

Initial equality impact assessment screening form			
This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.			
Directorate	Central Services		
Service area	Legal and Democratic Services		
Proposal being screened	Brimhams Active Limited Termination of Leisure Operating Agreement		
Officer(s) carrying out screening	Jennifer Norton – Assistant Director (Legal) William Donaldson - Solicitor		
What are you proposing to do?	Termination of the Council's contract with Brimhams Active Limited for leisure services		
Why are you proposing this? What are the desired outcomes?	This will give effect to the Executive decision in January 2024 to transfer all of the Council's leisure services to a single in-house model. This earlier transfer will facilitate the existing shared management arrangements and ensure stability for Brimhams' staff and customers.		
Does the proposal involve a significant commitment or removal of resources? Please give details.	Termination of the contract will allow for the services to be provided in-house, with a stronger focus on health and wellbeing and participation. There is no removal of resources.		
Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC's additional agreed characteristics			
As part of this assessment, please consider the following questions:			
<ul style="list-style-type: none"> To what extent is this service used by particular groups of people with protected characteristics? Does the proposal relate to functions that previous consultation has identified as important? Do different groups have different needs or experiences in the area the proposal relates to? 			
If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your directorate representative for advice if you are in any doubt.			
Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		✓	
Disability		✓	
Sex		✓	
Race		✓	
Sexual orientation		✓	
Gender reassignment		✓	
Religion or belief		✓	
Pregnancy or maternity		✓	
Marriage or civil partnership		✓	
People in rural areas		✓	
People on a low income		✓	
Carer (unpaid family or friend)		✓	
Are from the Armed Forces Community		✓	
Does the proposal relate to an area where there are known inequalities/probable impacts (for example, disabled people's	This proposal is giving effect to the Executive decision in January 2024 to transfer all of the Council's leisure services to a single in-house model. The overall impact of the new delivery model should be a positive one.		

access to public transport)? Please give details.				
Will the proposal have a significant effect on how other organisations operate? (for example, partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	There is no negative impact upon how other organisations operate.			
Decision (Please tick one option)	EIA not relevant or proportionate:	✓	Continue to full EIA:	
Reason for decision	Termination shall give effect the Executive decision in January 2024 to transfer all of the Council's leisure services to a single in-house model. The new delivery model is considered to have a positive impact, with a greater focus on health, wellbeing, inclusion and targeted services.			
Signed (Assistant Director or equivalent)				
Date				