

Assessing for Relevance

FORM A: Assessing for Relevance

1. Policy Details

Policy : Review of Leisure and Cultural Services

Policy Lead Officer : Richard Grieveson, Depute Chief Executive

Date Relevance Assessment conducted : 10-28-2024

2. Which groups of people do you think will be, or potentially could be, impacted upon by the implementation of this policy? (tick as appropriate)

People with disabilities: : yes

People from black and minority ethnic communities and different racial backgrounds : yes

Women and men (boys and girls) : yes

Older people, children and young people : yes

Lesbian, gay, bisexual and transgender people : yes

People from different religions or beliefs and people with no belief : no

Women who are pregnant or on maternity leave : no

People who are married or in a civil partnership : no

3. Do you have evidence or reason to believe that this policy/function/review will, or may potentially:

General Duties level of impact (high, medium or low)

Eliminate discrimination faced by particular groups : low

Impact upon the promotion of equality of opportunity between particular groups : low

Impact upon good relations between particular groups : low

Does it have overall relevance to equality? : low

4. Equality impact assessment required? (All high and medium results MUST be impact assessed) : 0

5. Rationale for decision : This is part of the first phase of the Leisure and Cultural review, and members were asked to agree the direction of travel and proposals premised on a period of robust and meaningful engagement with affected staff, Trade Unions and Elected Members before coming back to Council to ask for final agreement of the proposals, with a commitment to revisit the need for an EQIA after the

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consultation and engagement has been concluded.

This new approach to the delivery of leisure, community, wellbeing and lifeskills services will ensure that valuable services are developed and sustained at a time of increasing public fiscal pressures. The impact on service delivery in relation to the protected characteristics is low as there will be a seamless transition with no impact on groups, pupils and communities, and the proposal set out in real terms will be an opportunity to enhance service delivery.

There will be no impact in relation to relevant staff as all those employees will be subject to TUPE ((Transfer of Undertakings (Protection of employment)) legislation. Terms and conditions of all employees will automatically transfer from East Ayrshire Council (EAC) to the East Ayrshire Leisure Trust on the date of transfer. East Ayrshire Leisure Trust (EALT) has the same terms and conditions, pay and grading and policies that are applicable to local government employees.

The current financial pressures on Public Service are evidenced and well documented. Whilst EAC are currently in a better position than a number of other Local Authorities due to prudent fiscal planning, we must plan now for a future that will undoubtedly result in significant reductions in core revenue funding, escalating service pressures, reductions in external funding and other contributing factors such as the cost of borrowing, inflation and continued market volatility. It is estimated that, within a two year period, our abilities to continue to deliver preventative interventions aligned with the Christie Review will be inhibited due to the need for increased resources responding to crises. It is therefore critical that we drive an agenda of change premised on identifying alternative ways of delivering services in order for prevention activities to survive. Our Council will become a smaller organisation that works proactively and effectively with partners to deliver effective, efficient and economic services.

We must make the shift now to become an enabling Council who, by default, delivers less service directly, but work effectively with partners to sustain and enhance these services. Part one of the Leisure and Culture review focuses on the synergies between EAC and partner organisations activities (primarily EALT/Galleon / Visions). This includes the opportunities to consider sustaining activities currently delivered in-house through Education, Facilities Management and Vibrant Communities by transferring to EALT. EALT is an

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established, high performing partner of EAC that has significant credibility with our Communities, Members and Local/National Organisations.

As Education budgets become more challenging and service demands increase, the opportunity to sustain certain cultural and outdoor activities currently delivered within Education services through this different approach offers significant merit. The interdependent services aligned with the four pillars of Christie, delivered through the EAC Vibrant Communities model suggest merit in maintaining this integrated model by transferring as a whole unit. However, consideration should also be given to other identified service alignment, specifically the Community Health Action Team and Health & Social Care functions, recognising the implications of such an approach.

Of critical importance, aligned with the opportunity to transfer activities to EALT is the need for the establishment of a commercial trading arm within EALT. This new service / section will drive an agenda of commercialisation and income generation. It is a proven model of success in other Trust organisations and will allow for