



Equality Screening Template

GLLs membership and pricing architecture for Belfast

Belfast City Council - Equality Screening Template

The Council has a statutory duty to screen. This includes our strategies, plans, policies, legislative developments; and new ways of working such as – the introduction, change or end of an existing service, grant funding arrangement or facility. This screening template is designed to help departments consider the likely equality impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Before carrying out an equality screening exercise it is important that you have received the necessary training first. To find out about the training needed, contact – gilmartins@belfastcity.gov.uk

The accompanying [Screening Guidance](#) note provides straightforward advice on how to carry out equality screening exercises. Detailed information about the Section 75 equality duties¹ and what they mean in practice is available on the Equality Commission's website.

The screening template has 4 sections to complete. These are:

Section A - asks you to provide details about the policy / decision that is being screened.

Section B - has 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

Section C - has 4 key questions in relation to obligations under the Disability Discrimination Order

Section D - is the formal record of the screening decision.

¹ ECNI 'Section 75 of the NI Act 1998: A Guide for Public Authorities' April 2010. www.equalityni.org

Section A

Details about the policy / decision to be screened

Title of policy / decision to be screened:-

GLLs membership and pricing architecture for Belfast.

Brief description of policy / decision to be screened:-

(Explain - Is this a new, revised or existing policy? Are there financial / legislative / procurement implications?)

This is a revision of the Council indoor leisure's scale of charges by GLL as part of the leisure contract.

Belfast City Council as part of the Leisure Transformation Programme (LTP) is currently delivering a major renewal of its leisure facilities and services. The first aspect of the LTP included a £105 million investment commitment in 2013, over a 10 year period – the largest investment of its kind in UK or even Europe – at no additional cost to the ratepayer. The second aspect of the programme was the transformation of leisure services. As part of this, a new strategic operating partner, GLL under the brand Better Belfast was appointed to manage the council's leisure staff, facilities and operations from 1 January 2015.

Working with GLL, we are committed to reducing the current annual subsidy by £2 million to finance and transform the next phase of leisure facilities.

The first nine months of the leisure contract has involved a process of transition and a bedding-in period, during which time GLL were unable to introduce any changes to leisure pricing. All partners recognise that in order to deliver on the reduced annual subsidy, the current pricing model constrains usage and income growth. Therefore GLL have revised the Council's existing leisure scale of charges to develop a competitive membership and pricing architecture that will offer more choice for customers including membership packages that offer value for money.

There are financial implications in that it impacts on the following:

- What service users pay
- Income generated by GLL
- Ability to reduce annual subsidy
- Ability of GLL to compete in a competitive market

For Note: The revised leisure membership architecture will only be applied to new members joining from 1 April 2016.

Aims and objectives of the policy / decision to be screened:-

The aim of this review is to develop and agree a new competitive membership and pricing architecture in order to;

- Increase business growth
- Improve customer retention
- Encourage and target non-users and underrepresented groups
- Increase opportunities and flexibility of access for all customers

The objectives/ reasons for change:

- Following significant investment across Belfast leisure facilities the membership, product and pricing offer should reflect the improvements made
- Refine concessionary eligibility and access
- Ensure out of city members are not subsidised by the Belfast rate payer
- Improve data management and capture
- Introduce a 'tried and tested' pricing architecture
- Simplify membership activity, allowing for upsell opportunities and yield increase

Together all partners (GLL, Active Belfast and BCC) strive to deliver a modern, value for money, 'best in class' leisure service for Belfast - getting more people, more active, more often.

On whom will the policy / decision impact?

Consider the internal and external impacts (both actual or potential)

- Staff
- Service users -
- other public sector organizations
- voluntary / community groups / trade unions
- others, please specify

Are there linkages to other Agencies/ Departments?

There are no known linkages to other agencies/departments.

Section B

1. Outline consultation process achieved or planned

The **consultation process completed as part of LTP Equality Impact Assessment (EQIA)** provided information to assist the Council to maximise the benefits of the LTP, ensuring that facilities and activities provided in the future were appropriate for all groups in terms of content, location, time of day and price and that they were appropriately marketed. **The LTP EQIA consultation process** incorporated the following;

