

Equalities Analysis in Lambeth

Proposal Title *

Leisure Services Provision from April 2022

Author

Kevin Crook

Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Venetia Reid-Baptiste

Please indicate who will be involved in approving this assessment. This will need to be signed off by the Director

Q1a. What is changing?

The Council's Leisure Services contract ends on 31 March 2022. Following options appraisal work, the Council's preferred approach is to extend the existing contract for one year and then to bring all service provision in-house, from 1 April 2023.

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

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Q1b. Who will be involved in approving this decision?

Legal Services, Democratic Services, Finance, Procurement, Director of Environment and Streetscene, Strategic Director for Resident Services, Cabinet Member for Voluntary Sector and Leisure, Cabinet

Who else will be involved in signing-off this decision?

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Q2a. What do we know about the people who will be impacted by this

change?

GLL hold some demographic data on its members, however the Council does not hold equalities data on all users

What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

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Q2b. How will they be impacted by the change?

It is not anticipated that users will experience any significant change in their use of leisure facilities as a result of the proposed change. There won't be any noticeable change during the extension year. Once services transfer in-house the Council will have more control and flexibility to make small-scale positive change if issues are raised. However, there are no plans to create new facilities. Changes are planned to Brixton Recreation Centre to improve accessibility into and out of the centre, however this is unrelated to the decision under consideration.

A number of Lambeth's leisure facilities are very new and so accessibility has been taken into consideration as part of their design. Our service provider, GLL, work in partnership with a number of organisations to provide dedicated activities for a number of the protected characteristics, including para sports activities and sessions for young people, older residents and women and girls. Concessionary pricing is in place.

Vauxhall Leisure Centre is not owned by Lambeth and is leased by GLL from the landowners. There is a financial agreement in place for the building to be badged as a Lambeth leisure centre and to offer the same concessionary pricing as all our other sites. The agreement ends on 31 March 2022 and after that date GLL is under no obligation to continue with concessionary pricing. Officers have asked GLL to propose a cost for the arrangement continuing.

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will be more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

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Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

Any substantial changes will be publicised through the Council's normal media channels. Other initiatives may be publicised via partners or specific groups being worked with, at our leisure centres and through comms. to members.

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

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Q3b How do you plan to address and mitigate any negative impacts of the proposal?

The only negative impact anticipated is the potential loss of concessionary pricing at Vauxhall Leisure Centre - however this would be a risk after 31 March 2022 whatever the Council's decision for future provision.

As part of the Council's negotiation with GLL for the one-year extension officers have asked them to present a proposal for them continuing to badge the site as a Lambeth Leisure Centre and continuing to offer concessionary pricing for Lambeth residents.

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

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Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

We are creating a new Sports Partnership Board consisting of a range of stakeholders, including those representing key protected characteristics. They will review and evaluate the Council's ongoing service delivery. A new national system for evaluating customer satisfaction of leisure facilities is currently being established and we will have our own customer satisfaction and feedback work, as well as engaging with user groups for specific leisure centres.

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

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Section to be completed by Sponsor/Director/Head of Service

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

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Comments from Sponsor/Director/Head of Service

Submit for approval

Submit for approval

Executive Approval

Approved

Attachments

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