

# Equalities Analysis Assessment Template

An EAA should be done and this template completed when the need for a new policy has been identified, or when an existing one needs to be reviewed. The EAA process is a continuous one, analysis of impact has to be done throughout the life of the project or policy change, to ensure that groups are not inadvertently impacted by circumstances that were not foreseen at the start of the project. The EAA can follow a decision or project along the service user journey, beyond team boundaries. If ownership of a project is unclear then the EAA should be jointly undertaken.

A completed copy of this document should be attached to all reports, even if this EAA simply notes that a full assessment is not required and why. EAAs have to be produced even where there is no data available. A lack of data should not be a barrier to any consideration of equalities, where there isn't the best evidence available, it's still essential that the process is followed and the decision-makers are made aware of any limitations.

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<b>Date</b>	<b>26 January 2022</b>	<b>Service</b>	<b>Leisure Services</b>	
<b>1. The project or decision that this assessment is being undertaken for</b>				
<b><u>Changes to Leisure Concessions for those aged 60+</u></b>				
<p>The proposal is to remove the universal free swim and gym benefit for Lewisham residents aged 60+ and to replace it with a concessionary price in line with other customers qualifying for the Be Active scheme. The free gym and swim would remain in place for people with disabilities.</p> <p>It is a structural change to the admission charges and pricing policy for the leisure centres.</p> <p>The change would be implemented from October 2022 (in line with the proposed extension of the GLL contract). Savings would be £95,000 in both 2022/23 and 2023/24. The saving equates to £190,000 per year from the leisure centre contracts in 2024/25. The base budget would be amended to reflect this situation.</p>				
<b>2. The protected characteristics or other equalities factors potentially impacted by this decision</b>				
<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Ethnicity/Race	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Language spoken	<input type="checkbox"/> Other, please define:
<input checked="" type="checkbox"/> Gender/Sex	<input type="checkbox"/> Gender identity	<input type="checkbox"/> Disability	<input type="checkbox"/> Household type	
<input type="checkbox"/> Income	<input type="checkbox"/> Carer status	<input type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Socio Economic	
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy and Maternity	<input type="checkbox"/> Refugee/Migrant/Asylum seeker	<input type="checkbox"/> Health & Social Care	
<input type="checkbox"/> Nationality	<input type="checkbox"/> Employment			
<p>This change in policy is limited to those aged 60+ using the leisure centres for swim and gym.</p>				
<b>3. The evidence to support the analysis</b>				

### The borough population data for over 60s

The total projected population (2020) is 308,427.

- 155,793 are female
- 152,633 are male

### Total Projected Population 60+

Age range	No. of people in age range	% of total population
60-64	12,937	4.2
65-69	9,011	2.9
70-74	7,259	2.4
75-79	5,078	1.7
80-84	4,118	1.3
85 and over	3,855	1.3
	<b>42,258</b>	<b>13.8</b>

### % Population projections for males and females over 60.

Age Range	Female % (of the 155,793)	No. of females in whole population (rounded up)	Male % (of the 152,633)	No. of males in whole population
60-64	4.4	6855	4.0	6105
65-69	3.2	4985	2.7	4121
70-74	2.5	3895	2.2	3358
75-79	1.8	2804	1.5	2289
80-84	1.5	2337	1.1	1679
85 and over	1.6	2493	0.9	1374
	<b>15.0</b>	<b>23,369</b>	<b>12.4</b>	<b>18,926</b>

The council does have information related to ethnic makeup however, this information is not broken down by ethnicity.

Usage of the leisure centres by the target age group (60+) over the last three full trading years was as follows (Fusion and 1Life data). More recent data is considered less reliable due to the transition between leisure operators and the restricted operations under COVID.

Year	2016/17	2017/18	2018/19
<b>Total 60+ usage* (Fusion/GLL sites)</b>	27102	40261	36673
<b>Number of concessionary members** (Fusion/GLL sites)</b>	4179	2912	2884
<b>Downham 60+ free gym and swim throughput</b>	5816	6837	8029

\*- the data reflects total usage numbers coming from the 60+ category of customer and covers all facilities and activities across the leisure centres. Specific data of the free swim and gym concession is not available.

\*\* - The data captures the number of individuals who purchased a concessionary membership under the Be Active scheme including 60+, people with disabilities, people on means tested benefits and full time students. Greater breakdown is not available.

The GLL figures have been based on the below assumptions:

- Total annual usage estimated at 611,170
- 60+ and disabled usage reflects 16% of total usage (97,787)

- Assume 70% of 60+ and disabled will continue to use service if they have to pay (68,451)

Anecdotal evidence suggests that the 60+ target group has been slow to return to leisure centre participation (compared to other audiences) as participation continues to rebuild in a post COVID era. Both London and Lewisham appears to be behind the recovery of leisure centres across the country.

