scheme move further towards a breakeven budget position. This increase will only affect tenants until such times as the remaining District Heating System has been removed at Lowgates which is scheduled to take place during 2015/16.
- 6) That the following revised levels of charges be agreed:
  - a) Heating service charges (Sheltered Schemes) – no increase.
  - b) Garage rents – an increase of 5% from £5.45 to £5.72 per week.
  - c) Garage Sites – an increase of 5% from £37.00 to £39.00 per annum (Shale); from £47.00 to £49.00 per annum (Asphalt); and from £52.00 to £54.00 per annum (Other).
  - d) Tenants Metered Water Charges – no increase.

- e) Garden Assistance Scheme –an increase of 10% to the following weekly charge; grass cutting and hedges from £3.60 to £3.95; grass only from £2.55 to £2.80; hedges only from £1.05 to £1.15.
- f) Sheltered Scheme Service Charge – an increase of 5% from £5.32 to £5.59.
- g) Careline – an increase of 50p per week (17%) from £2.90 to £3.40.
- h) Charges in respect of Community Rooms – no increase.
- i) Communal Staircase Cleaning – an increase of 5% from £1.58 to £1.66 per week.

## **REASONS FOR DECISIONS**

To enable the Council to set the level of Council house rents in accordance with Government guidelines and to set service charges for 2015/16.

To continue with the financial strategy contained in the Housing Revenue Account Business Plan and self financing debt settlement arrangements

To contribute to the Council's Corporate Priority 'To improve the quality of life for local people'.

## **171 HOUSING SERVICES FIRE MANAGEMENT POLICY (H000)**

The Housing Service Manager – Business Planning and Strategy submitted a report recommending for approval the revised Housing Services Fire Management Policy. The Policy applied to common areas of residential premises managed or owned by the Council.

The findings of the 2013/14 Fire Risk assessments carried out by Savills and the associated action plan were submitted to Cabinet in July 2014 (Minute No. 53 (2014/15)). The remedial works that were identified as requiring immediate attention were being progressed, with the additional remedial works to be included in the 2015/16 Housing Capital Programme.

**\* RESOLVED –**

- 1) That the Revised Housing Services Fire Management Policy be approved.
- 2) That the Housing Service Manager - Business Planning and Strategy be authorised to carry out an annual review of fire safety arrangements and that an annual report be submitted to the Executive Member for Housing.

**REASONS FOR DECISIONS**

To meet our statutory obligations under the Regulatory Reform (Fire Safety) Order 2005.

To contribute to meeting the Council's Corporate Priority, 'Improve the quality of life for local people'.

To contribute to improved performance against our key project to deliver the Decent Homes Standard for Council Homes.

To reflect best practice in health and safety policy.

**172 LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF THE PUBLIC****RESOLVED –**

That under Regulation 21(1)(b) of the Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000, the public be excluded from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972 – as it contained information relating to an individual.

**173 PROPOSALS FOR FUTURE USE OF THE FORMER GARAGE SITE OF HADY LANE (H000)**

The Housing Service Manager – Business Planning and Strategy submitted a report seeking approval to enter an agreement to lease the former garage site on Hady Lane to enable its conversion into a two pitch gypsy and traveller site.

Proposals for the Council to develop the site or to sell the land were not recommended as they were not considered feasible or cost-effective to meet the need in the Borough for gypsy and traveller pitches.

**\* RESOLVED –**

- 1) That approval be given to enter into an agreement to lease the former Hady Lane Garage Site with a local gypsy and traveller family to enable its conversion into a two pitch gypsy and traveller site.
- 2) That the Housing Service Manager – Business Planning and Strategy and the Procurement and Contract Law Manager be given delegated authority to raise a lease agreement and approve a suitable Gypsy and Traveller site licence for occupation and use of the site

**REASON FOR DECISIONS**

To help achieve the Corporate Plan Priority – ‘Improve quality of life for local people’ through ‘improving quality of housing in the Borough’ and ‘reducing inequality and improving standards of living’.

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## FOR PUBLICATION

### FEES AND CHARGES FOR SPORT AND LEISURE 2015 (L000)

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MEETINGS:	1. CABINET 2. EXECUTIVE MEMBER FOR LEISURE CULTURE & TOURISM
DATES:	1. 10 FEBRUARY 2015 2. 30 JANUARY 2015
REPORT BY:	SPORT AND LEISURE MANAGER
WARD:	ALL
COMMUNITY FORUM:	ALL
KEY DECISION REF:	452

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#### FOR PUBLICATION

BACKGROUND PAPERS: Sport and Leisure Budget Working Papers

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#### **1.0 PURPOSE OF REPORT**

1.1 To set the Council's fees and charges for Sport and Leisure facilities with effect from 1 April 2015.

#### **2.0 RECOMMENDATIONS**

2.1 That the proposed charges set out in **Appendix A** are approved and introduced for the financial year 2015/16 for Healthy Living Centre and the existing Queen's Park Sports Centre.

2.2 That the delegated powers held by the Portfolio Holder for Sport and Leisure include the ability to both increase or decrease charges where there is a clear market opportunity to doing so.

2.3 That the proposals for Concessionary Change4Life charges including the new option "**No earned income**" for eligible Universal Credit recipients be approved as outlined in **Appendix B**.

- 2.4 That an annual increase be applied to all direct debit membership packages from April 2015 subject to market considerations.
- 2.5 That a further assessment/review of fees and charges be undertaken in August 2015 in relation to the changes to provision arising from the new Queen's Park Sports Centre facility from January 2016 onwards.

