

# North Ayrshire Council

## Equality & Children's Rights Impact Assessment (Full Form)

### Introduction

This form will assist in carrying out an **Equality Impact Assessment** and where appropriate, **Socio-Economic, Children's Rights, Island Communities and Consumer Duty Impacts** of new, revised and existing policies and practices. Guidance on how to complete assessments is given in the Council's **Equality and Children's Rights Impact Assessment Toolkit**.

The form is mandatory and must be published on the Council website once the policy or practice has been approved.

### Section 1 - General Details

1.1 Directorate/Service: Communities and Housing  
Section: Connected Communities

1.2 Name of Policy, Practice or Proposal being assessed and determination of whether this is a new, existing or a budget proposal:

Reduction in funding to KA Leisure of up to £335,000

This is a budget proposal.

Please insert Budget Reference number (if applicable) SP-COM-25-03/4

1.3 List of participants in the assessment

Rhonda Leith

1.4 Manager responsible for the impact assessment

Name: Rhonda Leith

Designation: Head of Service, Connected Communities

1.5 Timetable (should be started during the development phase of the proposal)

Date Assessment Started: January 2025

Interim Review Date: 19 February 2025

Final sign off by Head of Service at the end of the form.

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## Section 2 – Aims and Relevance

2.1 What is the purpose of the policy practice or proposal?

To provide options to balance the Council's budget for 2025/26.

## Section 3 – Equality and Diversity

- 3.1 What evidence were you able to access about the relevant needs of protected groups as outlined in section 3.3 below (Please include your sources – links to equality providers and evidence can be found in both the toolkit and the [Promoting Equality](#) Page on Connects).

Feedback through the online survey and community conversations. 1850 people responded to the online survey, with 1536 responding directly to the KA Leisure questions. Over 500 participated in community conversations. Detailed information by KA Leisure regarding benchmarking of charges, uptake of their services and the value proposition of the KA offer.

Details of the Budget Consultation results can be accessed at [North Ayrshire Council Budget 2025-26 Engagement Findings](#)

- 3.2 Are there any gaps in your evidence or areas of uncertainty?

No

- 3.3 From the list of protected characteristic groups identified in the table below please identify any potential positive and negative impacts on any of these protected characteristics?

Protected Characteristic	Impact on the Protected Characteristics (yes or no)	Please Explain (Positive or Negative or Neutral)
<b>Age</b> - Older people, children and young people – please identify which categories will be affected	Yes	Potential for negative impact due to increased costs/ reduced accessibility of services
<b>Disability</b> - Physical and Learning	Yes	Potential for negative impact due to increased costs/reduced accessibility of services
<b>Gender reassignment</b> - Where a person is living as the opposite gender to their birth	No	Neutral impact
<b>Pregnancy and Maternity</b>	No	Neutral impact

Protected Characteristic	Impact on the Protected Characteristics (yes or no)	Please Explain (Positive or Negative or Neutral)
<b>Race, ethnicity, colour, nationality or national origins</b> (including gypsy/ travellers, refugees and asylum seekers)	No	Neutral impact.
<b>Religion or belief</b> (includes religious and philosophical beliefs, including no belief)	No	Neutral impact
<b>Sex</b> - Women and Men	No	Neutral impact
<b>Sexual Orientation</b> - Lesbian, gay and bisexual people	No	Neutral impact
<b>Marriage and Civil Partnership</b> - marriage between same sex couples is included	No	Neutral impact
<b>Human Rights</b>	No	Neutral impact
<b>Care Experienced</b> - This term refers to anyone who is currently in care or has been for any length of time regardless of their age and includes <b>Kinship Care</b> (other family members); <b>Looked After at Home</b> (with support from social work); <b>Residential Care; Foster Care; Secure Care; Adoption.</b>	Yes	Potential negative impact identified due to increased costs/reduced accessibility

Protected Characteristic	Impact on the Protected Characteristics (yes or no)	Please Explain (Positive or Negative or Neutral)
<b>Other</b> - Poverty, homelessness, ex-offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership	Yes	Low negative impact on those living in poverty through increased costs, offset by specific mitigations in free and reduced costing structures.

