

Equality Impact Assessment

Responsibility and Ownership

Name of policy, practice, service or function: Concessionary Pass Scheme- changing age from over 60 to state pension age

Service area: ...Leisure

Lead Officer: Chris Mills/Sarah-Jane Roome

Other members of assessment team

Name	Position	Area of expertise
Chris Mills	Leisure Operations Manager	Leisure
Sarah-Jane Roome	Business Improvement Co-ordinator	Leisure

Scope of the assessment

1	What are the main aims/objectives or purpose of the policy, strategy, practice, service or function?	A review of the concessions scheme in the leisure facilities. Three changes are proposed, introduction of an armed forces concession, change the eligibility criteria to include Universal Credit and increasing the eligibility for concession from 60 and over to state pension age. The change that is seen to have a potential equality impact is the later, changing the age someone can receive a concessionary pass- from 60- to state pension age.
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2	Are there any external factors we need to consider like changes in legislation?	No- however most places use state pension age as a criteria for a discount scheme.
3	Who implements the policy, strategy, practice, service or function?	The Leisure centre staff will implement the policy.
4	Who is affected by the policy, strategy, practice, service or function?	<p>Those approaching state pension age who use the leisure centres across NEDDC will be affected.</p> <p>However, we will honour those aged 60-64 and already on the scheme so they will continue to receive the discount until they reach pensionable age.</p> <p>It will affect those who are not on the scheme currently.</p> <p>Those customer who are 59 and just miss out on the scheme will be treated with on a case by case basis and the manager's discretion will be used when deciding whether to honour the old scheme with these individuals.</p>
5	What outcomes do we want to achieve, why & for whom?	Using state pension age will pull NEDDC Leisure service in line with what many other services/partners are doing and ensures consistency across services.
6	What existing evidence do you have on the impact of the policy, strategy, practice, service or function?	<p>We have identified from our current Concessionary and Leisure pass figures that 170 people are aged between 60-64.</p> <p>However as already identified, they will be allowed to continue on the scheme until they reach state pension age.</p> <p>It is difficult to ascertain how many people who are not currently signed into the scheme will be affected.</p> <p>Changing the policy may increase revenue across Leisure.</p> <p>There are two options for those on the Concession scheme- they can pay £4 a year for a card and then pay a discounted price for each activity done. Or they can pay £19 a month for a Super Saver card that allows gym, swim, and some classes.</p> <p>This is not a committed contract and can be taken out whenever they wish.</p>

7	How is information about the policy, practice, service or function publicised?	Information will be put up in all the leisure centres approximately 6 weeks before the changes are to be implemented via posters and/or leaflets. Social media can be used as well although this may not hit the target audience in this case.
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Identifying Potential Equality Issues

Consider any impacts / barriers on each of the protected characteristics set out below and consider any that might cross over e.g.: between race / disability, gender / religion and belief, sexuality / age etc. Indicate where the policy, practice, service or function could have a positive or negative impact for different groups and your reasons. Specify which data sources have informed your assessment. **Each Council has a Single Equality Scheme which provides an equality profile for the district which may be helpful.**

Race

8	Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race		
	White	English / Welsh / Scottish / Northern Irish / British Irish Gypsy or Irish Traveller Any other White background	None
	Asian / Asian British	Indian Pakistani Bangladeshi Chinese Any other Asian background	
	Black / African / Caribbean / Black British	African Caribbean Any other Black / African /	

8	Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race	
		Caribbean / Black British background
	Any other ethnicity	Arab
		Any other ethnic group

Sex / gender

9	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their gender	
	Female	Previously women had a lower state pension age, however the government have aligned the ages now.
	Male	
	Transgender	

Age

10	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age	
	0-9 years	
	10-15 years	
	16-18 years	
	19-24 years	
	25-34 years	
	35-44 years	
	45-54 years	
	55-59 years	Yes- however this will be mitigated by the managers able to view each case on its individual merits.
	60-64 years	Yes- however this has been mitigated by honouring the agreement
	65 years and over	

Disability

11	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health	
	Physical or mobility impairments	
	Sensory (hearing, visual, speech)	
	Mental health	
	Learning disabilities	
	Non-visible conditions such as epilepsy or diabetes	

Religion or belief

12	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief, including non belief	
	No religion	
	Christian	
	Buddhist	
	Hindu	
	Jewish	
	Muslim	
	Sikh	
	Any other religion	
	Any other philosophical belief	

Sexual orientation

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their sexual orientation	
	Heterosexual	
	Lesbian	
	Gay	
	Bisexual	
	Prefer not to say	

Other categories

14	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors	
	Rural / urban	
	Carers	
	Child poverty	
	Social value*	
	Any other	

*The [Public Services \(Social Value\) Act](#) requires people who commission public services to think about how they can also secure wider social, economic and environmental benefits. Before they start the procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

Analysing the information and setting equality objectives and targets

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
Leisure	Extending concession age to state pension age.			

Document the evidence of analysis

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Customer feedback and complaints	On publicity, there will be an option for customers to pass comment on the new scheme.			
Consultation and community involvement				
Performance information including Best Value				
Take up and usage data	From Torex, the system used in Leisure.	Membership figures collected from Torex.	That 170 people are currently aged between 60-64 years of age and are on the scheme.	We do not know how many people aged 59 and under will have to wait longer as they are not currently registered on the scheme due to not being eligible.
Comparative information or data where no local information available	Derbyshire Dales District Council employ this concession scheme.			
Census, regional or national statistics				
Access audits or other disability assessments				
Workforce profile				
Where service delivered under procurement arrangements – workforce profile				

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Monitoring and scrutiny arrangements				

Recommendations and Decisions

Take immediate action by:

Amending the policy, strategy, practice, service or function	
Use an alternative policy, strategy, practice, service or function	
Develop equality objectives and targets for inclusion in the service plan	
Initiate further research	
Any other method (please state)	

All actions must be listed in the following Equality Impact Assessment Improvement Plan Summary

Equality Impact Assessment Improvement Plan Summary

Name of policy, practice, strategy, service or function

Department

Date of assessment

Please list all actions, recommendations and/or decisions you plan to take as a result of the equality impact assessment.

Recommendation/Decision	Action Required	Responsible Officer	Target Date	Resources	Progress	Actual Outcome

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Please state where the departmental electronic assessment will be kept:

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Please send your completed assessment form to:

Amar Bashir Improvement Officer (NEDDC Equality Lead) Customer Service and Improvement Transformation Directorate Ext: 7047 Email: Bashir.Amar@ne-derbyshire.gov.uk	Kellie Bradford Improvement Officer (BDC Equality Lead) Customer Service and Improvement Transformation Directorate Ext: 2300 Email: Kellie.Bradford@bolsover.gov.uk
Please note the Improvement Team is a joint team and as such cover is provided across both councils– please contact the NEDDC/BDC leads as required.	

Improvement Officers

Approval Process		Comments
Date of assessment		
Date of IO review		
Signed off	Yes / No	
Subject to minor amendments	Yes / No	
Any advice given	Yes/ No	
Date published on corporate website		

Copies of all EIAs are stored electronically by the Improvement Team for internal reference. The Council publishes its Equality Impact Assessments as evidence of the analysis that it undertook to establish whether its policies, strategies, practices, services and functions would further or would have furthered the 3 aims of the general equality duty, details of the information that it considered and details of engagement undertaken when doing the analysis.

The general duty requires the council to:

- Eliminate discrimination, harassment & victimisation
- Advance equality
- Foster good relations between different groups