

Equality Impact Assessment

Part 1: Screening Form

Title of report or proposal:	
Savings and Efficiencies – Leisure Provision	
Department:	Development and Regeneration
Section/SIAP unit:	Leisure
Date:	

This report is for decision and is therefore subject to an Equality Impact Assessment. The following questions have been completed to ensure that this proposal, procedure or working practice does not discriminate against any particular social group. Details of the outcome of the Equality Impact Assessment have also been included in the main body of the report.

Equality Impact Assessment Questions

1.	<p>Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes:</p>
	<p>The report sets out the budget and investment options that Bolton Community Leisure Trust (BCLT) have been examining in order to deliver a £300k contribution to the Council's request to save a further £400k in 2014-15 from its leisure operations. It also refers to a renegotiation in contract with Bolton Middlebrook Leisure Trust who has agreed to make some minor efficiencies which will not as far as the Council is aware impact on frontline services provided to customers.</p> <p>The report focuses on the proposals from BCLT. BCLT - a registered charitable body with charitable purposes (company limited by guarantee) - was established in 2003 in order to provide strategic borough wide management of the Council's leisure facilities. At the same time Serco was approved as the Trust's preferred Leisure Centre Partner in June 2003 and the formal 15 year contract commenced on 1st January 2004.</p> <p>BCLT's obligations to the Council were set out in a formal agreement which leased the leisure centres to BCLT, requiring BCLT to monitor the Managing Agency Contract between BCLT and Serco whilst maintaining service performance and ensuring compliance in respect of capital investment in the facilities. In addition to these legal obligations BCLT has a wider role in creating a strategy for sport and leisure in the Borough, improving the usage of facilities, promoting inclusion and developing links with other bodies, for example health providers. A further agreement between BCLT and Serco mirrors these obligations with a further requirement that BCLT pays any sums that become due under the contract and improves service standards. Under the terms of this agreement the Council pays BCLT an annual sum in equal monthly instalments which covers Serco's management fee and the capital costs of facility improvement.</p> <p>Council Officers have been working alongside BCLT and Serco whilst they have been developing this range of potential options. However, BCLT have agreed to deliver the Council's request to make the savings notwithstanding the contractual commitment that exists and this is a reflection of the way the partnership between the Council, BCLT and Serco works.</p> <p>The aim of BCLT's rationalisation of provision is to continue to provide value for money, inclusive leisure facilities for the Bolton Family whilst achieving the savings target for 2014-15. This second phase of budget options will complete the rationalisation - which will mean that BCLT has orchestrated the best fit of appropriate borough-wide sport and leisure facilities. As such, this report focuses not only on the proposed way to achieve the savings target but also on investment in the portfolio in line with BCLT's long term and medium term goals.</p> <p>A range of proposals have been developed and agreed by BCLT to meet the £300k reduction in grant commencing 1st April 2014. These proposals focus on investing in facilities in order to continue with the rationalisation of the leisure portfolio and to generate and sustain income levels over the remaining period of the contract:</p> <ul style="list-style-type: none"> • Proposal A: Revised Management Arrangement at Ladybridge Dual Use Centre -£130k • Proposal B: Revised Management Arrangement at Little Lever Dual Use Centre -£40k • Proposal C: Expansion of Fitness Facilities at Leverhulme Park Community Club -£75k • Proposal D: Expansion of Fitness Facilities at Farnworth Leisure Centre -£55k <p>Details of these options are contained within Section 4 of the report. The investment in facilities will be spread over three financial years, 2011-12 to 2013-14.</p> <p>BCLT has agreed in principle to funding £300k of the proposed £890k investment. Should additional BCLT surpluses be available, a further £95k could be made available and therefore increase the investment programme to £985k.</p>

