

## 1. Responsibility for the EIA

Title of proposal	Leisure Fees & Charges 2023
Name and job title of completing officer	Courtney Warden
Head of service area responsible	Cassie Bridger
Equalities Champion supporting the EIA	Rosie Evangelou
Performance Management rep	N/A
HR rep (for employment related issues)	N/A
Representative (s) from external stakeholders	GLL (leisure operator)

## 2. Description of proposal

Is this a: (Please tick all that apply)	
New policy /strategy / function / procedure / service <input type="checkbox"/>	Review of Policy /strategy / function / procedure / service <input checked="" type="checkbox"/>
Budget Saving <input type="checkbox"/>	Other <input type="checkbox"/>
If budget saving please specify value below:	If other please specify below:
<p><i>Please outline in no more than 3 paragraphs:</i></p> <ul style="list-style-type: none"> <li><i>The proposal which is being assessed</i></li> </ul> <p>This EqIA is being conducted on a proposed increase to leisure pay and play fees and charges (F&amp;C) from January 2023. This is an exercise that is conducted annually in partnership with GLL (London Borough of Barnet's contracted leisure operator), which is ratified by Policy and Resources Committee and subsequently approved by the Adults &amp; Safeguarding Committee.</p>	

This F&C review has been based on a maximum percentage increase of 9.1%. Establishing a maximum percentage increase provides flexibility for pricing points to be increased within a range - averaged at 6.6% within the appended F&C 2023 spreadsheet. This subsequently safeguards and supports continued access to leisure provision for residents, especially those from protected characteristic groups.

The Fit & Active Barnet (FAB) Card provides discounts to leisure-based activities in the borough, and these are further enhanced for residents who meet the concessionary criteria e.g., older people (55+), full time students, those in receipt of benefits, disabled, carers (including foster), looked after children and children and young people who are care experienced.

Casual swimming is the only pricing point where it is proposed that the maximum 9.1% increase is applied. This is a result of increased energy prices and the associated costs to operate swimming pools across the boroughs leisure portfolio (with a calculated subsidy of c.£5.54 per head for swimming in Barnet). Any resulting negative impact in price increases will be alleviated by discounts related to the FAB Card (as detailed above).

To further mitigate any negative cost impact, monthly (direct debit) membership options are available across leisure facilities operated by GLL which offer value for money for regular leisure centre use. This is in addition to GLL delivering subsidised/free health and community-based activities that are accessible to Barnet residents.

### 3. Supporting evidence

What existing data informs your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis

Protected group	What does the data tell you? <i>Provide a summary of any relevant demographic data about the borough's population from the <u>Joint Strategic Needs Assessment</u>, or data about the council's workforce</i>	What do people tell you? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i>										
Age <sup>1</sup>	<p>The table below shows the percentage breakdown of the total population within Barnet</p> <table border="1" data-bbox="421 523 1279 707"> <thead> <tr> <th>Age group</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>0-17 years</td> <td>23.6%</td> </tr> <tr> <td>18-64 years</td> <td>61.9%</td> </tr> <tr> <td>65 years and over</td> <td>14.5%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> </tr> </tbody> </table> <p>The Sport England Active Lives Survey (Nov 20/21) demonstrates 62.6% of adults aged 16+ in Barnet are achieving at least 150 minutes of physical activity per week. Broken down by age groups...</p> <ul style="list-style-type: none"> <li>- 16 – 34 years (63.4%)</li> <li>- 35 – 54 years (61.6%)</li> <li>- 55 – 74 years (69.6%)</li> <li>- 75+ years – no data due to sample size</li> </ul> <p>43.5% of Barnet's children aged 5 – 16 years active for an average of 60+ minutes per day (academic year 2018/19)</p>	Age group	%	0-17 years	23.6%	18-64 years	61.9%	65 years and over	14.5%	<b>Total</b>	<b>100%</b>	<ul style="list-style-type: none"> <li>• Research conducted into physical activity commonly reports that cost to lead an active lifestyle / access leisure services can be a barrier to participation. This pressure is particularly felt amongst younger people who are dependent on their parents/carers and older people who have limited income/pensioners.</li> <li>• These sentiments were echoed within the consultation conducted as part of the Fit &amp; Active Barnet Framework (2022-26) refresh.</li> </ul>
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Disability <sup>2</sup>	<p>14.9% of Barnet's population have a disability (Census 2011 last reported data)</p> <p>The Sport England Active Lives Survey (Nov 20/21) demonstrates that 52% of adults with a disability and/or long-term health condition are active in Barnet for at least 150 minutes per week</p>	<ul style="list-style-type: none"> <li>• Research conducted into physical activity commonly reports that cost to lead an active lifestyle / access leisure services can be a barrier to participation. This pressure is particularly felt amongst people with a disability and/or long-term health condition – especially if they are on low income / in receipt of benefits.</li> <li>• These sentiments were not echoed during the consultation conducted to support the re-refresh of the Fit &amp; Active Barnet Framework (2022-26), however the lack of funding to support physical activity initiatives which results in activities being free or low cost was highlighted.</li> </ul>
Gender reassignment <sup>3</sup>	Data Not Reportable	<ul style="list-style-type: none"> <li>• There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category.</li> <li>• No issues were raised during the consultation conducted to support the re-refresh of the Fit &amp; Active Barnet Framework (2022-26).</li> </ul>