- Initial consultation on the EQIA was undertaken over a 12 week period ending on 19 September 2014. A further 12 week public consultation exercise was undertaken between October 2014 and April 2015. Information about the EQIA (including all relevant background documents) was placed on the Council's website and attention was drawn to the consultation process through social media and intranet for staff.
- Consultation took place with elected members at party briefings and presentation of relevant reports to Committee, which were ratified by full Council.
- All consultees listed in the Council's Equality Scheme were notified of the availability of the draft EQIA report and invited to comment.
- Presentation and discussion of the LTP was presented and discussed with the Council's equality consultative forum during the engagement phase and the public consultation period.
- Consultation with the Trade Unions and affected staff had already been in progress for some time when the EQIA was published and continued into the consultation period.
- Independently facilitated focus groups took place with the following key groups:
 - representatives of organisations to address the needs of disabled people,
 - members of the Council's seniors' forums and East Belfast senior's forum
 - young people to look at the reasons for under-participation in sport and physical activity.
- At the annual Sports Development conference, two workshops were held with sports clubs in the city to look at their needs and how GLL will work with them to promote participation and build teams across a range of sports.
- Presentation and agreement of consultation findings and the final EQIA report to the SP&R Committee 21 August 2015, which was endorsed by Council on 1 September 2015.
- Minutes and relevant Committee reports available to the public via Council website.

The LTP EQIA provides relevant evidence that will be referred to throughout this document.

On the 16 January 2015, SP&R agreed a set of pricing principles in line with the conclusions of the LTP EQIA which have been used to determine GLLs pricing schedule, including:

- Not introduce any change to core and concessionary prices (including staff) within the first 9 months of operation, without written consent of Council: except the exception to apply a rate of inflation increase already agreed by Council;
- Provide concessionary rates for certain groups, i.e. those for whom price is a true barrier to participation;

- Allowing one free admission for carers/ parent/ support assistant for every disabled customer requiring assistance in taking part in a leisure activity;
- Limit concessions to Belfast City Council residents only from 1 April 2015;
- Will submit for written consideration to the Council an annual price review;
- Will be permitted to introduce fair market prices including membership packages that offer value for money.

A range of **consultation and benchmarking activities, specific to leisure pricing and membership architecture** have also been carried out by GLL and the Council. These include:

- A desktop **competitive benchmarking** pricing review exercise has been carried out by GLL. The competitive benchmarking exercise included comparisons with other similar sized leisure providers across the UK.
- Ongoing dialogue with GLL leisure staff team.
- Presentation and discussion with senior officers and the Chief Management Team (CMT) within BCC.
- Consultation took place with elected members at party group briefings in January and February 2016.
- Ongoing discussion and consultation took place with the Active Belfast Board between February and June 2016.
- Monthly meet the managers sessions took place across leisure centre's when GLL answered questions re: pricing and membership.
- Ongoing consultation and engagement with swim clubs taking place from 22 February 2016 – June 2016
- Consultation with private coaches.
- Discussions with representatives from Disability Sports NI.

2. available evidence

- What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below to help inform your screening assessment.

GLL will use data management to help identify the following:

- *Frequency of visits per week for all members*
- *Specific target group monitoring – usage of various age groups/ male/ female/ disability*
- *Specific target group monitoring at city and area level and the development of new targeted programmes/ interventions.*

Section 75 category	Details of evidence / information and engagement
Religious belief	The consultation and benchmarking activities outlined in the previous question did not produce any evidence relating to this category
Political opinion	The consultation and benchmarking activities outlined in the previous question did not produce any evidence relating to this category
Racial group	The consultation and benchmarking activities outlined in the previous question did not produce any evidence relating to this category
Age	Evidence stemming from focus groups with young people and older people during the consultation process indicated that price can be a barrier to participation for them. This was also raised by swimming clubs as part of the discussions around out of hours use of swimming pools. Evidence from the older people focus group also indicated that there should be greater flexibility in pricing structures. In considering the review of the membership architecture BCC and GLL is mindful of the need to include concessionary rates for juniors and over 60's and improve the pricing flexibility.
Marital status	The consultation and benchmarking activities outlined in the previous question did not produce any evidence relating to this category.
Sexual orientation	The consultation and benchmarking activities outlined in the previous question did not produce any evidence relating to this category
Men & women generally	The consultation and benchmarking activities outlined in the previous question did not produce any evidence relating to this category
Disability	<p>Evidence from the 2010 Sport and Physical Activity Survey (SAPAS) indicates that participation in sport in Belfast is below the Northern Ireland average, identifying disabled people as being significantly under-represented.</p> <p>Findings stemming from the disability focus group during the consultation process indicated that they felt cost is a barrier to participation by disabled people, particularly those people in receipt of Disability Living Allowance</p>

	(DLA). Provision has also been made by GLL for a discounted rate for those people with a disability and when a carer is required they are allowed to accompany the person with a disability at no charge. The council welcome's this enhancement and is in-keeping with the Committee's original principles.
Dependants	The consultation and benchmarking activities outlined in the previous question identified that provision is normally made within the pricing policy for discounted rates for those with dependants for example family activity sessions.