In terms of benchmarking, our operator GLL has indicated that no other London Boroughs where they manage leisure centres offers such a generous concession as that currently offered by Lewisham. The proposed changes will therefore bring Lewisham in line with the majority of the local authority leisure centre market.

#### 4. The analysis

Alternative policy changes considered but rejected were as follows.

1. Keep the pricing as previously agreed but limit the offer to off peak hours when demand is lower (as happened during restricted opening hours under COVID).
2. Keep the pricing as agreed (i.e. free gym and swim for 60+ only) but limit the offer to 60+ in financial need by means testing customers.
3. Changing the age to 65 for which the free gym and swim benefit became available.

None of the above were considered acceptable since it was judged that they did not generate the financial savings required from the leisure contract.

Prices charged under the current pricing policy compared to the proposed pricing policy

	Current £ 2021/22	Proposed £ 2022/23 *
60+ swim GLL	Free	3.10
60+ gym GLL	Free	4.45
People with disabilities swim - GLL	Free	Free
People with disabilities gym - GLL	Free	Free
Be Active (incl 60+) monthly membership GLL	29.95	

\*- the prices quoted have yet to be agreed. They will be subject to delegated authority approval by the Executive Director of Community Services.

#### 5. Impact summary

The impact of changing the pricing for 60+ gym and swim is difficult to forecast in terms of participation, financial implications and health consequences.

**Participation Implications** - It is anticipated that there will be a downturn in the participation by the target audience. The expectation is that there will be a 30% reduction in attendance. Since the financial impact will be most heavily felt by those less able to pay a concessionary admission fee, it is likely that that this section of the 60+ community will be most greatly affected, alongside those who have the least commitment to physical activity.

**Financial Implications** – Under this proposal, the removal of the free gym and swimming access for people aged 60+ represents a savings of c£190,000 across all Lewisham leisure centres.

The provision of a concessionary pricing scheme will continue for people aged 60+, with residents able to access discounts of c34% on the headline prices offered to the general public(see below):

Activity	Proposed Headline Price 2022/23	Proposed Concessionary Price 2022/23	Discount %
Swimming – Adult	£4.65	£3.10	33%
Gym session – Adult	£6.75	£4.45	34%

The provision of “free swim and gym” will continue for people registered as disabled, meaning the most vulnerable 60+ residents will still have free access to gym and swimming sessions.

**Health Implications** – There may be increased pressure on local health and social care services as a result of the highlighted (potential) reduction in physical activity engagement from those aged 60+. This may have a residual impact on the mental health and wellbeing of the target audience.

Free gym and swim access will be retained for people registered as disabled as this section of our local population are the most under represented with regard to physical activity engagement.

**Staff/Service Implications** - There is likely to be an increase in complaints arising from this change in policy. It will increase the administrative burden for both the leisure operators and the Council Officers.

## 6. Mitigation

### Participation

Increased and targeted marketing of the leisure services will improve overall awareness and engagement with our Leisure Centres; emphasis will be placed on the remaining concessionary offers (pay and play / concessionary memberships). The continued improvement of the leisure service will also improve usage of the centres within the contract.

### Financial

Improving the awareness of other low cost / free physical activity sessions that exist within the borough will also assist in mitigating the impact of the proposed changes to the Be Active Scheme. This could include strengthen links to Social Prescribing work currently taking place in the borough.

It is pertinent to highlight that this proposal does not instigate the removal of the concessionary membership scheme, but rather relieves some of the financial pressure from the leisure service (a residual effect of the cuts from central government, the impact of Covid-19) by migrating the 60+ from free usage to discounted usage. It is generally accepted that not all over 60 year olds require a concession and some are very wealthy, thus the focus of the free usage elements of Be Active will remain for residents with registered disabilities, a proportion of which will also be aged 60+.

### Health

Effective programming within the Leisure Centres will offer alternative low cost activities the target audience could benefit from. The development of supported multi-sport 60+ session (once a week at each of Wavelengths, Glass Mill, and Forest Hill Pools) is an avenue currently being investigated. Part of the offer could include a social element around the reopened cafes. Similar initiatives in the borough have proved popular in the past.

2021 Leisure centre participation data shows that people with disabilities make up the smallest proportion of leisure centre users (3%). Retention of free gym and swim sessions for people with disabilities ensures that the most underrepresented target group have the least barriers to physical activity.

**7. Service user journey that this decision or project impacts**

The proposed mitigation for this change in policy described above will go a long way to offsetting the increased costs for the 60+. However they will still be able to access the leisure centres at a concessionary price, largely in line with other Boroughs across London.

The 60+ may wish to access leisure services provided by the commercial and voluntary sectors in Lewisham but it is the Council that is the sole provider of swimming facilities for the public.

Should customers still be unhappy they have recourse to complaining directly to GLL, the Council complaints system and to elected officials (Mayor, Councillors and local MP's).

**Signature of  
Director**