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Marriage and Civil Partnership <sup>4</sup>	Data Not Reportable	<ul style="list-style-type: none"> <li>• There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category.</li> <li>• No issues were raised during the consultation conducted to support the re-fresh of the Fit &amp; Active Barnet Framework (2022-26).</li> </ul>												
Pregnancy and Maternity <sup>5</sup>	Data Not Reportable	<ul style="list-style-type: none"> <li>• Cost to access physical activity/leisure services may be a barrier to residents on maternity leave as they are likely to be in receipt of a lower income/salary during this period.</li> <li>• No issues were raised during the consultation conducted to support the re-fresh of the Fit &amp; Active Barnet Framework (2022-26).</li> </ul>												
Race/ Ethnicity <sup>6</sup>	<p>The table below show the percentage breakdown of people in Barnet by race/ethnicity:</p> <table border="1" data-bbox="416 1078 1205 1294"> <thead> <tr> <th>Race/ethnicity</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Asian</td> <td>20%</td> </tr> <tr> <td>Black</td> <td>7%</td> </tr> <tr> <td>Mixed/Other</td> <td>9%</td> </tr> <tr> <td>White</td> <td>64%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> </tr> </tbody> </table>	Race/ethnicity	%	Asian	20%	Black	7%	Mixed/Other	9%	White	64%	<b>Total</b>	<b>100%</b>	<ul style="list-style-type: none"> <li>• Research conducted into physical activity commonly reports individuals from BAME communities are less active than their white counterparts. There are series of related variables, one of which is cost, particularly from LSEG groups.</li> <li>• No issues were raised during the consultation conducted to support the re-fresh of the Fit &amp; Active Barnet Framework (2022-26).</li> </ul>
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	<p>The Sport England Active Lives Survey (Nov 20/21) demonstrates that 67.7% of residents that identify as White British, 57.3% White Other and 58.7% Asian (excluding Chinese) are active for at least 150 minutes per week.</p> <p>The Sport England Active Lives survey is unable to report participation levels amongst any other BAME groups due to the limited sample size recruited (500 random sample)</p>	
Religion or belief <sup>7</sup>	<p>Data Not Reportable</p> <p>The Sport England Active Lives Survey (Nov 20/21) demonstrates that 72.5% No Religion, 60.5% Christian are active for at least 150 minutes per week.</p> <p>The Sport England Active Lives survey is unable to report participation levels amongst any Faith groups due to the limited sample size recruited (500 random sample).</p>	<ul style="list-style-type: none"> <li>• There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category.</li> <li>• No issues were raised during the consultation conducted to support the re-refresh of the Fit &amp; Active Barnet Framework (2022-26).</li> </ul>

