

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.

Date	Engagement Activity	Main findings
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.

Group or Protected Characteristic	Positive impacts	Negative impacts	Action
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