### **3.0 BACKGROUND**

- 3.1 The report reflects the Council's adopted general guidelines on charging for services (**Appendix B**). The report also reflects the Council's ongoing need for financial efficiencies for service sustainability including income generation and a resultant reduced or removed service subsidy.
- 3.2 The national economic challenges continue to impact on services, local communities, and consequently the ability for some people to spend on leisure and other non-essential items.
- 3.3 The Council is heavily dependent on central government grants to support its budget. Grants have continued to be reduced as part of the Government's austerity measures. All the indications are that the funding reductions will continue for the foreseeable future. At the same time the Council has faced significant pressure on its other major income sources. Throughout the economic downturn and associated austerity measures the Council has found its income from charging for services has been under pressure.
- 3.4 The latest medium term budget forecasts show significant and increasing challenges in future years. The Council is, therefore, continuing with innovative financial planning to create a sustainable future. This includes reviewing low priority services, improving the efficiency of high priority services and generating more income from fees and charges.
- 3.5 The Council is committed to providing value for money services and has now completed a series of reviews which have been identified as part of corporate efficiency requirements. This process includes the Sport and Leisure Service operating in a more business like manner but maintaining a balance of affordable access to services.
- 3.6 Chesterfield Borough is the second most deprived area in Derbyshire and the Sport and Leisure Service provides a variety of programmes and initiatives that contribute to promoting positive and healthy lifestyles. Historic survey data with target groups has identified that



price and access to services are most important. Recent survey data relating to young people 14 to 19 years has identified demand for more activity and 66% of over 2000 respondents were prepared to make a payment of £2.00 to for an individual activity, 35% of respondents were prepared to pay more than £2.00. Young peoples programmes will be marketed in line with this information to maximise participation and income.

- 3.7 The Sport and Leisure Centres continue to work under considerable economic pressure and in an uncertain climate. Maintaining a good but affordable market position coupled with a need for continuous improvement is essential. The fees and charges need to be simple and clear to customers and flexible enough to be competitive. Managers need sufficient autonomy to react to demand and competitive threats in the market place in a timely manner. This may mean either increasing or decreasing charges where there is a clear case and opportunity to do so.
- 3.8 The Council remains focused on the major transformational programme “Great Place Great Service” which identifies critical performance needs relating to income generation. Within this it is acknowledged that a more commercial approach to service delivery should be considered where appropriate. The need for price balance and community wellbeing priorities being met should however be maintained in the charging philosophy.

#### **4.0 ISSUES FOR CONSIDERATION**

- 4.1 Setting the annual fees and charges for the Sport and Leisure Centre service is a careful balancing act; proposals have taken into account:
- (a) The need to raise income to help the Council to achieve a balanced budget to deliver on its annual and long-term priorities, and to improve the quality of its services.
  - (b) The requirement to pay back current /future loan capital that has been borrowed, e.g. for the replacement of Queen’s Park Sports Centre (QPSC) and the continued development of the Healthy Living Centre (HLC).
  - (c) The level of fees and charges levied by other local and sub-regional sports & recreation providers, both in the private sector and local authorities (**Appendix C**)
  - (d) The current condition of facilities (QPSC in particular).

- (e) The ability of all current and potential new customers to pay in the current economic climate.
- (f) Broader value for money considerations including accessibility, booking arrangements and membership benefits.
- (g) The need to address health inequalities in our communities.
- (h) Corporate priorities across services being met including applying an overall 3% charge increase.
- (i) Customer expectations being met and ideally exceeded.

4.2 In 2014 - 2015, the sport and leisure charging scheme underwent a significant transformation with some varying risks acknowledged. Customers now pay the same price for all comparable activities unless there is some unique site specific justification for a different charge being applied.

4.3 In some instances each site will deliver promotional opportunities independently to stimulate usage or ensure retention of customers. Such action is agreed with the Portfolio Holder.

4.4 The comparison with other providers and different Councils has identified that this Councils pricing structure is appropriate and competitive.

4.5 APSE benchmarking services confirm that many operators continue to adopt a more targeted approach to pricing although a limited amount are still working to either cost of living or direct budget needs. It is suggested that this Council adopts a targeted approach but retaining a service led philosophy in terms of impact and affordability.

4.6 The revised casual booking and payments system introduced in 2014 has been successful. On line bookings and payments were introduced in January 2015 and it is expected that this will be a significant benefit from an internal efficiency position, but importantly from a customer perspective by providing a far more versatile and accessible booking and payment service.

4.6 The introduction of 45 minute bookings introduced to Sports Hall and Squash activities in 2014 have worked well and there has been no negative reaction in relation to participation or income streams at Queen's Park Sports Centre.

4.8 The most recently published Sport England Active People data (Survey 7) identified:

- 21.7% of adults in Chesterfield take part in sport and active recreation compared to the national average of 21.8%
- 50.7% of adults in Chesterfield do no sport or active recreation at all
- 52.1% of adult residents in Chesterfield want to start playing sport or do a bit more.

Public health statistics for Chesterfield indicate almost 27% (over 22,000) people are obese.

These statistics indicated a significant opportunity to improve participation, health and income consistent with the Council's priorities for the borough. The proposed fees and charges and the respective memberships and packages are critical to such improvements being achieved.

4.9 In making recommendations, the Sport and Leisure Manager has taken into consideration the current charges for headline sports levied by other Derbyshire Councils and private sector organisations (**Appendix C**). Approaches being adopted by other councils nationally in reacting to the current economic and central government challenges ahead have also been considered.