3. What is the likely impact (indicate if the policy impact is positive or negative) on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? What is the level of impact?

*** For Note: The revised leisure membership architecture will only be applied to new members joining from 1 April 2016.**

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	None	None
Political opinion	None	None
Racial group	None	None
Age	<p>Juniors The impact upon new Junior is likely to be both positive and negative.</p> <p>Better Junior – Health and Fitness (under 17) The price will be lower for Health and Fitness than it currently is, thus making it more affordable and accessible. The cost of a Junior membership will decrease from £13 to £9.95 as a result of removing swimming lessons and providing access to swimming, groups exercise classes, junior gym sessions and racquet sports for this target age group providing a natural pathway of progression for this age group from targeted swimming lessons to participate in ongoing activity programmes.</p> <p>Better Junior – Better Swim (under 17)</p>	Minor

One potential negative impact is the slight increase in the cost of lessons and classes (including swimming) for Juniors as this is now a separate membership with a slight cost increase from £13 to £14 for current members (up until 1 April 2016) and £17 per month for new members.

Wider prices – Outdoor pitch hire

50% concessionary price for outdoor pitch hire still applies and is available to under 17's.

Wider prices – Out of Hours Pool Hire

Consultation and engagement with the swimming clubs has indicated the negative impact that the rise in cost for this service could potentially have on young people. This is a mainstream price for access to Out of Hour pool hire which will increase from £11.60 - £28 p/h.

This cost is part of an historic arrangement the Council had with swimming clubs, when unsupervised access was giving to swimming clubs at a set time (i.e. early morning). Based on a direct instruction from HSENI in September 2015, these sessions required supervision going forward.

Swimming is an expensive sport due to staffing, chemicals and utility costs. Hire charges have been heavily subsidised to make swimming affordable for everyone. The proposed increase of £28 p/h for out of hours pool hire is still only 50% of the normal pool hire, is much cheaper than hiring a pitch or main hall and is competitively comparable to other NI providers. The current and proposed prices were substantially less than those being applied elsewhere.

GLL were faced with two options:

- Discontinue the services
- Pass a competitively comparable fee/ charge (not the full cost) onto the customer

Following ongoing consultation and engagement with the swimming clubs from February – June 2016 and consideration of a letter of concern from the same, the Active Belfast Board agreed at its scheduled meeting on Thursday 9 June that, with effect from 1 September, the cost of hire of swimming pools for out of hours use for 2016/17 be set at £28 per hour, which may require further review as current facilities closed and new ones opened.

GLL have begun to pass a fee/ charge to swimming clubs that is based on internal and external

comparable benchmarking and offers excellent VFM.

Wider prices – Summer Scheme

One potential negative impact is the slight increase in the cost of joining the Summer Scheme for young people aged 5 – 14 year olds, which has increased from £32 per week to £40 per week. Where appropriate, parents who are in receipt of means tested benefit (MTB), will be eligible to avail of the concessionary price for their children of £25 per week.

Over 60s

The overall impact upon over 60s is minor. The pricing principle of limiting concessions to Belfast City Council residents (as agreed by elected members) will be applied to this category.

Over 60s membership - Pay and play

Impact on current over 60+ city residents will be minor as they will get a free card (for the first 3 months) which will mean they retain free access before 11am on Monday to Friday with card or £1 without a card. After 11am concessionary rate will be applied. A small annual charge of £5 will apply to Belfast residents to maintain the ‘free’ membership.

There will be a slight negative impact for the over 60+ from outside Belfast who will be charged a concessionary rate with a card and full price without a card. A free member card will be on offer for the first 3 months, and thereafter an annual £10 member card charge will be applied.

Over 60s membership - Prepaid

There is a negative cost impact for new members as over 60s were included as part of previous concessionary rate at £13p/m.

GLL have introduced a new concessionary membership category allowing over 60s full access to all Belfast centre’s, inclusive off peak access to gym, swim, group exercises, racquets and organised sessions and inclusive access to club programme at a 35% discount cost of £20.95 per month for Belfast 60+ residents and £22.95 per month for out of city over 60s.

