

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	Payments and bookings for activities undertaken at Sports Centres and Swimming Pools
Date	13 th August 2020
Officer carrying out screening	Andrew Wilesmith
Service Area	Sport and Leisure
Project Sponsor	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

What is proposed?	The Council, as part of the reopening of sports facilities are directing customers to a digital by default method of booking and paying for their activities, which includes not taking payments for activities in the centres.
Why are the changes being introduced?	The Coronavirus Outbreak has caused the Council to consider the services it operates, how these services could be delivered more efficiently or effectively and enable customers to book and pay in a safe and effective way.
What evidence is being used to support this equality impact analysis?	Previous booking and payment data from iCards
How will this change be implemented?	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
Age	No anticipated impact	The movement of bookings and payments away from the centres during this period to an online and telephone payments has no positive or negative impacts on any of the protected characteristics. The service already has online bookings and payments, and this is already available to customers.	<p>Telephone bookings and payments will still be available for those unable to use the online payment and bookings pages.</p> <p>In centre staff will still be on hand to deal with customer queries and signpost people to the right phone number.</p> <p>Tablets in centre will allow customers to book online whilst at the centre for further ease. Assistance is provided by staff if required.</p>
Disability	No anticipated impact	The movement of bookings and payments away from the centres during this period to an online and telephone payments has no positive or negative impacts on any of the protected characteristics.	<p>Telephone bookings and payments will still be available for those unable to use the online payment and bookings pages.</p> <p>In centre staff will still be on hand to deal with customer queries and</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		Whilst those that are visually impaired, or blind may not be able to view the online booking portal they will be able to pay and book by telephone.	<p>signpost people to the right phone number.</p> <p>Tablets in centre will allow customers to book online whilst at the centre for further ease. Assistance is provided by staff if required.</p>
Gender reassignment	No anticipated impact	The bookings and payments process change has no positive or negative impacts on any of the protected characteristics.	
Pregnancy and maternity	No anticipated impact	The bookings and payments process change has no positive or negative impacts on any of the protected characteristics.	
Race	No anticipated impact	The bookings and payments process change has no positive or negative impacts on any of the protected characteristics.	
Religion or belief	No anticipated impact	The bookings and payments process change has no positive or negative impacts on any of the protected characteristics.	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		No negative impact or discrimination is anticipated for people of different religions or beliefs.	
Sex	No anticipated impact	The bookings and payments process change has no positive or negative impacts on any of the protected characteristics.	
Sexual orientation	No anticipated impact	The bookings and payments process change has no positive or negative impacts on any of the protected characteristics.	
Marriage and civil partnership	No anticipated impact	The bookings and payments process change 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. Customers will now be able to make bookings 24 hours a day through, rather than at set opening times, enabling those that struggle to make contact during core times to book easier. Customers can book 7 days in advance for activities.

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

A. We will continue to provide payment and bookings online in the centres through tablets and via telephone

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

A. Using data captured through online booking rates, online payment rates, activity bookings

3 Sign Off

Assessment Author:	Andrew Wilesmith	Date: 13 th August 2020
Project Sponsor:	Justin Jupp	Date: 13 th 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

Age	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).
Disability	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.
Gender reassignment	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.
Marriage and civil partnership	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).

Pregnancy and maternity	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.
Race	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 Irish, Turkish, Cypriot, Eastern European and Travelling people.
Religion and belief	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.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	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](#)