4.10 The Active Chesterfield Membership scheme provides targeted discounts and incentives with flexibility to provide market driven opportunities. The scheme provides an equal single tier of charges for services for all users irrespective of membership status. The Active Chesterfield membership includes a range of benefits from advance booking priority to discounted opportunities and also includes the concessionary option known as Change4Life. This option is to ensure that Active Chesterfield membership opportunities are accessible and affordable to all the community should they wish to join the membership scheme.

4.11 The current Change4Life criteria (**Appendix B**) has been reviewed and the qualifying criteria updated to reflect the introduction of Universal Credit. This category has been applied in consultation with the Councils audit team who advised as follows:

- Universal credit is due commencing February 2015 for single people in receipt of JSA. For all other categories it is intended to be rolled

out over the next 5 years. However Universal credit will include working tax credits and child tax credits, i.e. people in employment who would not necessarily be eligible for housing benefit. Hence in the short term it is suggested to include another criteria specifically for Universal Credit – **no earned income**, for which the claimant should have a letter of entitlement.

Access to concessions will continue to be administered by membership category qualification and be personal to the applicant. There is no proposal to amend any Active Chesterfield Membership criteria other than Change4Life.

It is recognised that some people who qualify for Change4Life concessions may not want a full membership package. A stand alone casual pay and play Change4life membership category that provides access to reduced prices remains available:

- **Change4Life £5 (16+)**

**Other than for swimming which is primarily an individual activity, people will only be able to access the full range of concessionary prices if they hold the Change4Life membership.**

It is proposed that replacement cards for any membership remain recharged at a cost of £3.

- 4.12 The fees and charges recommendations for indoor sport and leisure are attached (**Appendix A**) and include estimated income generation. Where any new charges are included future baseline figures will be established over the 2015/16 financial year.

### **Equalities Impact Assessment (EIA)**

- 4.13 A full EIA has been completed, approved by the Council's Equalities Officer, and is attached as **Appendix D**.

### **Risk Management**

- 4.14 Previous Fees and Charges reports have recognised the prolonged period of economic downturn and recession. This position has not improved significantly and the likelihood is therefore that the poor economic conditions will continue to adversely impact upon areas of discretionary spend such as sport and leisure amongst residents.

4.15 The management team recognise that there is only a certain amount of elasticity in local pricing. There is concern that any significant increase in charges will have a negative impact on usage and therefore income at both Centres. Proposed increases have therefore been carefully considered and are targeted, competitive, market focussed and sensitive.

The key risks are identified below:

<b>Description</b>	<b>Impact</b>	<b>Probability</b>	<b>Existing Controls</b>	<b>Actions Required</b>
Significant further reduction in current economic conditions.	High	Medium	Budget reports & usage monitoring completed monthly. Management monitoring weekly site performance. Use of performance management framework.	Continue with monthly budget meetings & report any significant variations to FPG and Portfolio Holder. KPI monitoring.
Competition	High	Medium	Monthly meetings held with line management. Use of appropriate tools to ensure high service profile and reputation maintained. Pricing and packages for services high quality, value for money. Robust customer engagement in place for retention and promotion. Planned Monitoring of external market environment. Marketing Officer monitoring	Managers authorised to respond quickly to changes & amending or introducing new charges through the delegation scheme. Market Overview maintained. Invest to save options considered for service improvement. Ongoing Networking with County Colleagues.

			competition. Attend external forums and groups.	
Exclusion of equality groups	Medium	Low	Continued monitoring & use of surveys. Accessible usage and charging schemes in place.	Regular communication with equality team. Engagement of community through equalities group. Active Chesterfield partnership working with local stakeholders and providers.
Adverse reaction to revised Charging, Booking and Membership schemes	High	Low	Proposed charges competitive and include concessionary provision. Packages aligned to known customer need and demand. Reputation for value for money in place. Consultation with Active Chesterfield Forum including CSP, Local Club Forum and NGBs.	Effective use of promotional tools to ensure customer awareness. Communication with key stakeholders. Marketing and Communications capacity in place.

### **Financial Considerations**

- 4.16 The current corporate budget provision includes an anticipated overall 3% uplift in income. Consideration has also been given to the current economic climate, market forces, competition, and the customer's ability to pay.
- 4.17 Current Direct Debit membership packages are on offer for a 12 month period after which the monthly fees continue unless cancelled by the holder. Historically there has been no annual increase made to these packages, in part due to a perception that to do so would trigger

cancellations. It is not considered appropriate to routinely offer fixed price offers beyond 12 months in the future unless there is a specific driver to do so. Failing to implement annual increases in charges to existing users will impact on the yield per Direct Debit collected and reduce financial efficiency of the service operation incrementally over time. If implemented, introduction of annual uplift to Direct Debits will not impact until 2016 and new members from April 2015 unless alternative action is taken with current memberships which will be considered as part of the recommended August review regarding the new QPSC charging.

- 4.18 Despite no significant sustained improvements in the current economy, income is holding well in several areas, new business is contributing to customer retention and promotion such as one to one swimming lessons and the Membership DD packages which are at record levels. HLC is particularly strong overall although QPSC less so reflecting its age and quality to an extent that is difficult to mitigate. Historic Leisure Legacy reports highlighted a spiral of decline and this has been mitigated through revised fees and charges arrangements being introduced in the last two years. The QPSC continues to be a challenging situation but very positive results are being achieved and the imminent introduction of the replacement QPSC on the Annexe is a significant step toward achieving self-sustaining service delivery by 2020.
- 4.19 If Cabinet agree to adopt the proposed 2015 fees and charges; assuming there is limited customer resistance and reduction in demand, Sport and Leisure income will increase by approximately £65K.
- 4.20 The recommended charges are still consistent with the Derbyshire district and borough averages and in some cases remain cheaper as shown in the table below (comparators as at November 2014). It should also be noted that price reductions are included in proposed Membership packages for specific activities, e.g. Family Swim £8.25 standard charge (based on 4 people) but £6.70 in all school holidays (Change4life £6.70 standard charge). Promotional charge reductions will also be targeted at low use activities and periods through close monitoring by the Operation Managers at the sites.

