

EQUALITY IMPACT ASSESSMENT

Review of ANGUSalve Charges

Approval / confirmation of the management fee payable to ANGUSalve in respect of the provision of leisure, culture and ACCESS services as set out in the Service Agreement. This is a reduced level and forms part of the overall savings proposals within the Council's revenue budget.

Approval / confirmation of the leisure and culture scale of charges to be applied by ANGUSalve to leisure and culture services as set out in the Service Agreement. There is no direct saving aspect from this within the Council's revenue budget as the impact is contained within the ANGUSalve budgets.

Screening Process

Does the proposed saving involve or have consequences for the people the council serves or employs? Yes

If yes, proceed to step 1 of the Full Equality Impact Assessment below.

EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

Step 1

What data/research is available to assess the likely impact of the proposed saving?

Previous experience of the impact of a reducing management fee level as well as experience of applying varying charge levels to leisure and culture services, alongside benchmarking data and market intelligence from other leisure and culture trusts.

Step 2

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

None of the above categories apply.

Step 3

Is there evidence to suggest that any part of the proposed saving could unlawfully discriminate against people? No

Step 4

Can the proposed saving be seen to favour one section of the community or deny opportunities to another? No

Step 5

Does the proposed saving advance equality? No

Or restrict equality? No

Step 6

Based on the work you have done, please state the level of impact for any of the equality groups of the proposed saving in terms of high, medium, low, unknown.

Low impact.

Step 7

If during **Steps 2 - 5** there has been an adverse impact identified, consider if any adverse impact can be justified. n/a

Impact Assessment Carried Out By: Kevin Lumsden, Manager (Finance – Services Support)

Date: 18 February 2020