Better Health and Fitness Concessionary Membership

Where appropriate a person who is over 17 years of age in receipt of means tested benefit, will be eligible to avail of the concessionary membership.

	One slight negative impact is the increase in the cost for new members. The cost will remain £13 for current members (up until 1 April 2016) and for new members it will increase to £14 per month (single centre access), (£16 Belfast wide access).	
Marital status	None	None
Sexual orientation	None	None
Men and women generally	None	None
Disability	<p>There will likely be both slight positive and negative impacts on those people with a disability.</p> <p>Better Health and Fitness Concessionary Membership Where appropriate a person with a disability in receipt of Means tested benefit will be eligible to avail of the concessionary membership. One slight negative impact is the increase in the cost. The cost will remain £13 for current members (up until 1 April 2016) and for new members it will be £14 per month (single centre access), (£16 Belfast wide access).</p> <p>Better Inclusive A new better inclusive membership has been introduced by GLL at a cost of £19.95 allowing disabled people cheaper access to all centre's across Belfast. This is based on reviewing good practice elsewhere and welcomed by our partners Disability Sports NI. To receive a Better Inclusive membership, you must be aged 16 or over, and entitled to any of the following:</p> <ul style="list-style-type: none"> - Pip (Personal Independence Payment) - Disability Working Allowance for over 60's - Employment & Support Allowance - Disability Living Allowance - Industrial Injuries Disablement Benefit - Disabled persons Tax Credit - Blue Badge (parking) <p>In all cases if a person with a disability requires a carer to attend with them, the carer will be admitted free.</p>	Minor

Dependants	<p>There will likely be a positive impact on those with dependents.</p> <p>Family Activity A family swim activity (2 adults and 3 children) will be still be offered for a price of £7.20.</p>	
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2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief		No, it is our belief that there are no opportunities as under the new membership and pricing architecture; there is equality opportunity for a person of any religious belief to access leisure services.
Political opinion		No, it is our belief under the new membership and pricing architecture, the equality of opportunity is the same for people of different political opinions.
Racial group		No, it is our belief under the new membership and pricing architecture, the equality of opportunity is the same for people of different racial groups.
Age	Under the new membership and pricing architecture there are opportunities to promote better equality of opportunity for people of varying ages, particularly both young and older people to whom price may be a barrier to participation. Younger members might have greater opportunities due to a decrease in the price. Redefining junior memberships provides the natural pathway for this age group to move from participating in targeted swimming lessons to	

	<p>participate in ongoing activity programmes, therefore retaining young people and maintaining participation levels.</p> <p>The new approach of using a card for data capture presents opportunities to promote the equality of opportunity through setting and monitoring objectives and targets to increase the participation of young and old people. This framework will provide a more responsive and flexible leisure service that is tailored to meet the needs of specific customers and enable targeted interventions and/ or programmes to be introduced.</p>	
Marital status		No, it is our belief under the new membership and pricing architecture, the equality of opportunity is the same for people of different marital status.
Sexual orientation		No, it is our belief under the new membership and pricing architecture, the equality of opportunity is the same for people of different sexual orientation
Men and women generally		No, it is our belief under the new membership and pricing architecture, the equality of opportunity is the same for men and women generally.
Disability	<p>Under the new membership and pricing architecture there are opportunities to promote better equality of opportunity for disabled people, as cost has been identified as a barrier to participation for them.</p> <p>The new inclusive membership for disabled people has been introduced by GLL based on a review of UK wide practice elsewhere. This new membership will help improve access for people with disabilities and enable mechanisms to be put in place to specifically monitor the usage of disabled people. This specific target</p>	

	<p>group monitoring will provide a more responsive and flexible leisure service that is tailored to meet the needs of disabled customers while also encouraging current non-users to participate.</p> <p>The new inclusive membership will also enable the introduction of targeted interventions and/ or programmes and the identification of appropriate promotion of opportunities for the integration of disabilities and those without.</p>	
Dependants	<p>Under the new membership and pricing architecture there are opportunities to promote better equality of opportunity for people with dependants through the continuing the provision of a VFM family swim activity price.</p>	

3. To what extent is the policy likely to impact (positive or negatively) on good relations between people of different religious belief, political opinion or racial group? What is the level of impact?