3.4 Describe any consultation or engagement undertaken, including details of the groups involved and the methods used.

As described above in section 3.1

Questions 3.5 – 3.7 refer to the ‘Three Key needs (or aims) [of the Equality Duty](#)’.

3.5 Which aspects of the policy eliminate unlawful discrimination, harassment and victimisation?

None

3.6 Which aspects of the policy advance equality of opportunity between people who share a relevant protected characteristic and those who do not?

None

3.7 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not? (Does it tackle prejudice and promote a better understanding of equality issues).

None

3.8 If you have identified any negative impacts of your proposal how will you mitigate these?

There was some concern noted in the feedback received about the impacts of increased pricing on affordability, particularly in relation to those on fixed incomes such as older people, children and those with disabilities and long-term conditions. This will be mitigated through minimal increases following a period of flat pricing over the last few years. A range of reduced prices for membership and use of facilities will remain for those on low incomes, including younger people, and in receipt of specific benefits, as well as the ongoing delivery of the Active North Ayrshire programme for those in rehabilitation or with specific health conditions. The pricing is set by the KA board on an annual basis and considers the needs of various groups as part of their process. A recent review of charges nationally by sportscotland has revealed pricing will remain competitive. The current trajectory of growth of the business will be

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continued helping to achieve a reduction in the subsidy level needed and thus minimise any pricing increases. No closures which would impact accessibility are included in this proposal.

3.9 Is the policy or practice intended to promote equality by permitting positive action or lead to positive outcomes for people based on a protected characteristic?

No

## Section 4 – The Fairer Scotland Duty

**The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010 places a legal responsibility on the Council to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage when making decisions.**

4.1 Does the proposal have the potential to have a significant impact on inequalities of outcome caused by socio-economic disadvantage? (consider low income; low wealth; material deprivation; area deprivation; communities of place or interest, socio-economic background).

No, the proposal does not have the potential to have a significant impact on inequalities of outcome caused by socio-economic disadvantage.

Those on low incomes and benefits will have access to reduced prices for services.

## Section 5 – Children’s Rights

When considering the Children’s Right’s Impact process, some of the key considerations include any evidence, research and consultation (specifically including any consultation or engagement with young people).

5.1 Are any Children’s Rights impacted by this proposal? ([The Children’s Rights Articles](#) have been matched against the GIRFEC Wellbeing Indicators – where relevant these are highlighted in 5.4 below).

No, Children’s Rights are not impacted by this proposal.

5.2 Please indicate, if possible, how many children and young people (nearest estimate) are likely to be affected by the policy or measure?

No specific impacts on children and young people from the saving – service delivery and reduced pricing for children and young people will be maintained.

5.3 Are some children and young people more likely to be affected than others?

No

If, Yes what groups? (consider protected characteristics – for example, disabled young people, LGBT etc)

5.4 The following Children’s Rights and Wellbeing Indicators are likely to be affected by the policy/proposal:-

Wellbeing indicator (for example, safe, healthy etc)	Children’s Right (for example, 22 – refugee children)
Safe Healthy Nurtured Achieving Active Responsible Respected Included	31 – leisure, play and culture

5.5 What likely impact will the policy/proposal have on Children’s Rights and Wellbeing? Either Positive, Negative or Neutral.

**Children Rights -**

Neutral

**Other Protected Characteristics**

Not applicable

5.6 What consultation or engagement has taken place with young people?

As detailed above – specific engagement sessions were held with young people as well as access to the online survey

5.7 If Negative impacts are identified how will these be mitigated, or the effect reduced?

Potential for negative impact through increased costs and reduced accessibility raised as a concern. No closures will impact on accessibility as a result of this proposal. Reduced costs for families and young people, and for those on low incomes and specific benefits, will remain to mitigate impact.

## Section 6 – Island Communities Impact (or Island Proofing)

Island Proofing is about considering the particular needs and circumstances of island communities when public sector organisations exercise their functions and make decisions. This has been added to the process of assessing the Council Plan and includes a range of issues such as access to services, digital connectivity, employment and access to education, transport and access to goods and services.

