

Equality Impact Assessment Form and Action Table 2015

(Expand the boxes as appropriate, please see guidance)

"I shall try to explain what "due regard" means and how the courts interpret it. The courts have made it clear that having due regard is **more than having a cursory glance** at a document before arriving at a preconceived conclusion. Due regard requires public authorities, in formulating a policy, to give equality considerations the weight which is **proportionate in the circumstances**, given the potential impact of the policy on equality. It is not a question of box-ticking; it requires the equality impact to be **considered rigorously and with an open mind.**"

Baroness Thornton, March 2010

What are you completing the Impact Assessment on (which policy, service, MTFP reference etc)?

Community POLICY DEVELOPMENT GROUP:
LEISURE PRICING 2018/19

Version

1

Date

22/01/18

Section 1 – Description of what is being impact assessed

1. Concessionary pricing
2. Concessionary time restrictions

Section 2A – People or communities that are targeted or could be affected (taking particular note of the Protected Characteristic listed in action table)

1. Concessionary pricing. The Community PDG have been asked to review concessionary pricing to Leisure customers who are :
 - In receipt of disability allowances
 - Students in full time education
 - In receipt of a means tested benefits
2. Concessionary time restrictions. The Community PDG have been asked to consider the re-introduction of time restrictions for concessionary users. Specifically 0800 to 1000hrs, and 1630 to 1930hrs throughout the week

Section 2B – People who are delivering the policy or service

N/A

Section 3 – Evidence and data used for the assessment (Attach documents where appropriate)

Section 4 – Conclusions drawn about the equalities impact (positive or negative) of the proposed change or new service/policy:

The proposal would be to protect peak times; specifically 0800 to 1000hrs, and 1630 to 1930hrs throughout the week for full fee paying customers. This proposal will not affect Teen Gym session, NHS referrals, the Swimming Lesson programme or other Public Health initiatives.

If you have identified any negative impacts you will need to consider how these can be mitigated to either reduce or remove them. In the table below let us know what mitigation you will take. (Please add rows where needed)

Identified issue drawn from your conclusions	Actions needed – can you mitigate the impacts? If you can how will you mitigate the impacts?	Who is responsible for the actions? When will the action be completed?	How will it be monitored? What is the expected outcome from the action?
Age			
Different approaches and mechanisms are required for engaging with and representing, people of different ages, in particular children and young people.	N/A	N/A	N/A
Disability			
Different approaches and mechanisms may be required for engaging with and representing, people with a range of disabilities depending on their individual needs.	N/A	N/A	N/A
Gender Reassignment			
It is very important that the specification does not discriminate against those who are or have undergone gender reassignment who currently use the service or may wish to use it in the future.	N/A	N/A	N/A
Marriage and Civil Partnership			
No issues identified	N/A	N/A	N/A

Pregnancy and Maternity			
It is very important that the specification does not discriminate against those who are pregnant, who use the service or who wish to use it in the future.	N/A	N/A	N/A
Race (including ethnicity or national origin, colour, nationality and Gypsies and Travellers)			
It is very important that the specification reflects the particular needs of people from all backgrounds who currently use the service or may wish to use it in the future.	N/A	N/A	N/A
Religion and Belief			
It is very important that the specification reflects the particular needs of people irrelevant of their religions and beliefs who currently use the service or may wish to use it in the future.	N/A	N/A	N/A
Sex			
It is very important that the specification reflects the particular needs of people irrelevant of their sex who currently use the service or may wish to use it in the future.	N/A	N/A	N/A
Sexual Orientation			
It is very important that the specification reflects the particular needs of people irrelevant of their sexual orientation who currently use the service or may wish to use it in the future.	N/A	N/A	N/A

Other (including caring responsibilities, rurality, low income, Military Status etc)			
Rurality It is important that the service is able to engage with and represent individuals who live in rural areas and / or have limited access to public transport.	N/A	N/A	N/A

Section 6 - How will the assessment, consultation and outcomes be published and communicated? E.g. reflected in final strategy, published. What steps are in place to review the Impact Assessment

Completed by:	Lee Chester
Date	22/01/18
Signed off by:	
Date	
Compliance sign off Date	
To be reviewed by: (officer name)	
Review date:	