

Colchester Borough Council

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: screening stage

Name of policy, service or strategy to be assessed:

- **Sport & Leisure Pricing Framework**

1. What is the main purpose of the policy, service or strategy?

- **To give Leisure World senior management freedom and flexibility to set fee & charges and target promotions within the agreed pricing policy.**

2. What main areas or activities does it cover?

- **Sport & Leisure activities at all Leisure World Centres and Colchester Sports Park**

3. Who are the main audience, users or customers who will be affected?

- **Customers of CCC Sport & Leisure Service**

4. What outcomes do you want to achieve from the policy, service or strategy?

- **To drive an increase in participation and generate additional revenue.**
- **To produce a strategy and rationale for new fees & charges.**

5. Are other service areas or partner agencies involved in delivery? If so, please give details below:

- **No**

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'¹ to:

- (a) eliminate unlawful discrimination, harassment and victimisation?
- (b) advance equality of opportunity between people who share a 'protected characteristic'² and those who do not?
- (c) foster good relations between people who share a protected characteristic and those who do not?

- **Yes**

If you have answered 'no', please give details of the reasons for this decision:

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7. If you answered 'yes' to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the 'general duty':

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?

¹ these 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

² The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Age	Older people (60+)		<p>Sport and Leisure facilities are available to the whole community, regardless of gender, gender reassignment, disability, sexual orientation, religion or belief, age and race/ethnicity.</p> <p>The pricing framework is based on some core principles including:</p> <ul style="list-style-type: none"> • Customers who can afford to pay are charged a fair price to reflect the value of the product on offer. • Target groups who find price a barrier to participation are charged a lesser amount for off-peak times. • Off-peak/low-usage charges are priced to encourage optimum use <p>Concession fees are based on entitlement to national means tested benefits, rather than belonging to a particular demographic group e.g. 60+ or disabled</p>	<p>Sport and Leisure facilities are available to the whole community, regardless of gender, gender reassignment, disability, sexual orientation, religion or belief, age and race/ethnicity.</p> <p>This encourages integration, and therefore the opportunity to foster better relations between those who share a protected characteristic and those who do not.</p>

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
	Younger people (17-25) and children (0-16)		As above	As above
Disability	Physical		As above	As above
	Sensory		As above	As above
	Learning		As above	As above
	Mental health issues		As above	As above
	Other – <i>please specify</i>			
Ethnicity ³	White		As above	As above
	Black		As above	As above
	Chinese		As above	As above
	Mixed Ethnic Origin		As above	As above
	Gypsies/ Travellers			
	Other – <i>please state</i>			
Language	English not first language		As above	As above
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		As above	As above
Religion or Belief	People with a religious belief (or none) ⁴		As above	As above
Sex	Men		As above	As above
	Women		As above	As above
	Transsexual / gender reassignment		As above	As above
Sexual Orientation	Lesbian, gay and bisexual		As above	As above

³ Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British); African, Caribbean, Other Black (Black or Black British); White and Black African, White and Asian, White and Black Caribbean (Mixed); British, Irish; Other White (White); Chinese, Other (Other ethnic group).

⁴ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership		Not applicable	not applicable

⁵ Our legal duty in respect of 'marriage or civil partnership' extends only to the need to eliminate unlawful discrimination.

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality?

- No

Please use the table below to indicate how the policy, service or strategy could have a positive or negative effect on any of the following equality groups (known under the Equality Act as ‘protected characteristics’). Include reference to any consultation, data or information that you have used in making this assessment about positive or negative effects.

‘Protected characteristic’ group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Age	Older people (60+)		Concession fees are based on entitlement to national means tested benefits, rather than belonging to a particular demographic group e.g. 60+ or disabled – means older people who are entitled to means tested benefits will be able to take advantage of the concession fees.		Concession fees are based on entitlement to national means tested benefits, rather than belonging to a particular demographic group e.g. 60+ or disabled – means those older people who are currently paying an concession fee but are not entitled to means tested benefits will not be able to take advantage of the concession fees purely because of their age.
	Younger people (17-25) and children (0-16)				

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Disability	Physical		Concession fees are based on entitlement to national means tested benefits, rather than belonging to a particular demographic group e.g. disabilities – means people with disabilities, who are entitled to means tested benefits will be able to take advantage of the concession fees		Concession fees are based on entitlement to national means tested benefits, rather than belonging to a particular demographic group e.g. or disabilities – means people with disabilities who are currently paying an concession fee but are not entitled to means tested benefits will not be able to take advantage of the concession fees purely because of their age or disability
	Sensory		As above		As above
	Learning		As above		As above
	Mental health issues		As above		As above
	Other – <i>please specify</i>		As above		As above
Ethnicity	White				
	Black				
	Chinese				
	Mixed Ethnic Origin				
	Gypsies/ Travellers				
	Other – <i>please state</i>				
Language	English not first language				
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks				
Religion or Belief	People with a religious belief (or none)				
Sex	Men				
	Women				
	Transsexual / gender reassignment				

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Sexual Orientation	Lesbian, gay and bisexual				
Marriage and Civil Partnership	People who are single, married or in a civil partnership				

9. Could the policy, service or strategy discriminate⁶ against any 'protected characteristic', either directly or indirectly?

- No

10. If you have identified any negative impacts above, have you been able to minimise or remove them, and if so, how?

- Concession fees are based on entitlement to national means tested benefits, rather than purely belonging to a particular demographic group eg. 60+ or disabilities. This means that concessions can be better targeted upon individual needs and circumstances, which is felt to be a fairer approach than a 'blanket' concessionary policy. This reduces the identified potential negative impact upon the identified groups as those individuals who are most vulnerable will continue to benefit from concessions.

⁶ Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or Marriage and Civil Partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic' unless the practice can be objectively justified by a legitimate aim.

Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No likely negative impacts have been identified and this has been justified with reference to consultation, data or information. <input type="checkbox"/>	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. <input checked="" type="checkbox"/>	Sign off screening and finish.
Likely negative impacts were identified but have not been minimised or removed. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

12. Name and job title of person completing this form:

- Adam Britton - Head of Service

13. Date of initial completion:

- 17/10/2023

14. Date for update or review of this screening:

- Review annually.

15. Reviewed by:

- Adam Britton - Head of Service

16. Date last reviewed:

- 23/10/2024