Good relations category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	<p>Positive – GLL shall work closely with Active Belfast Limited in the promotion of good relations and the realisation of the Council’s commitment to provide ‘shared leisure spaces’ for its citizens, ensuring that all facilities are safe, welcoming and accessible for all</p>	Minor
Political opinion	<p>Positive – GLL shall work closely with Active Belfast Limited in the promotion of good relations and the realisation of the Council’s commitment to provide ‘shared leisure spaces’ for its citizens, ensuring that all facilities are safe, welcoming and accessible for all</p>	Minor
Racial group	<p>Positive – GLL shall work closely with Active Belfast Limited in the promotion of good relations and the realisation of the Council’s commitment to provide</p>	Minor

	'shared leisure spaces' for its citizens, ensuring that all facilities are safe, welcoming and accessible for all	
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4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes, provide details	If No, provide reasons
Religious belief	Positive – all partners will ensure the leisure service offered is modern, accessible and flexible and in so doing create new opportunities for customers from a range of different backgrounds to interact, integrate and partake in services alongside each other.	
Political opinion	Positive – all partners will ensure the leisure service offered is modern, accessible and flexible and in so doing create new opportunities for customers from a range of different backgrounds to interact, integrate and partake in services alongside each other.	
Racial group	Positive – all partners will ensure the leisure service offered is modern, accessible and flexible and in so doing create new opportunities for customers from a range of different backgrounds to interact, integrate and partake in services alongside each other.	

Section C

Belfast City Council also has legislative obligations to meet under the [Disability Discrimination Order](#) and Questions 5 -6 relate to these two areas.

Consideration of Disability Duties

5. Does this proposed policy / decision provide an opportunity for the Council to better **promote positive attitudes** towards disabled people?

Explain your assessment in full

Research indicates that disabled people participate in physical activity less (both in terms of frequency and duration) than average. Through improved leisure service provision and the introduction of a new inclusive membership option for disabled people, we aim to:

- increase the usage of leisure facilities by disabled people
- promote greater accessibility and support for people with a disability
- promote the integration of disabilities and those without

In doing so we hope this would help promote positive attitudes towards disabled people.

6. Does this proposed policy / decision provide an opportunity to actively **increase the participation** by disabled people in public life?

Explain your assessment in full

The improvements to service provision and the introduction of the inclusive membership option for disabled people will actively increase the participation and inclusion of disabled people and may encourage them to become more involved in public life.

Monitoring Arrangements

Section 75 places a requirement the Council to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity.

Outline what data you will collect in the future in order to monitor the impact of this policy / decision on equality, good relations and disability duties.

Equality	Good Relations	Disability Duties
<p>The new membership and pricing architecture being introduced by GLL will vastly improve data/ KPI capture and monitoring across all the centres with the introduction of a membership card system for all.</p> <p>The new approach presents opportunities to promote the equality of opportunity through setting and monitoring objectives and targets for the participation of people in specific target groups and categories. This in turn will provide a more responsive and flexible leisure service that is tailored to meet the needs of specific customers and enable targeted interventions and/ or programmes to be introduced.</p> <p>The impact of the changes to the</p>	<p>The promotion of good relations will be of particular importance at the Girdwood hub. All partners will work closely together to provide a 'shared space' for all citizens ensuring facilities are safe, welcoming and accessible for all.</p> <p>KPIs and data will be monitored and customer feedback analysed by GLL.</p>	<p>The new inclusive membership for disabled people will enable mechanisms to be put in place to specifically monitor the usage of disabled people. This specific target group monitoring will provide a more responsive and flexible leisure service that is tailored to meet the needs of disabled customers.</p> <p>The new inclusive membership will also enable the introduction of targeted interventions and/ or programmes and the identification of appropriate promotion of opportunities for the integration of disabilities and those without.</p> <p>The impact of the changes to the membership and pricing architecture will be monitored through customer feedback and any consultation exercises carried out by GLL.</p>

membership and pricing architecture will be monitored through the collection of KPI data, customer feedback and any consultation exercises carried out by GLL.		
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Section D

Formal Record of Screening Decision

<p>Title of Proposed Policy / Decision being screened</p> <p>GLLs membership and pricing architecture for Belfast.</p>

I can confirm that the proposed policy / decision has been screened for –

X	equality of opportunity and good relations
X	disabilities duties

On the basis of the answers to the screening questions, I recommend that this policy / decision is –