2.	Who are the main stakeholders in relation to the proposal?
	<p>BCLT has responsibility for these proposals and for consulting with its stakeholders on them. However BCLT, Serco and the Council have worked in partnership whilst developing these proposals and have been involved in on-going communication - therefore the Council can influence the proposals. In this respect stakeholders from a Council perspective include:</p> <p>Serco Schools Governing Bodies</p> <p>BCLT and Serco are responsible for customer relationship management though Council Officers who continue to influence through the partnership arrangements referred to in section 1 of this EIA. In terms of equality, customer arrangements are paramount to BCLT and following the necessary approvals communication will continue to take place with staff, schools, governing bodies and customers to ensure, where applicable, continuity of access and clear communication of alternative offers where appropriate. Consultation has and will continue to take place at an early stage with schools and Children's Services when a budget option affects a Dual Use Centre and this will continue.</p> <p>Serco employ and are responsible for all staff who may be affected by this review and any changes will be dealt with by Serco in line with their HR policies and procedures. Serco are already in the process of undertaking a staffing review across the contract which is based upon the last twelve months and takes into account the options detailed in this report.</p>

3.	<p>In summary, what are the anticipated (positive or negative) impacts of the proposal?</p>
	<p>The report focuses on meeting the savings target for 2014-15 and on investment in facilities to achieve the best fit of appropriate borough-wide sport and leisure facilities. This report contains the culmination of the rationalisation across the piece for BCLT in line with its long term and medium term goals. This work has been informed by the findings of a 2009 audit of facilities which provided a clear picture of accessibility, market forces and identified any deficiencies or surpluses in facilities. These budget options have also been significantly influenced by the opening of Bolton One in February 2012 which has borough-wide catchment in its town centre location.</p> <p>The Partnership Development Manager has been the key link officer for the Council and has helped to influence the proposed changes so as to be in line with Council priorities.</p> <p>A range of proposals have been developed and agreed by BCLT to meet the £300k reduction in grant commencing 1st April 2014. These proposals focus on investing in facilities in order to continue with the rationalisation of the leisure portfolio and to generate and sustain income levels over the remaining period of the contract:</p> <ul style="list-style-type: none"> • Proposal A: Revised Management Arrangement at Ladybridge Dual Use Centre -£130k (this budget option has already been delivered in that the responsibility for the operation of Ladybridge Dual Use Centre was passed back to the schools with effect from 31st July 2012). • Proposal B: Revised Management Arrangement at Little Lever Dual Use Centre -£40k • Proposal C: Expansion of Fitness Facilities at Leverhulme Park Community Club -£75k • Proposal D: Expansion of Fitness Facilities at Farnworth Leisure Centre -£55k <p>If the proposals are approved and implemented then BCLT will have orchestrated the best fit of facilities at this time. This second stage of investment aims to create a common identity across all BCLT facilities and to bring all facilities to a standard which customers expect. In equality terms this phase of the rationalisation is viewed to be of neutral impact and any differential impact is outlined in section 4. The work undertaken and changes made in 2011-2013 has led to a near 200% increase in health and fitness memberships* and so this indicates that the vision and aspiration of BCLT's facilities rationalisation is on the right track. It is envisaged that this second stage will capitalise on these increased participation levels. Further details about each of the proposals, and any associated management or mitigation of change, are set out in the body of the report.</p> <p>BCLT, Serco and Council Officers have and will continue to work with Little Lever School's Governing Body who has approached BCLT to investigate options to independently manage the Dual Use Centre on their site. This will include negotiations about how community access is maintained as far as possible. BCLT and Serco will continue to work with all customers at Leverhulme and Farnworth, keeping them informed of the investment programme.</p> <p>Serco employ and are responsible for all staff who may be affected by this review and any changes will be dealt with by Serco in line with their HR policies and procedures. Serco are already in the process of undertaking a staffing review across the contract which is based upon the last twelve months and takes into account the options detailed in this report.</p> <p>*1451 April-September 2011 as compared to 4338 April – September 2012 across 8 sites</p>

4. With regard to the stakeholders identified above and the diversity groups set out below:

	Is there any potential for (positive or negative) differential impact?	Could this lead to adverse impact and if so what?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?	Please detail what measures or changes you will put in place to remedy any identified adverse impact
Race	None identified at this stage.	N/A	N/A	N/A
Religion	In respect of upgrading or providing new facilities, a positive impact is anticipated for customers of some religions in terms of access e.g. a large increase in private changing facilities at Sharples Dual Use Centre	Though there is some potential positive impact it is not anticipated that this impact is adverse to other equality groups.	The consideration of positive impact for customers of some religions will have the supplementary effect of providing better access for everyone.	N/A
Disability	In respect of upgrading or providing new facilities, a positive impact is anticipated for disabled customers in that new fitness equipment will include IFI (Inclusive Fitness Equipment) – at Leverhulme Park and Farnworth	Though there is some potential positive impact it is not anticipated that this impact is adverse to other equality groups.	The consideration of positive impact for disabled customers will have the supplementary effect of providing better access for everyone.	N/A
Gender (including gender reassignment)	In respect of upgrading or providing new facilities, a positive impact is anticipated for customers in terms of access e.g. more private changing facilities at Sharples Dual Use Centre	Though there is some potential positive impact it is not anticipated that this impact is adverse to other equality groups.	The consideration of positive impact for gender will have the supplementary effect of providing better access for everyone.	N/A