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Sex <sup>8</sup>	<p>The table below shows the percentage of the Population of Barnet by gender.</p> <table border="1" data-bbox="416 539 1003 687"> <thead> <tr> <th>Gender</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>50.4%</td> </tr> <tr> <td>Male</td> <td>49.6%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> </tr> </tbody> </table> <p>The Sport England Active Lives Survey (May 20/21) demonstrates that 63% of Females and 62.7% of Males are active for at least 150 minutes per week</p>	Gender	%	Female	50.4%	Male	49.6%	<b>Total</b>	<b>100%</b>	<ul style="list-style-type: none"> <li>• There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category.</li> <li>• No issues were raised during the consultation conducted to support the re-refresh of the Fit &amp; Active Barnet Framework (2022-26).</li> </ul>
Gender	%									
Female	50.4%									
Male	49.6%									
<b>Total</b>	<b>100%</b>									
Sexual Orientation <sup>9</sup>	Data Not Reportable	<ul style="list-style-type: none"> <li>• There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category.</li> <li>• No issues were raised during the consultation conducted to support the re-refresh of the Fit &amp; Active Barnet Framework (2022-26).</li> </ul>								
Other relevant groups <sup>10</sup>	Data Not Reportable	None								

## 4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>An increase in F&amp;C may have a minor impact to age groups, specifically dependents (children and young people) and older people with limited income/pensioners.</p> <p>Applying a variable increase to pricing points provides the flexibility to reduce the negative impact to age groups where cost may be a barrier to participation.</p> <p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and <a href="#">concessions</a>.</p> <p>Free swimming is available for U8's and £1 swimming for 8 – 15-year-olds (Mon – Sat during public swim sessions). U5's swim for free. Carers (including foster carers), looked after children and children and young people who are care experienced have access to free swimming at all times during public swim sessions.</p> <p>F&amp;C have been benchmarked across neighbouring authorities and other providers in borough and it appears that GLL pricing is in alignment, and with the FAB Card becomes competitive/significantly cheaper on many pricing points.</p> <p>Monthly (direct debit) memberships are available across the borough's leisure centres which offer value for money for repeated visits / participation. A variety of membership options are available including concessionary and inclusive memberships.</p> <p>GLL also offer a range of subsidised and free health (referral) based interventions for residents to access including; Adult and Child Weight Management, Cancer Rehabilitation, Diabetes, Falls Prevention. This is in addition to delivery of physical activity sessions within community-based settings such as children's centres, schools, faith hubs and care homes.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Disability	<p>An increase in F&amp;C may have a minor impact to people with a disability and/or long-term health conditions, especially those on low income/in receipt of benefits.</p> <p>Applying a variable increase to pricing points provides the flexibility to reduce the negative impact to people with a disability and/or long-term health condition where cost may be a barrier to participation.</p> <p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and <a href="#">concessions</a>. There are also specific membership options/interventions in place for residents with a disability or long term health condition which are heavily reduced.</p> <p>Free swimming is available for U8's and £1 swimming for 8 – 15-year-olds (Mon – Sat during public swim sessions). U5's swim for free. Carers (including foster carers), looked after children and children and young people who are care experienced have access to free swimming at all times during public swim sessions.</p> <p>F&amp;C have been benchmarked across neighboring authorities and other providers in borough and it appears that GLL pricing is in alignment, and with the FAB Card becomes competitive/significantly cheaper on many pricing points.</p> <p>Monthly (direct debit) memberships are available across the borough's leisure centres which offer value for money for repeated visits / participation. A variety of membership options are available including concessionary and inclusive memberships.</p> <p>GLL also offer a range of subsidised and free health (referral) based interventions for residents to access including; Adult and Child Weight Management, Cancer Rehabilitation, Diabetes, Falls Prevention. This is in addition to delivery of</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	inclusive physical activity sessions within leisure centres and community-based settings such as day centres and schools.				
Gender reassignment	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and <a href="#">concessions</a>.</p> <p>Free swimming is available for U8's and £1 swimming for 8 – 15-year-olds (Mon – Sat during public swim sessions). U5's swim for free. Carers (including foster carers), looked after children and children and young people who are care experienced have access to free swimming at all times during public swim sessions.</p> <p>F&amp;C have been benchmarked across neighbouring authorities and other providers in borough and it appears that GLL pricing is in alignment, and with the FAB Card becomes competitive/significantly cheaper on many pricing points.</p> <p>Monthly (direct debit) memberships are available across the borough's leisure centres which offer value for money for repeated visits / participation. A variety of membership options are available including concessionary and inclusive memberships.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	GLL also offer a range of subsidised and free health (referral) based interventions for residents to access including; Adult and Child Weight Management, Cancer Rehabilitation, Diabetes, Falls Prevention. This is in addition to delivery of physical activity sessions within community-based settings such as children's and community centres.				