*place an X in the appropriate box below

<input type="checkbox"/>	* <u>Screened In</u> – Necessary to conduct a full EQIA
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<input type="checkbox"/>	<p>*<u>Screened Out</u> – No EQIA necessary (no impacts)</p> <p>Provide a brief note here to explain how this decision was reached:</p>
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<input checked="" type="checkbox"/>	<p>* <u>Screened Out - Mitigating Actions</u> (minor impacts)</p> <ul style="list-style-type: none"> Provide a brief note here to explain how this decision was reached: <p>The research and consultation undertaken showed that there was potential within GLLs membership and pricing architecture to have both positive and negative impacts on some S75 groups including young and older people, people with a disability and dependants for whom price can be a barrier to access to participate in an active lifestyle.</p> <p>Young people</p> <p>Through the introduction of the new pricing approach there is the potential to have both positive and negative impacts on young people. The positive impacts include:</p>
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- Price decrease in the Better junior – health and fitness membership = improved affordability and increased participation.
- Redefined junior memberships = more choice and targeted activity programmes with natural pathways to participation.

There is a potentially negative impact on young people in relation to slight price increases in certain price categories, including the Better Junior – Better Swim (under 17), Out of Hours pool hire and Summer Scheme programme.

Older people

There is a potential positive impact on older people with the availability of the free access for over 60s before 11am remaining, which will only be applicable to Belfast City residents as out of city residents will be charged concessionary rates with a card and full price without. There is a potentially negative impact on older people in relation to price increases in the over 60 pre-paid membership category and the inclusion of an annual £5 fee for a membership card, which will be on offer for free in the first 3 months.

Disability

The implementation of the new membership and pricing architecture has the potential to have a positive impact on people with a disability as a brand new membership package – Better inclusive will be introduced by GLL at a cost of £19.95 allowing disabled people cheaper access to all centre's across Belfast. This is based on reviewing good practice elsewhere and welcomed by our partners Disability Sports NI.

Dependents

There will likely be a positive impact on those with dependents as the family swim activity (2 adults and 3 children) will remain on offer for a price of £7.20.

One of the main potential positive opportunities identified as part of the new membership and pricing architecture is the introduction of a membership card which will improve data capture, management and monitoring for specific groups i.e. young, old and people with disabilities. This in turn will provide a more responsive and flexible leisure service that is tailored to meet the needs of specific customers and enable targeted interventions and/ or programmes to be introduced.

- Explain what mitigating actions and/ or policy changes will now be introduced

In line with the conclusions of the LTP EQIA and in order to mitigate against the impacts outlined above, Council agreed a set of pricing principles, as parameters to be used by GLL when determining the new membership and pricing architecture, including:

- Not introduce any change to core and concessionary prices (including staff) within the first 9 months of operation, without written consent of Council: except the exception to apply a rate of inflation increase already agreed by Council = no changes to pricing were introduced by GLL within the first 16 months;
- Provide concessionary rates for certain groups, i.e. those for whom price is a true barrier to participation = GLLs new pricing policy applies concessionary and discounted rates for young, old, people with disabilities, people on MTB and FT students.
- Allowing one free admission for carers/ parent/ support assistant for every disabled customer requiring assistance in taking part in a leisure activity = GLL still applies this to its new pricing policy;
- Limit concessions to Belfast City Council residents only from 1 April 2015 = GLL applying this from April 2016;
- Will submit for written consideration to the Council an annual price review = To ensure that potential negative impacts are mitigated against in the future, GLL will carry out an annual price review, ensuring compliance with principles above. If changes are being suggested to the annual pricing architecture, these will be equality screened in line with the Council's process. Data captured over the previous year will be used as part of the equality screening process.
- Will be permitted to introduce **fair market prices** including membership packages that offer **value for money** = GLL have carried out comparable competitive benchmarking on all price increases against industry best practice.

The Council can confidently assure that GLL have upheld all parameters above when determining the new membership and pricing architecture. GLL in partnership with the Council will continue to monitor and review equality impacts in relation to sport and leisure provision and provide regular monitoring reports to the Active Belfast Board and Council on key performance indicators going forward.

Implementation of the new membership and pricing architecture will enable GLL to deliver a modern, value for money, 'best in class' leisure service for Belfast - getting more people, more active, more often.

Formal Record of Screening Decision (cont)

Screening assessment completed by (Officer level) -

Name: Karen Anderson-Gillespie

Date: 08/09/16

Department : City and Neighbourhood Services

Signature: Karen Anderson-Gillespie

Screening decision approved by -

Name: Rose Crozier

Date: 08/09/16

Department : City and Neighbourhood Services

Please save the final version of the completed screening form and forward to the Equality and Diversity Officer – gilmartins@belfastcity.gov.uk. The screening form will be placed on the BCC website and a link provided to the Council's Section 75 consultees. For more information about equality screening contact –

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