Activity	Current £	Proposed £	Derbyshire Average £	Sheffield £
Adult Swim	3.30	3.40	3.66	5.70
Junior Swim	2.30	2.40	2.66	3.00
Family Swim	8.00	8.25 (6.70 AC Holidays)	9.21	10.20
Swim Lesson	5.00 (4.50 AC)	5.15 (4.65 AC)	4.60	5.60
Gym Session	5.50	5.75	5.99	8.00

The pricing comparison table is based on published charges at the time of analysis but it is expected that variances will be made by providers from time to time based on market demand.

- 4.21 The new Queen’s Park Sports Centre is due to open in January 2016. The mix of facilities available included is not significantly different however the capacity and multipurpose nature of the facilities will provide an opportunity to introduce new opportunities. A business case is in place based on current operating costs which has been validated by the CBC finance team. It is recommended that a further assessment/review of fees and charges be undertaken in August 2015 to allow for pricing and managing advance booking enquiries for new facility options such as 8 lane pool hire, small pool hire, 8 court hall hire etc.

## **5.0 RECOMMENDATIONS**

- 5.1 That the proposed charges set out in **Appendix A** are approved and introduced for the financial year 2015/16 for Healthy Living Centre and the existing Queen’s Park Sports Centre.
- 5.2 That the delegated powers held by the Portfolio Holder for Sport and Leisure include the ability to both increase or decrease charges where there is a clear market opportunity to doing so.
- 5.3 That the proposals for Concessionary Change4Life charges including the new option **“No earned income”** for eligible Universal Credit recipients be approved as outlined in **Appendix B**.
- 5.4 That an annual increase be applied to all direct debit membership packages from April 2015 subject to market considerations.



5.5 That a further assessment/review of fees and charges be undertaken in August 2015 in relation to the changes to provision arising from the new Queen's Park Sports Centre facility from January 2016 onwards.

## **6.0 REASONS FOR RECOMMENDATIONS**

- 6.1 To set the Council's fees and charges for Sport and Leisure Indoor and Outdoor facilities with effect from 1 April 2015.
- 6.2 To contribute to improving the Councils overall financial position and reduce the overall cost of Sport and Leisure provision by the Council.
- 6.3 To support the Council's delivery of Great Place Great Service corporate priorities for visitors and residents to Chesterfield Borough.
- 6.4 To improve customer service, the service programming and overall participation levels of Sport and Physical activity in the borough.

Further information on this report can be obtained from Mick Blythe  
(Extension 5101 Room 1.39)

MICK BLYTHE  
SPORT AND LEISURE MANAGER

Officer recommendation supported.

*A Serjeant*

Signed

Executive Member

Date 30.1.2015

Consultee Executive Member/Support Member comments  
(if applicable)

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**Sport and Leisure Fees and Charges 2015.**

