

**ARMAGH BANBRIDGE CRAIGAVON DISTRICT COUNCIL**

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**AMENDMENT RECORD SHEET**

Remove and destroy old pages. Insert new pages as indicated.

<b>Revision Number</b>	<b>Page Number</b>	<b>Date Revised</b>	<b>Description of Revision</b>

## **New Council Indoor Leisure Centres Memberships Products and Prices -from Jan 2017**

### **Background**

Currently, for Councils Indoor Leisure Centres, membership products and prices are different in each legacy area and members who hold any of the current memberships are limited to using only one centre or centres within one legacy area only. For example, concession (direct debit) memberships are not offered in all three legacy areas and where they are offered they are not priced consistently.

The Committee report proposes to introduce ONE system of leisure memberships across the 3 legacy areas which allows customers to EITHER choose to be members of ONE ( indoor leisure) centre of their choice OR to hold a membership where ALL (Indoor Leisure) centres across the entire Council area can be used. The new membership products and prices will be consistent across the three legacy areas.

### **The Rationale for New Council Indoor Leisure Centre Memberships Products and Prices -from Jan 2017**

The rationale for the introduction of this one membership system for all indoor leisure centres comes from the fact that currently the approach across the three legacy areas is inconsistent. The new membership system will ensure that;

- Membership Products available will be consistent across all council legacy areas for indoor leisure centres i.e. the same products will be on offer at the same price
- Membership products available will include the same concession products - all at a consistent price across all three legacy areas
- Where there is a membership product available with the one new system, then there is a concession membership equivalent available in every case. Note: Concessions memberships apply to single or individual memberships but not to Family (multiple person) memberships.
- Whilst each centres facilities, and facility opening times etc are different from centre to centre, customers are given a choice to take membership for either any one site of their choice, or choose to be a member where they can use all indoor leisure centres.
- Concession membership products are all based on (approx.) 85% of the equivalent non-concession price
- Within this new system, the methods of payment and general terms and conditions of membership are consistent across all three legacy areas. (Local terms and conditions of use for each centre apply also).

## Summary of New Membership System – Indoor Leisure Centres

### **The Main Details of the Proposed New Council Wide Leisure Centre Membership Packages and Prices and Proposed Changes to Associated “Pay as You Go” Prices are as follows;**

#### **Section 1 – Explanation Notes:**

1. There are two types of membership package proposed (and listed below) in order to provide the public with appropriate choice.

**Type 1 Packages - Called “Gold” Packages and “Silver” Packages.** The conditions of these packages are that members can use the relevant facilities at one chosen centre only, probably their local centre – “Gold” refers to Tier 1 centres and “Silver” refers to Tier 2 centres.

**Type 2 Packages - Called “Platinum” Packages.** The conditions of these packages are that members can use the relevant facilities at all of the Councils indoor leisure centres including all Tier 1 and Tier 2 centres.

#### **2. Definition of Tier 1 and Tier 2 Centres –**

Tier 1 Centres will have at least two from the following three criteria:

1. A swimming pool
2. A gym
3. Deliver more than 16 exercise classes per week

TIER 1 CENTRES ARE: Orchard LC, Banbridge LC, Waves LC, Cascades LC, Dromore CC, and Craigavon LC (6 No.)

TIER 2 CENTRES ARE: Rathfriland CC, Gilford CC, Tandragee CC, Keady LC (4 No.)

3. **Timescale** – Committee Approval given - September 2016. Administration, marketing and communication with public and current members - between October and December 2016). Launch new products and prices in January 2017.
4. **Future Price Changes** – All stated new membership products and prices, and new “PAY as You Go “ prices launched in Jan 2017, will **NOT** be increased until after the next review – a review and report will be brought to committee no earlier than Jan 2018. Officers may reduce prices for temporary promotions etc. on approval from Head of Service before the next review.
5. **Future Products, Prices and Terms and Conditions of Membership** It is noted that “members” will be informed that memberships and all associated terms and conditions of membership will **not automatically** transfer for use of the new centre in Craigavon in 2019. Such decisions will be taken at a future date.
6. **Low Number of Membership Products** – Research (including advice from high volume public sector centres, Queens PEC and Valley LC, Newtownabbey) demonstrated the importance of keeping the number of membership products available as low as possible – this is important because the products and their value will be easy to understand and marketing/promotion information will be much simpler and straightforward. Therefore “old” products such as 1, 3, 6 month cash products, and 2 person/3 person products will not be available for sale.
7. **Waves LC and Cascades LC do not currently open to the public on Sundays.** Therefore customers who choose either of these centres as their chosen site for their Gold/”One Centre of Choice” membership will be able to use one other nominated centre (which is open) on a Sunday. The member must nominate this centre when they commence membership and can only use this one nominated centre on a Sunday. In addition, members of Waves LC or Cascades LC, when a public holiday occurs which designates Cascades or Waves as “closed”, then

Gold/“One Centre of Choice” members of these centres will be allowed to use, under the terms of their membership, any other indoor centre which is designated as “open” on that public holiday.