6.1 Do the intended outcomes of the proposal potentially differ or have a different impact for our Island Communities?

No

6.2 What are the potential impacts for our Island Communities?

Not applicable

6.3 Please explain if the impacts are different for communities on different islands?

Cumbrae is currently having an expansion of provision with a dedicated gym area being developed in the Garrison which KA Leisure will manage; provision in Arran is also being expanded with funding being secured to redevelop the Brodick tennis courts, managed by KA Leisure, and work ongoing with the community to re-establish provision at the bowling green adjacent.

6.4 What consultation or engagement has taken place with the Island Communities?

As detailed above

6.5 How will you address any potential barriers or wider impacts for Island Communities as identified through this assessment?

Not applicable

## Section 7 – The Consumer Duty

The Consumer Duty is about the impact of Council proposals on consumers in Scotland. A Consumer is an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#).

### 7.1 Will your proposal impact on consumers?

Yes, this proposal will impact on consumers.

If no, please complete the 'Assessment not required' template by emailing [northayrshireperforms@north-ayrshire.gov.uk](mailto:northayrshireperforms@north-ayrshire.gov.uk)

### 7.2 What are the impacts, if any, on consumers in general? Is it likely that consumers will experience harm because of this proposal?

Increased costs for consumers in general, with mitigations in place for those in most need. Increased costs will bring pricing into line with industry standards across the country.

### 7.3 What are the impacts if any, on consumers in vulnerable circumstances? Is it likely that consumers in vulnerable circumstances will experience harm because of this proposal? (please include any relevant evidence or engagement with consumers)

\*Vulnerable circumstances may be temporary in nature and may or may not arise as a result of a consumer's protected characteristics. For more information, please see [page 31 of Consumer Scotland's draft guidance on the consumer duty](#).

No, it is not likely that consumers in vulnerable circumstances will experience harm because of this proposal.

### 7.4 What consultation and engagement has taken place with consumers around your proposal?

Please see 3.1 above

### 7.5 What alternative proposals are there that could improve outcomes for consumers and/or reduce harm to consumers? How do these compare to the original proposal?

Continued access to services and reduced costs for those with specific needs as detailed above.

## Section 8 – Crosscutting Impacts

- 8.1 Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals on a protected characteristic group)?

No other cross-cutting impacts identified.

## Section 9 – Outcome of the Assessment

There are four potential outcomes for this assessment which are:

- No major alterations to the policy assessed
- Adjust the policy as potential problems or missed opportunities identified.
- Continue the policy - justification required as potential for adverse impact has been identified.
- Stop and remove the policy or proposal, as potential for discrimination or other harmful impact.

### 9.1 Please detail the outcome of the assessment:

Continue the policy: the Impact Assessment identifies the potential for adverse impact or missed opportunities to promote equality.

Engagement and mitigation has been undertaken as above. It should be noted that any future savings may have a deeper impact as they are likely to result in reductions to services or further increases in costs; this current proposal will have a minimal impact due to the work of the KA Leisure management team in growing the business and the minimal increases in costs which are planned.

### 9.2 Please outline the justifications for continuing the policy/procedure.

While there will be some increase to costs for some users of the services, this is mitigated by the range of reduced pricing and free services for those in the most need. Some of the saving will be achieved through continuing to grow the business through new service offers and increased membership.

### 9.3 Please state the key issues, recommendations and future actions arising from the Integrated Impact Assessment.

Not applicable

## Section 10 – Monitoring

10.1 Describe how you will monitor the impact of this policy for example, performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved, timescales including any future reviews of the impact of the proposal?

KA will continue to monitor uptake and impact of their services on an ongoing basis.

## Section 11 – Sign Off

11.1 Head of Service who has approved the impact assessment.

Name: Rhonda Leith

Title: Head of Service, Connected Communities

Date: 17 February 2025

## Section 12 – Publication

12.1 Following approval by Head of Service, completed Impact Assessments need to be published on the Council's External Website.

Please email: [northayrshireperforms@north-ayrshire.gov.uk](mailto:northayrshireperforms@north-ayrshire.gov.uk)