

## Equality Impact Assessment (EQIA) Initial Screening

<b>Title of EQIA</b>	iCard membership structure and pricing changes
<b>Date</b>	13 <sup>th</sup> August 2020
<b>Officer carrying out screening</b>	Andrew Wilesmith
<b>Service Area</b>	Sport and Leisure
<b>Project Sponsor</b>	Justin Jupp

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

## 1. Project/Proposal/ Service changes

<b>What is proposed?</b>	The Council, as part of the reopening of sports facilities are amending their memberships and pricing to provide a greater range of membership options with additional bolt on options.
<b>Why are the changes being introduced?</b>	The Coronavirus Outbreak has caused the Council to consider the services it operates, how these services could be delivered more efficiently or effectively and provide a clearer membership package.
<b>What evidence is being used to support this equality impact analysis?</b>	iCard member numbers and visit data
<b>How will this change be implemented?</b>	As part of the reopening plans for sport and leisure agreed at Tactical Management Team.

## 2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
<b>Age</b>	No anticipated impact	The change to the membership packages and pricing has no positive or negative impacts on any of the protected characteristics.	<p>Concession rates are being kept on all membership types which means all concession members will be better off on this new package.</p> <p>Memberships are available online, on the phone and in-centre to ensure people can access in a way appropriate to them.</p>
<b>Disability</b>	No anticipated impact	The change to the membership packages and pricing has no positive or negative impacts on any of the protected characteristics.	<p>Concession rates are being kept on all membership types which means all concession members will be better off on this new package.</p> <p>Memberships are available online, on the phone and in-centre to ensure people can access in a way appropriate to them.</p>
<b>Gender reassignment</b>	No anticipated impact	The change to the membership packages and pricing has no positive or	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		negative impacts on any of the protected characteristics.	
<b>Pregnancy and maternity</b>	No anticipated impact	The change to the membership packages and pricing has no positive or negative impacts on any of the protected characteristics.	
<b>Race</b>	No anticipated impact	The change to the membership packages and pricing has no positive or negative impacts on any of the protected characteristics.	
<b>Religion or belief</b>	No anticipated impact	The change to the membership packages and pricing has no positive or negative impacts on any of the protected characteristics.	
<b>Sex</b>	No anticipated impact	The change to the membership packages and pricing has no positive or negative impacts on any of the protected characteristics.	
<b>Sexual orientation</b>	No anticipated impact	The change to the membership packages and pricing has no positive or negative impacts on any of the protected characteristics.	
<b>Marriage and civil partnership</b>	No anticipated impact	The change to the membership packages and pricing has no positive or negative impacts on any of the protected characteristics.	

Q. The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s): \*

**A. There are no unlawful discrimination, harassment or victimisation issues resulting from this service change**

Q. The report helps us to 'advance equality of opportunity...' in the following way(s): \*

**A. The prices of all membership types actually reduce making it more accessible for people. The bolt on options means people can adjust membership types according to their personal needs.**

Q. The policy helps us to 'foster good relations...' in the following way(s): \*

**A. The pricing has reduced the cost to people.**

Q. The new provisions will be reviewed in the following way(s): \*

**A. Using data captured through sign up rates, usage rates and income generated**

### 3 Sign Off

<b>Assessment Author:</b>	Andrew Wilesmith	<b>Date:</b> 13 <sup>th</sup> August 2020
<b>Project Sponsor:</b>	Justin Jupp	<b>Date:</b> 13 <sup>th</sup> August 2020

**Please provide any supporting documents in the appendices below.**

### **Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010**

<b>Age</b>	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
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<b>Disability</b>	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
<b>Gender reassignment</b>	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
<b>Marriage and civil partnership</b>	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
<b>Pregnancy and maternity</b>	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
<b>Race</b>	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
<b>Religion and belief</b>	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)