**8. Section 2 - "Gold" and "Silver" Packages – Members can use Facilities at One Centre of Choice.**

Package Reference	Membership Package Description	Per Month Direct Debit	Concession Per Month Direct Debit (DD x 85% plus rounding)	One Single Payment (12 Months)  (DD X 10.5 plus rounding)	Concession One Single Payment (12 Months)  (Concession DD X 10.5 plus rounding)
<b>TIER ONE CENTRES (6 No.)</b>					
Gold 1	Single All Inclusive* – "YOUR LOCAL CENTRE"	£29.95	£25.45	£315.00	£265.00
Gold 2	Single Gym** – "YOUR LOCAL CENTRE"	£23.00	£20.00	£240.00	£210.00
Gold 3	Single Pool*** – "YOUR LOCAL CENTRE"	£15.00	£12.75	£155.00	£130.00
Gold 4	Family All Inclusive* – "YOUR LOCAL CENTRE"	£60.00****	N/A	£630.00	N/A
Gold 5	Family Pool*** – "YOUR LOCAL CENTRE"	£23.00	N/A	£240.00	N/A
<b>TIER TWO CENTRES (4 No.)</b>					
Silver 1	Single All Inclusive* – "YOUR LOCAL CENTRE"	£22.00	£18.50	£230.00	£195.00
Silver 2	Single Gym** – "YOUR LOCAL CENTRE"	£15.00	£12.75	£155.00	£130.00

Notes:

\* Denotes that this package includes use of the health suite (& sauna/stream room at Banbridge LC) if available at the members chosen centre - Terms and conditions apply.

\*\* Denotes that this package does not include use of the health suite (or sauna/stream room at Banbridge LC) if available at the members chosen centre.

\*\*\* Denotes that this package includes use of sauna/stream room at Banbridge LC if Banbridge LC is the members' centre of choice, but does not include use of the health suite, if available at the members chosen centre.

\*\*\*\* The "Family All Inclusive" Direct Debit Package, Banbridge Legacy Area - Current price of £50 pm and local terms & conditions will be frozen until Jan 2018, when the price will increase to £60 pm and terms and conditions will convert to be consistent with those across the total Council area.

**Section 3 – “Platinum” Packages – Members can use All Council indoor Leisure Centres (10 Centres)**

Package Reference	Membership Package Description	Per Month Direct Debit	Concession Per Month Direct Debit (DD x 85% plus rounding)	One Single Payment (12 Months) (DD X 10.5 plus rounding)	Concession One Single Payment (12 Months) (Concession DD X 10.5 plus rounding)
Platinum 1	Single All Inclusive* – “YOU CAN USE ALL CENTRES”	£34.00	£29.00	£355.00	£305.00
Platinum 2	Single Gym** – “YOU CAN USE ALL CENTRES”	£28.00	£24.00	£295.00	£250.00
Platinum 3	Single Pool*** – “YOU CAN USE ALL CENTRES”	£20.00	£17.00	£210.00	£175.00
Platinum 4	Family All Inclusive* – “YOU CAN USE ALL CENTRES”	£70.00	N/A	£735.00	N/A
Platinum 5	Family Pool*** – “YOU CAN USE ALL CENTRES”	£33.00	N/A	£345.00	N/A
Corporate	Corporate (Single All Inclusive) – “YOU CAN USE ALL CENTRES”	£23.00	N/A	N/A	N/A

\* Denotes that this package includes use of the health suites (& sauna/stream room at Banbridge LC) in any centre where available - Terms and conditions apply.

\*\* Denotes that this package does not include use of the health suites (or sauna/stream room at Banbridge LC) at any centre where available.

\*\*\* Denotes that this package includes use of sauna/stream room at Banbridge LC, but does not include use of the health suites, in any other centre where available.

