

Appendix 1

Equality Impact Assessment

1 Details

1.1 What is the name of the policy / service in question?

Leisure Delivery Model

1.2 What is the purpose of the policy / service that's being created or changed? What changes are being considered?

The aim of the proposed scheme is to implement the best delivery model for 'Ensuring a modern, fit for purpose, inclusive and sustainable service that will inspire and support the people of Gwynedd to live a healthy life'

The main objective is to realise financial savings but providing the same range of services to the same or better standard.

- i) Do Nothing
- ii) Continue to provide the services ourselves and find more efficiency savings and/or income
- iii) Establish a new charity
- iv) Establish a Community Benefit Company
- v) Establish a Community Benefit Society ('Staff Mutual')
- vi) Establish a Council Controlled Company
- vii) Establish a Local Authority Trading Company
- viii) Open market procurement
- ix) Transfer the service to another body

The impact on services and users will form part of the assessment criteria when evaluating different models. If there is a decision to implement an alternative model it will partly be based on the need to ensure there is no negative impact on service users. However, there is always an element of risk with any transfer of responsibility and those risks will be assessed as part of the evaluation process. It's very likely therefore that it will be necessary to re-visit this assessment during and at the end of the evaluation process and if the conclusion is to implement an alternative model.

In the event of a transfer then there would be an impact on staff in the sense that staff (along with their terms and conditions) would transfer to a new body. TUPE regulations (Transfer of Undertakings (Protection of Employment)) provides protection to staff terms and conditions. Yet again however there is an element of risk as part of any transfer of responsibilities but the risk is considered minimal at this point in time.

1.3 Who is responsible for this assessment?

Robin Evans, Project Manager

1.4 When was the assessment done? What version is this?

24/05/17, first version

2) Implementation

2.1 Who are the partners that must be involved in undertaking this assessment?

Service users
Potential service users
The workforce
Elected members

2.2 What steps have you taken to engage with people with equality characteristics?

Currently:

No impact is anticipated on service users but it would be appropriate to re-visit this need at the end of options evaluation process in order to verify any conclusions or assumption made. Public consultation is not considered necessary as no impact is anticipated.

Since announcing the intention to consider these options the Senior Manager has released 2 newsletters that briefs staff on the intention, the reasons for considering change and the possible implications involved with the change. Those newsletters invite questions and comments from staff but none have been received to date.

The Senior Manager has also visited every Leisure Centres to meet the staff and outline the proposed scheme. In general the only questions raised were in relation to continued employment.

The intention is to continue with the engagement arrangements in line with the timing of key milestones within the evaluation period and decision making process.

The newsletter has been shared with the Trade Unions and there is open invitation for an initial briefing meeting. To date a meeting has been held with one of the Trade Unions and there is an agreement to continue with the updates as during the evaluation period and decision making process.

Previously:

Evidence was collected as part of the Gwynedd Challenge Consultation

2.3 What were the results of the consultation?

No questions have been received by staff.

The evidence collected as part of the Gwynedd Challenge process conveyed the importance of the service to citizens. At the moment however no impact is anticipated for staff and users.

2.4 On what evidence are you basing implementation?

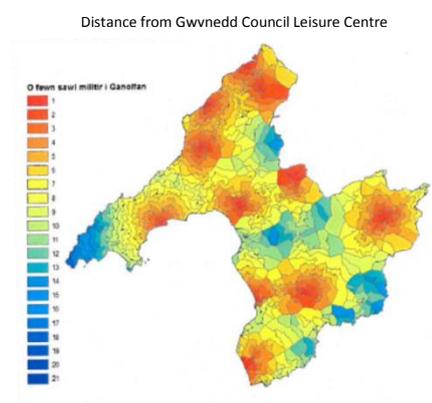
The Council provides 12 Leisure Centres across the County with approximately 17,000 members and 1.5 million visits a year.

The current provision means that 27% of Gwynedd's population live within a mile of a leisure centre and that no dwellings live more than 18 miles.

The current membership equates to almost 14% of the population of Gwynedd.

Of the 17,000 members, 55.4% are children from 0 to 16 years old, 27% are Adults aged between 24 to 60, and 9.3% are aged 65 and over.

The service's gross spend is almost £5m per annum but it attracts £3.1m of income primarily from membership and entrance fees. The Council therefore subsidises the service by £1.9m per annum. Since 2014/15 this subsidy has reduced by £900k, which equates to a reduction of 33%.



2.5 Are there any gaps in the evidence that needs to be collected ?

There is a need to re-visit the need for more evidence at the end of the evaluation process and before any decision to implement.

3) Identifying the impact

3.1 What impact will the new or changed policy/service have on people with equality characteristics?

Characteristics	What sort of impact?	In what way? What is the evidence ?
Race (including nationality)	None	We don't anticipate any changes to the services being offered. If we decide to implement an alternative model, the Council will ensure that the needs of different characteristics will have the same consideration as present. We do not expect any impact on people with specific
The Welsh language	None	

		equalities. However, if an impact is highlighted at any point during development of the scheme, this assessment will be revisited.
Disability	None	
Gender	None	
Age	None	
Sexual orientation	None	
Religion or beliefs (including no beliefs)	None	
Gender reassignment	None	
Pregnancy and maternity	None	
Marriage and civil partnership	None	

3.2 Does the policy or service address these General?

Equality Act General Responsibilities	Impact	In what way? What is the evidence ?
Removal of illegal discrimination, harassment and victimisation	None	We don't anticipate any changes to the services being offered. If we decide to implement an alternative model, the Council will ensure that the needs of different characteristics will have the same consideration as present. We do not expect any impact on people with specific equalities. However, if an impact is highlighted at any point during development of the scheme, this assessment will be revisited.
Promote equal opportunities	None	
Foster good relationships	None	

4) Analysing the results

4.1 Is the policy therefore likely to have a significant positive impact on any of the equality characteristics or the General Responsibilities and what is the reason for this?

No impact identified at this stage

4.2 Is the policy therefore likely to have a significant negative impact on any of the equality characteristics or the General Responsibilities and what is the reason for this?

No impact identified at this stage

4.3 What should be done?

Choose one of the following:

Continues with the policy / service as it is robust	X
Amend the policy to remove any barriers	
Prevent and remove the policy as the damaging impact is to substantial	
Continue with the policy as the damaging impact can be justified	

4.4 What steps will you take to reduce or mitigate the negative impacts?

N/A

4.5 If you are not reducing or mitigating negative impacts, explain why here.

N/A

5) Monitoring

5.1 What steps will you be taking to monitor the impact or effectiveness of the policy or service (implementation plan)?

Assessment to be updated as required.