

Appendix 4 to Paper No. 13-690

Initial Equality Impact Assessment – Service Change.

Department	Environment and Community Services
Service	Leisure and Culture Division/Staff Mutual
People involved	Potentially, all residents of the Borough.

1. What are the aims of the service and what changes are being proposed?

The Council is considering the creation of a Staff Mutual to operate most of the services currently managed by the Leisure and Culture Division of the Environment and Community Services Department.

2. What is the rationale behind these changes?

To provide a 'vehicle' which will enable the Council to achieve cost savings while maintaining existing service delivery standards.

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	Data
Race	The Leisure and Culture Division provides a very wide range of services (see Appendix 1) which are open to all, circa 300,000, residents of the Borough. The specification for the service will stipulate no less standard of service delivery than at present. No specific data is currently collected across the division, but as the services provided are open access it is expected that the service user profile reflects the borough average as per the Census.
Gender	As above.
Disability	As above, plus there are a number of services which provide specific disability-related services e.g. Leisure Centres (17,271 users), Sport and Physical Activity Development Team (7,079 users), grant to Thrive horticultural therapy organisation (200 users), Putney School of Art and Design (85 users) These will not be affected by the change to a Staff Mutual.
Age	As above, this will also apply to specific age-related provision. It is not possible for many of the services concerned to collect such data, but as services are open access, overall it is expected that the service user profile reflects the borough average as per the Census. . Specific service areas that do have such data include: Leisure Centres – over 65s season tickets 41,448, casual swims 8,876; Putney School of Art and Design (505 users over 60). Again, these usage levels will not be affected by the change to a

	Staff Mutual.
Faith	The annual Multi-faith Memorial Day is attended by 150 residents of different faiths or no faith.
Sexual Orientation	Data not collected

4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts	Possible <u>negative</u> impacts
Race	<p>The Mutual will achieve savings by a mixture of cost efficiencies and additional income, without compromising levels of service delivery.</p> <p>No negative impacts identified via consultation with staff or stakeholders. Move to Mutual generally understood/supported.</p> <p>The Mutual will adhere to the requirements of the Equality Act 2010 and will ensure that the profile of service users, where known/identifiable, reflects that of the Borough and that action is taken to address any groups which do not engage in the activities provided.</p> <p>As a Mutual it will be able to react quickly to address any areas of under-representation and potentially bid for funding to run specific programmes.</p>	None identified.
Gender	As above	
Disability	As above – several of the services have specific facilities for disabled residents – these will not be affected.	
Age	As above.	
Faith and sexual orientation	As above; the Council staff transferring to the Staff Mutual will be employed subject to the Equality act 2010 and, in particular, Bereavement Services will continue to offer services that are sensitive to the needs of different faiths.	

5. Is a full EIA required? No.

- Is the service a frontline service? Yes
- Is it clear what impact the service change will have on all the equality groups? Yes
- Overall will the change have a negative impact on any of the equality groups? No.

Comments - Please give the rationale here for not undertaking a full EIA

No impact. Levels of service delivery will not change

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

No

Signed

Date;4.11.13

Approved by: Clare O'Connor