**Section 4 – Proposed Changes to Associated “Pay as You Go” Products**

<b>“Drop In” Product</b>	<b>Price Applicable From...</b>	<b>Armagh Price</b>	<b>Banbridge Price</b>	<b>Waves &amp; Cascades Price</b>	<b>Craigavon LC Price</b>	<b>One Council Wide Price</b>	<b>Rationale</b>
Gym	<b>Current</b>	<b>£5.10</b>	<b>£4.40</b>	<b>£6.20</b>	<b>£3.50</b>	<b>N/A</b>	Consistency and level was not captured in previous committee reports
Gym Concession	<b>Current</b>	<b>£3.30</b>	<b>£2.85</b>	<b>£4.00</b>	<b>£3.20</b>	<b>N/A</b>	Consistency and level was not captured in previous committee reports
Gym	From Jan 2017	£5.10	£5.10	£5.50	£4.50	<b>N/A</b>	Consistency and level was not captured in previous committee reports
Gym Concession	From Jan 2017	£3.30	£3.30	£3.60	£3.20	<b>N/A</b>	Consistency and level was not captured in previous committee reports
Gym	From April 2018	£5.50	£5.50	£5.50	£5.50	<b>£5.50</b>	One Price from Sept 2017 - Increase required to emphasise value of Memberships
Gym Concession	From April 2018	£3.60	£3.60	£3.60	£3.60	<b>£3.60</b>	One Price from Sept 2017 - Increase required to emphasise value of Memberships



Swim & Health Suite	From April 2018	£5.10	£5.10	£5.10	£5.10	<b>£5.50</b>	Increase required to emphasise value of Memberships
Swim & Health Suite Concession	From April 2018	£3.30	£3.30	£3.30	£3.30	<b>£3.60</b>	Increase required to emphasise value of Memberships
Classes (>44 mins)	From April 2018	£4.40	£4.40	£4.40	£4.40	<b>£5.00</b>	Increase required to emphasise value of Memberships
Classes (<=44 mins)	From April 2018	£3.40	£3.40	£3.40	£3.40	<b>£4.00</b>	Increase required to emphasise value of Memberships
Gym (Tier 2 Centres)	Current	£3.50	£3.50	£3.50	<b>N/A</b>	<b>£3.50</b>	no change – for information only
Gym Concession (Tier 2 Centres)	Current	£2.25	£2.25	£2.25	<b>N/A</b>	<b>£2.25</b>	no change – for information only

## Policy Screening Form

### Policy Scoping

**Policy Title:** New Council wide Indoor Leisure Centres Memberships, Products and Prices

**Brief Description of Policy (please attach copy if available). Please state if it is a new, existing or amended policy.**

The policy sets out the rationale for one consistent Leisure Centre Membership System to apply to all indoor leisure centres in all three legacy areas, the groups that will be included and the recommended pricing that is proposed. This is a new membership system which will replace the existing ( and different) membership systems in each legacy area.

**Intended aims/outcomes. What is the policy trying to achieve?**

The new membership product and pricing system aims to achieve a fair and transparent approach to indoor leisure centre memberships. Concessionary membership products and price rates will also be in place, consistently across all legacy areas to better assist and encourage those groups of people who are less likely to use the leisure facilities provided by the council as a result of having less disposable income or as a group who are at risk of poorer health outcomes.

### Policy Framework

Has the policy been developed in response to statutory requirements, legal advice or on the basis of any other professional advice? Does this affect the discretion available to Council to amend the policy?

The "Making Life Better" report published by the Northern Ireland Executive in July 2014 has brought together much of the recent research which demonstrates that "health to a larger extent is affected by economic, social and environmental factors". This document identified Councils as a key partner to deliver a reduction in Health Inequalities in a number of Outcomes focused on Older People and Children and Young People.

**Are any Section 75 categories which might be expected to benefit from the policy? If so, please outline.**

The concession membership products are particularly relevant to people with disabilities, their carers, senior citizens and young people. Concession membership products also apply to other persons likely to experience economic disadvantage (unemployment and being a student) who will be multiple identity from a Section 75 viewpoint.

**Who initiated or wrote the policy (if Council decision, please state). Who is responsible for implementing the policy?**

<b>Who initiated or wrote policy?</b>	<b>Who is responsible for implementation?</b>
Project team representing all indoor Leisure Centres within the legacy Armagh, Banbridge and Craigavon Council areas.	Indoor Leisure managers and other Council staff

**Are there any factors which might contribute to or detract from the implementation of the policy (e.g. financial, legislative, other)?**

None identified.