<b>Activity</b>	<b>2014 Existing List Price</b>	<b>Apr-15 Proposed List Price</b>	<b>Apr-15 Active C \ Conc Price</b>
Swimming - Adult	£3.30	£3.40	£3.40
Swimming - Junior	£2.30	£2.40	£2.40
Swimming - Family	£8.00	£8.25	£8.25
Swimming Family Change4Life	£6.50	£6.70	£6.70
Swimming - Change4Life Member	£2.70	£2.80	£2.80
Swimming Change4Life Non Member	£2.70	£2.80	£2.80
Swimming Lesson - Jnr - 30min	£5.00	£5.15	£4.65
Swimming Lesson - Jnr - 45min	£6.00	£6.20	£5.60
Swimming Lesson - Jnr - Toddler	£5.00	£5.15	£4.65
Swimming Lesson - 1-2-1's	£17.50	£18.00	£16.20
Swimming - Parties (30)	£70.00	£75.00	£63.75
Swimming - Parties (+ Slide 30)	£90.00	£100.00	£85.00
Swimming Lesson - Adult - 45 min	£6.75	£6.95	£6.25
Swimming - Promotions - 10 for 8 - Member only	£26.40	£27.20	£27.20
Swimming - Promotions - 10 for 8 - Change4Life Only	£21.60	£22.40	£22.40
Swimming Lane Hire club \ casual	£0.00	£13.65	£13.65
Swimming - Pool Full	£79.50	£81.90	£81.90
Fitness Room (Casual) - PAYP - Adult	£5.50	£5.75	£5.75
Fitness Room (Casual) - PAYP - Conc	£4.00	£4.20	£4.20
Fitness Room Casual Health Referral Incentive 12 wks	£0.00	£30.00	£30.00
Fitness Room (General) - Induction - Adult	£20.00	£20.00	£20.00
Fitness Room (General) - Induction - Concession	£10.00	£10.00	£10.00
Fitness Room (General) - Health MOT	£25.00	£25.00	£25.00
Fitness Room DD Membership - Admin Fee	£25.00	£25.00	£25.00
New Members 2015 Full	£30.99	£32.99	£32.99
New Members 2015 Concession	£23.99	£24.99	£24.99
New Student 2015	£19.00	£19.00	£19.00
New Family 2015	£61.99	£64.99	£64.99
New Memberships Fee's - DD's - Family (6) 2015	£70.99	£74.99	£74.99
Active Chesterfield - Family inc Change4Life if qualify	£18.50	£19.00	£19.00
Active Chesterfield - Single inc Change4Life if qualify	£14.95	£15.40	£15.40
Active Chesterfield - Change4Life Pay as you Play	£5.00	£5.15	£5.15
Active Chesterfield - Student	£8.00	£8.25	£8.25
Active Chesterfield - Volunteer	£8.00	£8.25	£8.25
Main Hall Activities - Badminton (45m) - Adult	£8.50	£8.75	£8.75
Main Hall Activities - Badminton (45m) - Conc/Jnr	£5.70	£5.85	£5.85
Main Hall Activities - Trampoline Coaching - Adult	£4.90	£5.00	£5.00
Main Hall Activities - 5-A-Side/Basketball - Adult	£34.00	£35.00	£35.00
Main Hall Activities - 5-A-Side/Basketball - Jun\Con	£22.80	£23.40	£23.40
Main Hall Activities - Volleyball - Adult	£25.50	£26.25	£26.25
Main Hall Activities - Volleyball - Jun\con	£17.10	£17.55	£17.55
Main Hall Activities - T/Tennis (45m) - Adult	£8.50	£8.75	£8.75
Main Hall Activities - T/Tennis (45m) - Junior\con	£5.70	£5.85	£5.85
Main Hall School	£8.50	£8.75	£8.75
Main Hall - Contracts	£8.50	£8.75	£8.75
Squash - Adult	£7.50	£7.75	£7.75
Squash - Junior/Conc	£5.75	£5.90	£5.90
Squash - Club Night	£3.20	£3.30	£3.30
Outside Pitch - 5-A-Side (1hr) - Adult	£29.00	£29.85	£29.85
Outside Pitch - 5-A-Side (1hr) - Conc/Jnr	£26.00	£26.80	£26.80
Hire of Small Hall - Table Tennis - Adult	£8.50	£8.75	£8.75
Hire of Small Hall - Table Tennis - Junior	£5.70	£5.85	£5.85

Course - Trampoline - (1hr) - Junior	£5.00	£5.15	£4.65
Course - Gymnastics - (1hr) - Junior	£5.00	£5.15	£4.65
Course - Gymnastics - Gym Tots	£4.10	£4.20	£3.80
Course Badminton - Adult (1hr)	£5.00	£5.15	£4.65
Course - Badminton - Junior (1hr)	£5.00	£5.15	£4.65
Course - Other	£4.10	£4.25	£4.25
Fitness Classes - Adult AVERAGE CHARGE	£4.40	£4.50	£4.50
Fitness Classes - Conc/Junior AVERAGE CHARGE	£3.75	£3.85	£3.85
Activity Parties	£65.00	£70.00	£60.00
Creche	£2.50	£2.60	£2.60
Creche - Per Child DD Member	£1.50	£1.60	£1.60
Creche - Surcharge extra session	£1.00	£1.20	£1.20
Playzone - Child / Weekday Coffee Morning	£4.00	£4.20	£4.20
Playzone - Organisation Hire	£67.00	£70.00	£70.00
Playzone - Per Child (Not Private)	£2.50	£2.60	£2.60
Playzone 12-24mnths New Price	£0.00	£2.00	£2.00
Health Spa - (2hrs)	£4.50	£4.75	£4.75
Climbing Wall - Adult inc Concession	£4.60	£4.75	£4.75
Climbing Wall - Taster	£3.75	£3.85	£3.85
Climbing Wall - Monkey Club	£4.75	£5.15	£4.65
Climbing Wall - Chimp Club	£8.50	£9.00	£8.10
Climbing Wall - Induction	£20.00	£20.00	£20.00
Climbing Wall - Parties	£30.00	£35.00	£35.00
Rooms for none sporting use by negotiation.			

## **Guidelines for Charging in Sport and Leisure Services**

General guidelines governing the Council's approach to fees and charges are now principally focussed on ensuring that services are sustainable, and operated in a business like manner to maximise delivery efficiency, affordability and equalities impact on service users. This approach will include:

- (a) That the Fees & Charges applied should aim to recover the full cost of the service except where:
  - i) There is an opportunity to maximise income beyond break even by operating in a more commercial manner reflecting market demand;
  - or
  - ii) Designated Officials determine that a Concession or Discount should be made available for specific reasons, e.g. market competition, customer retention, facility condition etc.
- (b) That the standard charges may be flexed by increase or decrease outside the annual Fees and Charges review to maximise opportunity and efficiency; but that the reason for the change is reviewed regularly during the year to ensure that it remains valid and appropriate.
- (c) To make ad hoc discounted charges relating to Corporate Priorities where target groups, families or individuals will benefit directly from a service, in particular supporting reducing health inequalities in key locations, rather than it being a general benefit to the entire community.
- (d) That annual Concessionary charges will be applied to specific activities and promoted as a Member and Non Member option and be open to eligible people living in the Chesterfield Borough community (up to 50% discount) as part of the standard Fees and Charges structure. Eligibility for either concessionary membership option will be open to applicants aged 16+, require verification and be delivered through a category of membership as follows:

## Fees and Charges

- Students in Full Time Education,
- Foster Carers
- Care Leavers aged 17 - 24
- Young People in supported accommodation
- Homeless People
- People with Disabilities (all ages)
- Carer/buddy helping a Disabled person
- Unemployed School Leavers 16-18 years
- Unemployed Asylum Seekers
- Active Service Members
- People in receipt of Employment Support Allowance
- People in receipt of Personal Independence Payment
- People in receipt of Incapacity Benefit
- People in receipt of Attendance Allowance, Mobility Allowance, Disability Living Allowance or Care Allowance,
- People in receipt of Pensions Credit, Job Seekers Allowance or Income Support
- People in receipt of Universal Credit – No earned income

(e) To ensure there is no stigma attached to Concessionary or Discount schemes; all eligible applicants will receive a standard Membership Card as issued to all service users, this will be known as an **Active Chesterfield Card**. A sub membership category known as **Change4Life** will be electronically linked to the Active Chesterfield Card which will automatically apply the appropriate prices either on line or at a service counter where applicable.

