

## Initial Integrated Impact Assessment Form

Section 1 - The Policy	
Policy title	ECS BUDGET SAVINGS 2024 - Sports Facilities Service Changes
Implementation date	April 2024
<b>Please provide an overview of the policy including the key aims and expected outcomes:</b> Increase Slainte Mhath membership by 10% Reduction in facility opening hours based on data about least service use and lowest footfall Potential development of unmanned access to identified facilities Increase in income through changes or development of new services	
<b>Detail the budget implication relating to the policy:</b> This proposal aims to save £41,000 in the 2024-25 financial year. This equates to a saving of 3% of the total controllable budget for the service.	
<b>What will change as a result of this policy?</b> Brief summary of resultant change in service provision as a result of the policy. Slainte Mhath (SM) membership fees have been set at £25 p/m for a family since pre-Covid and remains the cheapest in the country. The proposal would increase the charge to £27.50 p/m, which would still keep our charge well below the average. All other SM charges would be increased by 10%. The benefit of SM is to offer as affordable a price as possible to all to encourage people in our communities to take part in physical activity with the benefits this brings to health. A benefit to the service, in terms of budgets, is that it provides a regular income stream, currently app £52,000 p/m. The offering is also attractive to businesses as a staff benefit and we currently have a number of corporate memberships totalling app £20,000 p/a. Successful implementation of the 10% increase to SM fees should achieve the aim of £41,000 savings. Other measures noted will be assessed and acted on during the financial year. Unmanned access will require "spend to save" funding to install secure access technology and provision of CCTV. If funds can be found there will be potential to improve the SM offering in more rural areas, e.g. Gym suites, and increase times that secure outdoor facilities are available for hire, e.g. Smith Avenue All Weather Pitch. Both would increase our income potential and add to savings. Current SM Membership Types: - Individual - £18.75 Family - £25.00 Concession Individual - £15 Concession Family - £18.75	
<b>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</b> In notifying customers of an increase in fees there is a risk that many will reconsider maintaining their membership.	
Responsible Persons	



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Department / Section	Education and Children's Services		
Lead Officer	Iain GG Campbell		
IIA Team Members			
Responsible Head of Service	Chief Officer for Education & Children's Services		
<b>Section 2 - Evidence</b>			
<b>What data and information has been reviewed as part of the policy development process?</b>			
Budgets Staffing Service outcomes			
<b>Detail what consultation has taken place as part of the policy development process?</b>			
None at time of writing.			
<b>What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy?</b>			
<b>Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail:</b>			
None identified – a small issue but there is likely a gap in knowledge regarding the continuation of SM membership following the introduction of the increased charges. This will require monitoring throughout the year.			
<b>Section 3 - Initial Integrated Impact Assessment</b>			
<b>Impact Overview</b>	<b>Yes</b>	<b>No</b>	
Is the policy strategic?	✓		
Will individuals have access to, or be denied access to a service or function as a result of the policy or the changes being proposed to services or functions?		✓	
Will the implementation of the policy, or the changes to the policy, result in individuals being employed, a change in staffing levels, or a change in terms and conditions, employer or location, either directly or indirectly?		✓	
Is there a change in the size of a budget?	✓		
Will a service be withdrawn, changed or expanded?		✓	
Will the policy have consequences for or affect people?	✓		
Does the policy have the potential to have an impact on equality even when this only affects a relatively small number of people?	✓		



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Does the policy have the potential to have an impact on the economy and the delivery of economic outcomes?		✓
Is the policy likely to have a significant environmental impact?		✓

**Comments**

The overall budget is strategic but this proposed review is unlikely to be strategic.

The proposed increase in Slainte Mhath is intended to achieve the saving of £41,000. This will need to be monitored through the year to track numbers of membership cancellations. Those cancelling memberships are likely to remain users as pay as you go customers.

Any increase in fees may affect the ability to pay for those on low incomes and deter some from the opportunities to access our facilities. The Slainte Mhath scheme also provides membership to the Leisure Network, which provides free reciprocal access to the facilities of 8 other LA's across Scotland.

In seeking to provide as consistent a service as possible throughout the Western Isles we will need to ensure that each of our 4 main centres are able to provide equitable access to facilities. This is more problematic where our facilities are sited in schools, in particular at our Harris centre where we are charged by FES to access the Games Hall area outside of negotiated free nights.

**Section 3 – - Initial Integrated Impact Assessment  
Continued**

Which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?	Yes	No	Comments
age		✓	
disability		✓	
sex		✓	
gender reassignment		✓	
marriage and civil partnership		✓	
pregnancy and maternity		✓	
race		✓	
religion or belief		✓	
sexual orientation		✓	
Do you have evidence or reason to believe that this policy will or may impact on socio-economic inequalities?	Yes	No	Comments
Socio-economic Disadvantage		✓	
Low Income/Income Poverty	✓		Those on low incomes may cancel memberships and reduce their usage of our facilities.
Low and/or no wealth	✓		Those with low financial means may cancel memberships and reduce their usage of our facilities.



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Material Deprivation		✓	
Area Deprivation		✓	
Socioeconomic Background		✓	
<b>Do you have evidence or reason to believe that this policy will or may affect individuals Human Rights?</b>	<b>Yes</b>	<b>No</b>	<b>Comments</b>
Human Rights		✓	
<b>Do you have evidence or reason to believe that this policy will have wider impacts as outlined below?</b>	<b>Yes</b>	<b>No</b>	<b>Comments</b>
Health and Wellbeing	✓		If affordability becomes a barrier to participation, then people's health and wellbeing could be affected.
Economic and Social Sustainability		✓	
Environmental Sustainability, Climate Change and Energy Management		✓	
The Gaelic Language		✓	
Island Proofing		✓	
Is there the potential for cumulative impact?		✓	

### Section 4 - Decision

Based on the initial Integrated Impact Assessment is a full IIA required?

Yes

Full IIA Lead Officer: \_\_\_\_\_

Estimated completion date: \_\_\_\_\_

No

If an IIA is deemed not to be required please detail the decision rational below:

While there may be financial implications these are minimal. SM will still be the cheapest in the country to help support those on low incomes. Concession rates will still be available, although they will increase proportionately.

### Section 5 - Lead Officer and authorising Director

Lead Officer (print name)	Iain GG Campbell
Designation	Sports Development Services Manager
Date	16/02/24
Print name of Head of Service or Director responsible for the policy	D. Macleod
Date	03/10/24