**Main stakeholders in relation to the policy**

Please list main stakeholders affected by the policy (e.g. staff, service users, other statutory bodies, community or voluntary sector, private sector)

Leisure Centre users and visitors, including those suffering economic disadvantage because of age, disability or other factors.

Council staff

General population by encouraging more people to engage in sport and leisure with subsequent impact on health and well-being.

**Are there any other policies with a bearing on this policy? If so, please identify them and how they impact on this policy.**

Main Pricing system for Leisure Services, plus Concession Policy for “Pay as You Go” Leisure Pricing.

Pay as You Go pricing policy states that concession prices for PAYG products should be approx. 65% of full price equivalent product.

The new system for membership pricing bases concession memberships consistently on 85 % (approx.) of the full price equivalent membership product.

**Available Evidence**

Council should ensure that its screening decisions are informed by relevant data. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

<b>Section 75 category</b>	<b>Evidence</b>
Religious belief	General demographics only – not monitored for leisure service users. (Note: location of leisure facilities may affect community background of users but this is not relevant to this policy).
Political opinion	General demographics only – not monitored for leisure service users. (Note: location of leisure facilities may affect community background of users but this is not relevant to this policy).
Racial group	General demographics only – not monitored for leisure service users
Age	General demographics only – not monitored for leisure service users
Marital status	General demographics only – not monitored for leisure service users
Sexual orientation	General demographics only – not monitored for leisure service users
Men and women generally	General demographics only – not monitored for leisure

	service users
Disability	General demographics only – not monitored for leisure service users
Dependants	General demographics only – not monitored for leisure service users

Note: Data used in the development of the new membership system and its screening includes information on take-up of membership products offered by the three existing legacy areas; customer feedback and complaints with regard to existing memberships and price levels in particular; survey results on satisfaction with leisure service provision; benchmarking data on prices and membership products within neighbouring councils and other leisure operators in Northern Ireland; qualitative and anecdotal evidence from managers and other front line staff delivering leisure services.

### Needs, experiences and priorities

Taking into account the information gathered above, what are the different needs, experiences and priorities of each of the following categories in relation to this particular policy/decision?

Section 75 category	Needs, experiences and priorities
Religious belief	Not applicable to this new system
Political opinion	Not applicable to this new system
Racial group	Ethnic minorities may be more likely to suffer economic disadvantage (i.e. be unemployed, particularly if their English skills are poor) but this is considered to be an issue of multiple identity where the relevant users will be able to access memberships under other categories.
Age	Older people and younger people more likely to suffer economic disadvantage (i.e. not in employment).  Family and/or concession membership products provide an opportunity for these groups
Marital status	Not applicable to this new system
Sexual orientation	Not applicable to this policy system
Men and women generally	More women, particularly those with young children, may not be in work but are not actively seeking employment.

	<p>However, this has not been identified as an issue to date by users and it may be that such persons can avail of other affordable ways of using leisure centres.</p> <p>Family and/or concession membership products provide an opportunity for these groups</p>
Disability	<p>People with a disability more likely to suffer economic disadvantage. They may also need to be accompanied by carers.</p> <p>Concession membership products provide an opportunity for this group</p>
Dependants	<p>Those with dependants (e.g. families with children) may be at a financial disadvantage compared with those who do not have dependants. However, this has not been identified as an issue to date by users and it may be that such persons can avail of other affordable ways of using leisure centres.</p> <p>Family and/or concession membership products provide an opportunity for these groups</p>

**Note: Family and Concession Membership products will now exist but these are in addition to (already existing) many Pay as You Go concession products - the Membership and Pay as You Go products complement each other. Purchasing a Membership is not the only way available to use centres.**

## Screening Questions

1. What is the likely impact on equality of opportunity for those affected by this policy for each of the Section 75 categories?		
Category	Policy Impact	Level of impact (Major/minor/none)
Religious belief		None
Political opinion		None
Racial group	Potential positive impact for those not in employment	Minor Addressed by new

		membership system
Age	Positive impact for older persons and younger persons	Major but positively addressed by new membership system
Marital status		None
Sexual orientation		None
Men and women generally		Minor but positively addressed by new membership system
Disability	Positive impact for persons with a disability and their carers	Major but positively addressed by new membership system
Dependents	Positive impact for family members or groups made up of adults and children	Minor but positively addressed by new membership system

