

Equality Impact Assessment: ANGUSalve Charges Review and Budget Settlement 2025/26

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Is this proposal a high-level strategy? No

Type of proposal : budget saving (all budget proposals must have an EIA);

What type of assessment is required? full

Overview

Directorate or service. If the proposal involves more than one directorate or service, name the lead one : Legal, Governance and Change

Give details of any legislation relevant to this proposal : None

What is being proposed?To agree the proposed 2025/26 budget settlement between Angus Council and ANGUSalve, along with the review of ANGUSalve charges for services delivered and their Business Plan covering 2023/24 to 2025/26

Is this a new budget saving (all budget proposals must have an EIA) or a review of an existing budget saving (all budget proposals must have an EIA)? Review of existing proposal - Report 62/24 - ANGUSalve Charges Review and Budget Settlement 2024/25

Impact

All the group(s) of people your proposal involves or affects : Employees, Job applicants, Service users, Members of the public

What internal data, such as customer satisfaction surveys, equality monitoring data and customer complaints, have you gathered to discover what impact (positive or negative) your proposal will have on people? Internal cost data has been used in relation to the annual review of charges and pricing structure.

Internal data will also be used by ANGUSalve as required, and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

What internal consultation, for example with staff, trade unions and affected services, have you gathered to discover what impact (positive or negative) your proposal will have on people? There has been internal consultation with specific staff in relation to the annual review of charges and pricing structure. The charging and pricing structure has also been reviewed by the ANGUSalve Finance & Audit Subcommittee.

Internal consultation will also be carried out by ANGUSalve with their staff and relevant trade unions, and detailed in their EIA assessments developed in relation to any specific charges included in the Business Plan.

What external data, such as census data, equality reports, equality evidence finder, performance reports, research and statistics have you gathered to discover what impact (positive or negative) your proposal will have on people? External research data (for example comparative data from other leisure trusts) has been used in relation to the annual review of charges and pricing structure.

External data will also be used by ANGUSalve as required, and detailed in their EIA assessments developed in relation to any specific charges included in the Business Plan.

What external consultation have you done, with partner organisations, national organisations, other councils, community groups and others, to discover what impact (positive or negative) your proposal will have on people? External consultation will be carried out by ANGUSalve, or where appropriate by Angus Council or both organisations jointly, with relevant members of the public, community groups and partner organisations, and detailed in their EIA assessments developed in relation to any specific changes included in the Business Plan.

What other consultation (if any) has been conducted that was not included above? The information will be collated by ANGUSalve although council staff may be involved in using this information for future committee reporting.

Gaps

Are there any gaps in the equality information you currently hold? Yes

Groups

Are there potential differential impacts on particular age groups? Unknown

Reason(s) for your answer : Revised charges are being applied across all services including concessionary membership rates, therefore there is a potential negative impact across all ages groups where there are proposed increase, however there are still activities where there are no charges such as health walks and other areas where prices remain unchanged.

Are there potential differential impacts on people with a disability? Unknown

Reason(s) for your answer : A new member charge of £25 per month. Introduced as a progression to the existing Be Active .. Live Well charges. Which is only available to those who have come through the medical referral process and offers full access to all classes and facilities.

Are there potential differential impacts on people with a gender reassignment?

Neutral

Reason(s) for your answer : No reason that pricing should have any specific impact

Are there potential differential impacts on people with a marriage or civil partnership status? Neutral

Reason(s) for your answer : No reason that pricing should have any specific impact

Are there potential differential impacts on people due to their race?Neutral

Reason(s) for your answer : No reason that pricing should have any specific impact

Are there potential differential impacts on people due to their sex? Neutral

Reason(s) for your answer : No reason that pricing should have any specific impact

Are there potential differential impacts on people due to pregnancy/maternity?

Neutral

Reason(s) for your answer : No reason that pricing should have any specific impact

Are there potential differential impacts on people due to religion or belief? Neutral

Reason(s) for your answer : No reason that pricing should have any specific impact

Are potential differential impacts on people due to their sexual orientation?Neutral

Reason(s) for your answer : No reason that pricing should have any specific impact

UNCRC

Which of the general principles apply to your proposal? None ;

Consultation

Have you consulted with any of the protected characteristic groups who are potentially negatively affected by the proposal? No

What are your reasons for not consulting with any of the protected characteristic groups who are potentially negatively affected by the proposal? The background and rationale for the proposals are set out in ANNEX 1 of Report 53/22. The overarching decisions reached by ANGUSalve in relation to the proposed charges for 2023/24 were:

- â€¢ Charges would be reviewed on an individual basis
- â€¢ Charges to be more reflective of ANGUSalve delivery costs
- â€¢ Identify new/ alternative pricing models to better reflect ANGUSalve's offering and market
- â€¢ Confirm the charge/ pricing model for new services/ offerings
- â€¢ Where an inflationary increase was applied this is at the rate of 10.1% (the rate of inflation in October 2022 when the charges review commenced).

Consultation will be carried out by ANGUSalve and detailed in their EIA assessments developed in relation to any specific changes emerging from the Business Plan.

How did you do this?

What were the results?

Negative Impacts

What steps will you take to reduce or remove potentially negative impacts? Charges have been reviewed and adjusted in line with the principles set out in Step 8.

Where staffing reductions result from any service specification changes, every effort will be made to deliver these through natural staff turnover.

Justification

If your proposal will have a negative impact, what is your justification for taking it forward? ANGUSalve is under significant financial pressure to remain as a â€˜going

concern'. The review of charging and future business planning to ensure the ongoing viability of the organisation are key components to achieve this objective. All Charges have been reviewed and adjusted in line with the principles set out in Step 8.

Public Sector Equality Duty

Does this proposal contribute to any, or all, of the public sector equality duty to? Yes

We need to know how your proposal does this : All Charges have been reviewed and adjusted in line with the principles set out in Step 8 to ensure the public sector equality duty has been part of considerations.

Where staffing reductions result from any service specification changes, no employee will be unlawfully discriminated against and employment legislation will be complied with.

Is there anything that could be done to advance equalities in relation to this proposal? This has been factored into the review of charges. Future actions as part of the Business Plan will be considered as part of any proposed future changes.

Fairer Scotland Duty: Not Applicable

Monitoring

How will you monitor and review your assessment in line with your proposal?

Performance data will be collected by ANGUSalive and included in future performance reports.

Will this equality impact/fairer Scotland Duty/Children's Rights assessment be included with a committee report? Published with committee report

Approvers

Reviewer Approval : Doreen Philips - PhillipsD@angus.gov.uk

Review Date : 11/02/2025 18:07

Manager Approval : Kevin Lumsden - Manager - Service Support
Approval Date : 12/02/2025 08:58