(f) The Change4Life sub membership will be available as either part of a full Active Chesterfield Membership package at a discounted rate, or a standard Change4Life card limited to reduced activity prices only.

(g) Juniors under 16 years (based on school year) will be eligible for concessions as part of the Active Chesterfield Family Membership package. Specific charges aimed at Juniors are applied separately in the standard fees and charges eg Junior Swimming.

## Fees & Charges Comparisons Oct/ Nov 2014

Local Authorities	Swimming				Gym usage				Badminton		Squash		Fitness Classes
	Ad SW	Jun SW	Family SW	Jun LESS	Induct	Monthly	Join Fee	PAYG Fee	Peak	Off Peak	Peak	Off Peak	
CBC	3.30	2.30	8.00	5.00 (30 min) 6.00 (45 min)	20.00	24.79	N.A	5.50	8.50	5.70	7.50	5.75	4.40
BDC	4.50	2.80	N.A	3.80 45.80 X 12	Free	From 26.00	N.A	5.60	7.00	N.A	6.70	N.A	3.00 – 4.70
NEDDC	3.45	2.10	9.00	4.60	12.00	19.00 to 26.00	N.A	6.20	9.00	4.90	7.90	5.60	1.50 – 4.10
D Dales (Arc Leisure)	4.05	2.40	9.80	DD 18.03	Free	19.00 to 28.00	Free	6.00	9.35	6.30	8.45	5.65	3.00 – 5.05
Amber Valley	3.80	2.60	N.A	DD from 20.00	40.00	From 32.00	20.00	6.75	9.00	N.A	8.40	N.A	4.70 - 5.80
Sheffield (SIV)	5.70	3.00	10.20	5.60	20.00	29.00	N.A	8.00	11.90	8.10	8.60	6.20	4.20 – 6.30
High Peak <i>Glossop</i>	3.30	2.00	N.A	DD 21.00	35.00	31.00	15.00 – 25.00	5.20	9.70	5.50	6.40	4.50	2.90 – 4.40
South Derbys	3.10	2.00	8.50	4.65	20.00	20.00 - 42.00	20.00	5.80	9.00	N.A	6.50	N.A	3.25 – 4.00
Derby City	3.85	2.90	N.A	DD 18.70	14.45	20.25 – 34.00	N.A	6.60	9.90	N.A	8.00	N.A	5.50
Erewash	3.60	2.15	10.45	4.70	10.00	29.55	N.A	6.30	8.15	N.A	6.00	N.A	4.90
Mansfield	5.40	4.00	(x 4) 17.50	44.00 (10 wk)	5.00	27.95	N.A	5.10	9.10	5.90	N.A	N.A	5.60
Swim School	1-1 25.00 (1/2 hr)	N.A	N.A	80.00 – 10 wk	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A
Blue water	N.A	N.A	N.A	85.00 – 10 wk	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A

Private Providers	Ad SW	Jun SW	Adult Less	Jun Less	Induct	Monthly	Join Fee	PAYG Fee	Peak	Off Peak	Peak	Off Peak	Fitness Classes
Nuffield	Inc	Inc	Inc	N.A	Inc	From 33.00	20.00	N.A	N.A	N.A	N.A	N.A	Inc
Virgin Active	Inc	Inc	Inc	N.A	Inc	53.00	15.00	N.A	N.A	N.A	N.A	N.A	Inc
Darwin	N.A	13.50 Month	Inc	N.A	N.A	28.00 – 37.00	40.00	N.A	N.A	N.A	N.A	N.A	1.50 – 6.00
Lifestyles	N.A	N.A	N.A	N.A	17.99 – 21.99	30.00	N.A	N.A	N.A	N.A	N.A	N.A	Inc