**2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?**

Category	If yes, provide details	If no, provide reasons
Religious belief		No
Political opinion		No
Racial group	Yes – for those who are unemployed	Unemployed positively addressed by new membership system
Age	Yes – concession memberships available for those older and younger persons more likely to be at a financial disadvantage	Positively addressed by new membership system
Marital status		No
Sexual orientation		No
Men and women generally		No

Disability	Yes – concessions for people with a disability and their carers	Positively addressed by new membership system
Dependents		Positively addressed by new membership system

**3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion, or racial group?**

Category	Details of Policy Impact	Level of impact (major/minor/none)
Religious belief		None
Political opinion		None
Racial group		None

**4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

Category	If yes, provide details	If no, provide reasons
Religious belief		Not applicable
Political opinion		Not applicable
Racial group		Not applicable

**Multiple Identity**

Generally speaking, people fall into more than one Section 75 category (for example: disabled minority ethnic people; disabled women; young Protestant men; young lesbian, gay and bisexual people). Provide details of data on the impact of the policy on people with multiple identities. Specify relevant s75 categories concerned.

Service users cover all nine categories and people gaining a benefit from one new membership system will fall into a number of categories.



## **Disability Discrimination (NI) Order 2006**

Is there an opportunity for the policy to promote positive attitudes towards disabled people?

Yes – through encouraging more people with disabilities to take part in sport and leisure activities

Is there an opportunity for the policy to encourage participation by disabled people in public life?

Through encouraging participation, people with disabilities may be encouraged to also serve on sports forums, user groups etc.

## **Screening Decision**

### **A: NO IMPACT IDENTIFIED ON ANY CATEGORY – EQIA UNNECESSARY**

Please identify reasons for this below

No adverse impact has been identified on any category. The policy is likely to have a positive impact on the categories of age, disability as a result of the concession membership products.

The new membership system will ensure that;

Membership Products available will be consistent across all Council legacy areas for indoor leisure centres ie. the same products will be on offer at the same price.

Membership products available will include the same concession products – all at a consistent price across all three legacy areas.

The adoption of a standard concession membership rate of 85% may result in a small increase or decrease for customers from the legacy Armagh, Banbridge and Craigavon Council areas and the impact of this will be monitored and reviewed.

**B: MINOR IMPACT IDENTIFIED – EQIA NOT CONSIDERED NECESSARY AS IMPACT CAN BE ELIMINATED OR MITIGATED**

Where the impact is likely to be minor, you should consider if the policy can be mitigated or an alternative policy introduced. If so, EQIA may not be considered necessary. You must indicate the reasons for this decision below, together with details of measures to mitigate the adverse impact or the alternative policy proposed.

**C: MAJOR IMPACT IDENTIFIED – EQIA REQUIRED**

If the decision is to conduct an equality impact assessment, please provide details of the reasons.

**Timetabling and Prioritising**

If the policy has been screened in for equality impact assessment, please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3 with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people’s daily lives	

The total rating score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the council in timetabling its EQIAs.

Is the policy affected by timetables established by other relevant public authorities? If yes, please give details.

## Monitoring

Effective monitoring will help the authority identify any future adverse impact arising from the policy. It is recommended that where a policy has been amended or an alternative policy introduced to mitigate adverse impact, monitoring be undertaken on a broader basis to identify any impact (positive or adverse).

Further information on monitoring is available in the Equality Commission's guidance on monitoring.

Identify how the impact of the policy is to be monitored

Impact of the new system will be monitored through uptake of memberships including concession memberships ; feedback and complaints.

## Approval and Authorisation

A copy of the screening form for each policy screened should be signed off by the senior manager responsible for that policy. The screening recommendation should be reported to the relevant Committee/Council when the policy is submitted for approval.

Screened by	Position/Job title	Date
Mary Hanna	Policy & Diversity Officer	August 2016
Approved by	Position/Job Title	Date
Catriona Regan	Head of Health and Recreation	August 2016

Please forward a copy of the completed form with policy attached to [mary.hanna@armaghbanbridgecraigavon.gov.uk](mailto:mary.hanna@armaghbanbridgecraigavon.gov.uk) who will ensure that screening forms and policies are available on the Council website.

This officer is also responsible for issuing reports on a quarterly basis on those policies “screened out for EQIA”. This allows stakeholders who disagree with this recommendation to submit their views. In the event of any stakeholder disagreeing with the decision to screen out any policy, the screening exercise will be reviewed.