

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	Community Development
Service area	Culture, Leisure, Libraries and Archives
Proposal being screened	Strategic Leisure Review - Shaping the future of Leisure Services in the new North Yorkshire Council
Officer(s) carrying out screening	Jo Ireland – Assistant Director
What are you proposing to do?	Following the undertaking of a Strategic Leisure Review – we are recommending a new delivery and management model options for leisure services.
Why are you proposing this? What are the desired outcomes?	<p>The strategic leisure review has been undertaken following the bringing together of 7 different services following LGR. The desired outcomes of the review are to:</p> <ul style="list-style-type: none"> • identify a new, effective and efficient integrated delivery model for sport and leisure services across the county • identify how leisure services can deliver better value for money • undertake an options appraisal and recommendations relating to management options for the delivery of leisure services across the County (including in-house, outsourced, trust, Teckal and hybrid management options) • undertake a comprehensive audit of the condition of the current built facilities and a high-level assessment of future costs and liabilities • identify workforce options <p>Engagement has been undertaken with a wide range of groups, this includes groups who may experience more difficulties in accessing services. This included:</p> <ul style="list-style-type: none"> • Sports clubs and community well-being organisations • Wider public • Individuals and/or groups from lower socio economic areas • Young people • Older people • Refugees • Young carers
Does the proposal involve a significant commitment or removal of resources? Please give details.	<p>The proposals will change the delivery of leisure services, with a stronger focus on health and well being and participation.</p> <p>There is no removal of resources.</p> <p>The focus on improving participation, addressing barriers and delivery of more inclusive services should have a positive effect on groups with protected characteristics.</p>

Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC'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 Equality rep for advice if you are in any doubt.			
Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		X	
Disability		X	
Sex		X	
Race		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage or civil partnership		X	
People in rural areas		X	
People on a low income		X	
Carer (unpaid family or friend)		X	
Does the proposal relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.	The strategic review relates to the leisure service provision in North Yorkshire, where there are known inequalities with relation to rurality and access. The review takes into account key issues such as health inequalities, inclusion, health, and impacts on protected characteristics. The overall impact of the new delivery model should be a positive one.		
Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	There are no negative impacts on how other organisations operate. The review aims to promote greater inclusion with sport and active well being.		
Decision (Please tick one option)	EIA not relevant or proportionate:	✓	Continue to full EIA:
Reason for decision	The review overall should have a positive impact in terms of the new delivery model, which has a greater focus on health, well being, inclusion and targeted services. Engagement with a range of groups has been undertaken to inform the review, including those with protected characteristics.		

Signed (Assistant Director or equivalent)	Jo Ireland
Date	03/11/2023