Local Authorities	Courses			Main Hall			Auxiliary Hall			Bowls		Swimming Clubs		5x5 per hour	
	Gymnast J	Tiny T	Tramp	Peak	O\P	Jun	Peak	O\P	Jun	Peak	O\Peak	Club	Gala	Peak	O Peak
CBC	4.50	3.70 (45 mins)	5.25	51.00	N.A	34.20	24.50	N.A	N.A	17.00	N.A	12.70	25.40	29.00	26.00
BDC	N.A	N.A	N.A	31.50	N.A	N.A	15.00	N.A	N.A	31.50	N.A	Neg	Neg	Astro 26.00	26.00
NEDDC	4.00	4.00	5.00	49.00	24.50	11.00	22.00	Neg	Neg	18.00	12.50	70.00 (main)	Neg	49.00	35.00
D Dales	N.A	N.A	65.80 – 14 wks	41.20	27.60	N.A	20.80	13.95	N.A	N.A	N.A	58.20 ph Main	39.00	41.20	27.60
SIV Sheffield	DD from 22.00	N.A	DD 18.00	Neg	Neg	Neg	Neg	Neg	Neg	N.A	N.A	Neg	Neg	32.00	24.00
Amber Valley	5.20	N.A	5.45	No info	N.A	N.A	N.A	N.A	N.A	4.80	3.70	No info	No info	44.52	35.00
High Peak	DD 13.00	2.50	N.A	49.50	N.A	N.A	19.00	18.00	N.A	N.A	N.A	55.00	Neg	50.00	N.A
South Derbys	N.A	N.A	N.A	From 52.00	N.A	N.A	20.70 – 24.00	N.A	N.A	16.00	10.00	43.00 – 66.00	N.A	23.00	16.50
Derby City	4.35	3.40	4.35	41.75	31.30	N.A	19.05	14.25	N.A	20.90 ½ hr	N.A	Neg	Neg	27.51	N.A
Erewash	3.50	3.35	3.50	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A	Neg	Neg	38.40	19.90
Mansfield	3.60	3.40	3.50	26.00	N.A	As peak	N.A	N.A	N.A	N.A	N.A	64.40	Unknown	26.00	26.00





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**Chesterfield Borough Council**

**Equality Impact Assessment - Full Assessment Form**

Service Area: Environmental Services

Section: Sport and Leisure

Lead Officer: Mick Blythe

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: Fees & Charges Pricing Sport & Recreation 2015

Is the policy, project, service, function or strategy:

Existing yes

**STEP 1 – MAKE SURE YOU HAVE CLEAR AIMS AND OBJECTIVES**

What is the aim of the policy, project, service, function or strategy?

The Fees and Charges policy document establishes a framework within which fees and charges levied by Chesterfield Borough Council are agreed and regularly reviewed.

It provides guidance to Managers in setting appropriate levels of fees and charges, taking into account client groups, corporate priorities and objectives; and to provide for regular review within the overall service and financial planning process.

Incorporating the review of fees and charges formally into the service and planning process will also support consideration of cross-cutting issues and impacts in the context of wider policy considerations.

## Who is the policy, project, service, function or strategy going to benefit and how?

Setting the annual fees & charges for leisure is a careful balancing act and recommendations have taken into account.

- (a) The need to raise income to help the Council to achieve a balanced budget for 2015/16, to deliver on its annual and long-term priorities, and to improve the quality and efficiency of its services.
- (b) The requirement to invest and re invest in service sustainability and improvements
- (c) The level of fees and charges levied by other local and sub-regional leisure and cultural services providers, both private sector and local authorities.
- (d) The current condition of our facilities.
- (e) The affordability of our services within our communities.
- (f) Broader value for money considerations.
- (g) Cross cutting service priorities
- (h) Meeting customer expectations
- (i) Providing partnered services with key stakeholders

## What outcomes do you want to achieve?

To ensure customers from all sections of the community are able to access our facilities and services; and to increase participation rates in sport and physical activity.

To generate income to meet a balanced budget for the Council as a whole and as a consequence to increase efficiency, support future investment and sustainability of services provided

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

The Council's ability to continue to fund the service, to invest, and to meet customer expectations.

Improved consultation and engagement with customers and potential customers is required to help develop any future charging policy.

We also need to assess how our indoor facilities meet the needs of a diverse community including those who are vulnerable, have disabilities and \ or ill health so that we can identify and prioritise improvements with key partners.

**STEP 2 – COLLECTING YOUR INFORMATION**

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

The Council takes into consideration data from other Derbyshire Councils and that of the private sector where appropriate. It also takes into consideration service strategy documents, research, reports, complaints, surveys & anecdotal evidence e.g State of the Borough Report

**STEP 3 – FURTHER ENGAGEMENT ACTIVITIES**

Please list any additional engagement activities undertaken to complete this EIA e.g. met with the Equalities Advisory Group, local BME groups, Employee representatives etc. Could you also please summarise the main findings.

<b>Date</b>	<b>Engagement Activity</b>	<b>Main findings</b>
On going	Equalities Advisory Group	That the Council ensure that all groups have access to leisure facilities and that there are affordable concessionary rates.
Ongoing	Friends User Groups consultation	Customers generally confirm value for money and accessible facility programmes and opportunities.
Ongoing	Health Partner consultation	Lifestyle Project development desirable for issues arising in deprived areas as identified within the JSNA for Chesterfield.
2014	School Sport Partnership consultation	To improve participation amongst young people in Schools and link to community based venues and activity.
2014	Active Chesterfield Partnership	To improve participation amongst all people in the borough and linked to community based venues and activity.
2014	Reviewed Concessionary scheme qualifying categories.	Refreshed to reflect current needs and evidence in relation providing concessionary support to address health inequality matters within the Chesterfield Borough Communities.
2014	New Sports Club Forum	To improve sports club membership and sport and physical activity participation in the borough linked to community based venues and activity.
2014	Your Sport Your	To improve school club links and provision

	Choice Young Person Consultation	in the community for young people aged 14 to 25years. Over 2000 returns.
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**STEP 4 – WHAT’S THE IMPACT?**

Is there an impact (positive or negative) on some groups/people with protected characteristics in the community? (think about race, disability, age, gender, religion or belief, sexual orientation and other socially excluded communities or groups). You may also need to think about sub groups within each equalities group or protected characteristics e.g. older women, younger men, disabled women etc.

Please describe the potential impacts both positive and negative and any action we are able to take to reduce negative impacts or enhance the positive impacts.