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Race/ Ethnicity	<p>An increase in F&amp;C may have a minor impact to BAME residents, specifically if from LESG.</p> <p>Applying a variable increase to pricing points provides the flexibility to reduce the negative impact to BAME groups where cost may be a barrier to participation.</p> <p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and <a href="#">concessions</a>.</p> <p>Free swimming is available for U8's and £1 swimming for 8 – 15-year-olds (Mon – Sat during public swim sessions). U5's swim for free. Carers (including foster carers), looked after children and children and young people who are care experienced have access to free swimming at all times during public swim sessions.</p> <p>F&amp;C have been benchmarked across neighbouring authorities and other providers in borough and it appears that GLL pricing is in alignment, and with the FAB Card becomes competitive/significantly cheaper on many pricing points.</p> <p>Monthly (direct debit) memberships are available across the borough's leisure centres which offer value for money for repeated visits / participation. A variety of membership options are available including concessionary and inclusive memberships.</p> <p>GLL also offer a range of subsidised and free health (referral) based interventions for residents to access including; Adult and Child Weight Management, Cancer Rehabilitation, Diabetes, Falls Prevention. This is in addition to delivery of physical activity sessions within community-based settings such as children centres, schools, faith hubs and care homes.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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			Minor	Major	
Religion or belief	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## 5. Other key groups

Are there any other vulnerable groups that might be affected by the proposal?

*These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*

Positive impact	Negative impact		No impact
	Minor	Major	

<b>Key groups</b>	None known	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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## 6. Cumulative impact

**Considering what else is happening within the council and Barnet could your proposal contribute to a cumulative impact on groups with protected characteristics?**

Yes      No   

There may be cumulative impact in the ability to access/pay for physical activity opportunities/leisure services in the borough if there are reductions in benefit payments – primarily amongst LSEG and residents with a disability.

The cost-of-living crisis may also have a cumulative impact, however applying a maximum increase of 9.1% (mainly averaged at 6.6% as per the appended F&C spreadsheet) and the presence of the FAB Card supports residents to continue to lead active and healthy lifestyles, whilst supporting continued operation and delivery of leisure services in the borough. This is further mitigated by monthly (direct debit) membership options available across the boroughs leisure centres (including concessionary and inclusive) that offer value for money for repeated visits/participation, and subsidised/free health and community-based interventions that GLL deliver in Barnet.

## 7. Actions to mitigate or remove negative impact

**Only complete this section if your proposals may have a negative impact on groups with protected characteristics. These need to be included in the relevant service plan for mainstreaming and performance management purposes.**

Group affected	Potential negative impact	Mitigation measures <i>If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.</i>	Monitoring <i>How will you assess whether these measures are successfully mitigating the impact?</i>	Deadline date	Lead Officer
All	Residents may cease to use leisure services in the borough due to cost	<p>GLL will monitor usage of leisure facilities and activities closely to track trends and identify where cost may present a barrier to participation.</p> <p>GLL seek feedback from members/service users via e-survey and meet the manager sessions, therefore will gauge whether cost is a barrier to participation</p>	<p>Monthly monitoring meetings are held with GLL to review performance across a suit of contractual requirements.</p> <p>Participation in relation to the cost of living will be monitored closely, along with utilising benchmarking data such as the Moving Communities platform and discussions with other London LA's via the Chief Leisure Officers Forum.</p>	Ongoing – reviewed monthly	Courtney Warden

## 8. Outcome of the Equalities Impact Assessment (EIA)

Please select one of the following four outcomes

**Proceed with no changes**

The EIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed

**Proceed with adjustments**

Adjustments are required to remove/mitigate negative impacts identified by the assessment

**Negative impact but proceed anyway**

This EIA has identified negative impacts that are not possible to mitigate. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below

**Do not proceed**

This EIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below

**Reasons for decision**



## Sign-off

### 9. Sign off and approval by Head of Service / Strategic lead

Name Cassie Bridger	Job title Assistant Director: Greenspaces & Leisure
<input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EIA	Date of approval: 03.08.2022
<input checked="" type="checkbox"/> Tick this box to indicate if EIA is to be published <b>IF REQUIRED</b>	Date of next review: 03.08.2023