Age	No changes are anticipated to the discount structure at this stage.	No adverse impact identified at this stage.	N/A	N/A
Sexuality	None identified at this stage	No adverse impact identified at this stage.	N/A	N/A
Caring status (including pregnancy & maternity)	None identified at this stage	No adverse impact identified at this stage.	N/A	N/A
Marriage and civil partnership	None identified at this stage	No adverse impact identified at this stage.	N/A	N/A
Socio-economic	No changes are anticipated to the discount structure at this stage.	No adverse impact identified at this stage.	N/A	N/A
Other comments or issues	<p>The Partnership Development Manager has been the key link officer for the Council and has helped to ensure that proposed changes have been in line with Council priorities and this report is brought for approval of the options.</p> <p>Serco employ and are responsible for all staff who may be affected by this review and any changes will be dealt with by Serco in line with their HR policies and procedures. Serco are already in the process of undertaking a staffing review across the contract which is based upon the last twelve months and takes into account the options detailed in this report.</p> <p>As the first stage of this rationalisation demonstrates and the work undertaken with Ladybridge and Rumworth Schools, BCLT, Serco and Council Officers are committed to working with Little Lever School who are proposing to take over management of the Dual Use Centres on their site. They will work together to give any current customers a jointly agreed range of options – which will of course include a suitable alternative option within BCLT's range of facilities.</p>			

<p>Please provide a list of the evidence used to inform this EIA, such as the results of consultation, service take-up, service monitoring, surveys, stakeholder comments and complaints where appropriate.</p> <p>If you have undertaken consultation as part of the proposal, the consultation manager will upload it on to the corporate database.</p>	<p>Evidence used:</p> <ul style="list-style-type: none"> • Financial Data – grant agreement • Contractual Agreement 2003 • 2009 Leisure Facilities Review • Bolton One consultation • Membership statistics • Farnworth Leisure Centre Users Consultation
<p>The Leisure Facilities Review 2009 conducted by Knight Kavanagh and Page involved:</p> <ul style="list-style-type: none"> • Detailed face to face consultation with key officers within the Council • Site visits to all of the Council's leisure facilities and key school sites in the Borough • Face to face consultation with a selection of front line staff • Consultation with a range of external partners • Consultation with the PE and Sport Stakeholders Working Group <p>Sport England has nationally recognised guidelines on how far people should travel to wet/dry sporting facilities and these guidelines were used in the 2009 Leisure Review to identify catchment areas. It also considered all (be it public or private) leisure facilities across the borough. A copy of this report is available from the Partnership Development Manager if required.</p>	

5.a Are there any gaps in your evidence or conclusions that make it difficult for you to quantify the potential adverse impact?

No.

5.b If so, please explain how you will explore the proposal in greater depth or please explain why no further action is required at this time.

Please see above.

You may wish to consider undertaking secondary data analysis, further consultation or research or investigating best practice. If you are planning to undertake further consultation or research as a result of this EIA, please contact the Consultation Manager on ext. 1083.

This EIA form and report has been checked and countersigned by the Departmental Equalities Officer before proceeding to Executive Member(s)

Please confirm the outcome of this EIA:

No major impact identified, therefore no major changes required – proceed

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Adjustments to remove barriers / promote equality (mitigate impact) have been identified – proceed

Continue despite having identified potential for adverse impact/missed opportunities for promoting equality – this requires a strong justification

Stop and rethink - the EIA identifies actual or potential unlawful discrimination

Report Officer

Name: Elined Heath

Signature:

Date and Contact No:

Departmental Equalities Lead Officer

Name:

Signature:

Date and Contact No:
