

EQUALITY IMPACT ASSESSMENT

Measures implemented to deliver a profit share for
Birmingham Community Leisure Trust leisure centre
contract

Reference: EIA000314

Date: 29/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000314
Date Submitted	29/01/2024
Subject of the EIA	Measures implemented to deliver a profit share for Birmingham Community Leisure Trust leisure centre contract
Brief description of the policy, service or function covered by the EIA	Implement measures that will increase the likelihood of the Birmingham Community Leisure Trust leisure centre contracts returning a surplus share for the Council, this may include some or all of the following: i) review of the passport to leisure discount scheme on all activities ii) review of all opening hours iii) removing the cap on maximum charges iv) Review the viability of facilities in receipt of the greatest operational subsidy. Work is to continue with BCLT to agree on the options that best deliver the profit required and minimise the impact on customers. This is a year 2 saving proposal (25/26) and decisions have not yet been agreed or confirmed.
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-03-31

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Neighbourhoods
Service area	Sport Service
Budget Saving	Yes

Officers

Responsible officer	Dave Wagg
Accountable officer	Chris Jordan

Data Sources

Data sources	["Relevant research"]
Data source details	On going discussions with senior officers within BCLT to identify where changes to the contract can be made.

Protected Characteristics



Protected Characteristic – Age

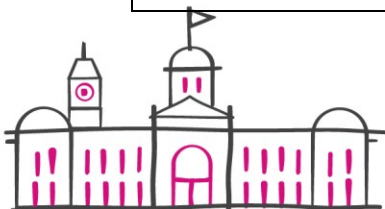
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	Whilst the measures to improve the financial position of the contract with BCLT have not yet been agreed and confirmed, it is unclear at this time on the impact on this protected characteristic.
How will you mitigate against any negative impact to the age characteristic?	Working closely with our contracting partner under the guidance of the contract and service specification to minimise impact as far as possible. BCLT will be further supported and encourages to expand their offer and programme to mitigate for any impact. A full review and full EIA will be submitted when measures have been agreed in 2024.

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	Whilst the measures to improve the financial position of the contract with BCLT have not yet been agreed and confirmed, it is unclear at this time on the impact on this protected characteristic.
How will you mitigate against any negative impact to the disability characteristic?	Working closely with our contracting partner under the guidance of the contract and service specification to minimise impact as far as possible. BCLT will be further supported and encourages to expand their offer and programme to mitigate for any impact. A full review and full EIA will be submitted when measures have been agreed in 2024.

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Male", "Female", "Non-binary"]
Please describe the impact to the sex characteristic	Whilst the measures to improve the financial position of the contract with BCLT have not yet been agreed and confirmed, it is unclear at this time on the impact on this protected characteristic.



How will you mitigate against any negative impact to the sex characteristic?	Working closely with our contracting partner under the guidance of the contract and service specification to minimise impact as far as possible. BCLT will be further supported and encourages to expand their offer and programme to mitigate for any impact. A full review and full EIA will be submitted when measures have been agreed in 2024.
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Protected Characteristic - Gender Reassignment

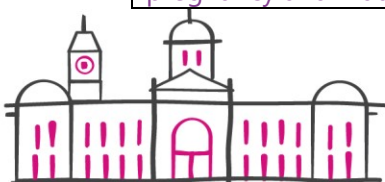
Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
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Please describe the impact to the pregnancy and maternity characteristic	Whilst the measures to improve the financial position of the contract with BCLT have not yet been agreed and confirmed, it is unclear at this time on the impact on this protected characteristic.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	Working closely with our contracting partner under the guidance of the contract and service specification to minimise impact as far as possible. BCLT will be further supported and encourages to expand their offer and programme to mitigate for any impact. A full review and full EIA will be submitted when measures have been agreed in 2024.

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]
Please describe the impact to the ethnicity and race characteristic	Whilst the measures to improve the financial position of the contract with BCLT have not yet been agreed and confirmed, it is unclear at this time on the impact on this protected characteristic.
How will you mitigate against any negative impact to the ethnicity and race characteristic?	Working closely with our contracting partner under the guidance of the contract and service specification to minimise impact as far as possible. BCLT will be further supported and encourages to expand their offer and programme to mitigate for any impact. A full review and full EIA will be submitted when measures have been agreed in 2024.

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]



Please describe the impact to the religion or beliefs characteristic	Whilst the measures to improve the financial position of the contract with BCLT have not yet been agreed and confirmed, it is unclear at this time on the impact on this protected characteristic.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Working closely with our contracting partner under the guidance of the contract and service specification to minimise impact as far as possible. BCLT will be further supported and encourages to expand their offer and programme to mitigate for any impact. A full review and full EIA will be submitted when measures have been agreed in 2024.

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	This will be monitored through the sports services contract monitoring function and form part of the monthly monitoring meetings and reports
Officer responsible for monitoring impact and mitigation	Dave Wagg