<b>Group or Protected Characteristic</b>	<b>Positive impacts</b>	<b>Negative impacts</b>	<b>Action</b>
Age – including older people and younger people.	Providing a range of programmes and activities that are attractively priced to reflect the wider and local market conditions	That the ability to pay and accessibility to some service provision due to old design discourages participation.	Provide a target range of activities and sessions linked to promotional offers that encourage greater use.  Invest in facility modernisation  Ensure a robust concessionary scheme for target groups is in place  Expand the range of programmes and opportunities priced to attract specific age groups.
Disabled people – physical, mental and sensory including learning disabled people	Programmes and initiatives aimed at customers with specific needs remain a positive feature of	Funding streams are becoming more limited and partner services suffering from reduced resources.	Proactive partnership working e.g. Active Chesterfield and Derbyshire Sport .

and people living with HIV/Aids and cancer.	programmes at both centres. We continue to engage targeted user groups eg 14 – 25 year olds. Chair aerobics sessions, gym sessions & climbing to encourage individuals to become more active. The HLC gym and QPSC has IFI accredited equipment..	Accessibility to some service provision due to old design discourages participation.	Investment in workforce planning in place through EPD process to deliver appropriate supported sessions.  Invest in facility replacement and modernisation at QPSC annexe.
Gender – men, women and transgender.	Mixed gender changing is available at 50 % of the Councils leisure centres. 100% from 2016. Arrangements are in place to provide support at sites so as not to affect accessibility and participation.	Old facilities with limiting design features require upgrading or replacing to meet modern needs and standards.	Transgender policy requires review and development in response to recent new guidance.
Marital status including civil partnership.	The Council provides a range of programmes & opportunities open to all. The current pricing policy is fully inclusive.	The Council's ability to continue to fund the service & to meet customer expectations is an issue. In these economically challenging times.	No further action is required.
Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.	New programmes are being delivered in partnership with the Community Midwifery Service for both pre & post natal groups. The midwifery services are shortly to be a permanent service at both sport and leisure facilities.	Funding support to develop delivery is one year and will finish in June 2015 unless additional funding can be identified to provide sustainability.	The NHS has agreed to funding of a temporary development officer for pregnancy lifestyle support to June 2015. New funding is required for further provision. Breast feeding is being addressed with the local NHS lead for services.
Sexual Orientation	All or programmes are available & open	Modernisation of facilities is required	Work with Communications

<p>– Heterosexual, Lesbian, gay men and bi-sexual people.</p>	<p>to everybody over a span of 7 days per week.  Single sessions are available.</p>	<p>which is challenging in the current economic climate</p>	<p>officer to engage non user groups.</p>
<p>Ethnic Groups</p>	<p>Facility programmes are inclusive.</p>	<p>Low population representation impacts on connectivity, understanding and associated provision of need for some groups.</p>	<p>Link with other corporate services to improve connectivity and engagement.</p>
<p>Religions and Beliefs including those with no religion and/or beliefs.</p>	<p>Facility programmes are inclusive.  Single sessions are available where required.</p>	<p>Lack of modern design can inhibit meeting needs. Engagement with groups can be challenging.</p>	<p>Link with other corporate services to improve connectivity and engagement.</p>
<p>Other groups e.g. those experiencing deprivation and/or health inequalities.</p>	<p>Service is fully accessible and supported with a subsidised concessionary scheme.</p>	<p>Lack of modern design can inhibit meeting needs. Engagement with groups can be challenging. Capacity to work with specific groups is limited.</p>	<p>Link with other corporate services to improve connectivity and engagement.</p> <p>Drive workforce development and funding streams with partners.</p> <p>Ensure Locality health action plans are developed.</p> <p>Participate in Active workplace and well being initiatives.</p>

From the information gathered above does the policy, project, service, function or strategy directly or indirectly discriminate against any particular group or protected characteristic?

Yes

No

If yes what action can be taken to stop the discrimination?



## **STEP 5 – RECOMMENDATIONS AND DECISION MAKING**

How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

It is important that Managers have the ability to introduce tailored programmes at affordable prices to attract and encourage all areas of the community to access the facilities and participate in the opportunities available.

In addition to the above, programmes have been developed and targeted to specifically engage certain community groups (women, children and young people, single mothers etc) including pregnancy and early years, school club link makers, partnership participation development in schools, return to sport and sportive projects. The Active Chesterfield partnership is being further developed to improve connectivity between delivery organisations in Chesterfield and consequently drive coordinated improvements to develop opportunities, accessibility and affordability of sport and physical activity in the area.

The Council has also appointed a joint Village Games role with the Community Sports Trust for community sport and physical activity development. The Councils Community Sports Development Officer post is currently under review and it is intended to merge with Housing to provide a new Lifestyle Officer position in partnership with the NHS Derbyshire. This new position will have a significant impact on delivery and coordination of sport an physical activity particularly in groups with protected characteristics in the short and medium term.

This EIA confirms that the service is fully integrated but does require further actions to better understand need and develop robust evidence to allow strategic improvements to be planned and delivered in an affordable way in our communities.

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

The pricing policy will be published by the Council & will be available on display at each of the venues and on line. It will also be available in different formats in line with the Council policy on being accessible.

The service managers will focus further on improving customer engagement to involve users and non users in the development of our charging policy through forums and partner organisations including Active Chesterfield. The Council will also take into consideration the prices & charges applied by other Derbyshire Councils and local providers.

**STEP 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 Service Manager

Name:

Date:

Reviewed by Policy Service

Name: Donna Reddish

Date:

Final version of the EIA sent to the Policy Service

Decision information sent to the Policy Service



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