

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Financial adjustments on the SLM contract to cover the deficits incurred between 1 st April 2021 – 31 st March 2022 as a result of Covid-19
Please outline the proposal.	For financial adjustments to be made on the SLM contract to cover the deficits incurred between 1 st April 2021 and March 31 st 2022 as a result of Covid-19
What savings will this proposal achieve?	This proposal is to undertake a non contractual position on the financial adjustment, leading to a saving of £104,439 over a contractual approach
Name of Lead Officer	Guy Fishbourne

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
<p>The financial adjustments relate to the period between 1st December 2020, including the time of enforced closure due to Covid 19 regulations, through to 31st March 2022 during which time the leisure centres will be reopened and available to the community with appropriate social distancing and regard for regulations relating to specific activities.</p> <p>Evidence shows that regular physical activity can reduce the risk of many chronic conditions, including coronary heart disease, stroke, type 2 diabetes, cancer, obesity, mental health problems and musculoskeletal conditions. These conditions are significantly higher within Bristol's most deprived areas and the council's leisure provision is predicated on catering for this demographic.</p> <p>Through their concessionary pricing scheme, the Council's leisure centres provide affordable and accessible opportunities for residents to be physically active compared to the costs of other private provision which can be prohibitive and can discourage people on low incomes from accessing appropriate provision. Due to the location and catchment of the council's leisure facilities, the financial assistance requested will have a positive effect on local communities and equalities groups, preventing a widening of social and health inequalities.</p>
Please outline where there may be significant negative impacts, and for whom.

We do not anticipate any negative impact for equalities groups as this proposal will allow for the service to resume and increase access to physical activity opportunities.

Could your proposal impact staff with protected characteristics?

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

This proposal related to six of the council's nine leisure centres which serve some of the most deprived areas of the city. This provision has a significant impact on both local employment opportunities and the local economy.

The proposal would allow leisure centre staff to resume their work when it is safe to do so. Many of the staff have been furloughed so this would allow them to return to their usual working patterns. We anticipate this will have a generally positive impact on staff financially and in terms of mitigating mental health impacts.

Please outline where there may be negative impacts, and for whom.

We have not identified any negative impacts for staff from the proposal. Other considerations such as reducing occupational risks and providing appropriate public health communications are outside the scope of this decision.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No. We have not identified any significant impacts for citizens or staff on the basis of their protected characteristics.

Director of Public Health sign off and date:



Christina Gray, 1 June 2021

Equalities Officer sign-off and date: 13/5/2021
Reviewed by Equality and Inclusion Team