

Equality impact assessment form

Overview

The Public Sector Equality Duty, set out in the Equality Act 2010, requires public authorities to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

Protected characteristics are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race (includes ethnic or national origins, colour or nationality)
- religion or belief (this includes lack of belief)
- sex
- sexual orientation.

Equality Impact Assessments (EIAs) are a self-assessment tool to help us look at the likely positive and negative impact of policies and activities of the Sports Grounds Safety Authority (SGSA) with regard to equality of opportunity and promoting diversity.

Assessment of:	SGSA licence fee reform consultation
Assessment carried out by:	Andrea Jones
Date of assessment:	19 September 2023

Description of project / activity / policy

The SGSA is conducting a consultation with the industry in relation to a reform of the SGSA licence fee. The consultation aims to gather the views of the sector, particularly those grounds subject to the SGSA licence.

The current SGSA licence costs each ground £100. This is the same amount that was introduced in the early 1990s. The reformed approach proposes to use the safe capacity of grounds to identify the fee for individual grounds. The fee cost will range from £4,661 to above £60,000. This is based on a calculation of the regulatory cost of the SGSA, multiplied by the safe capacity of all grounds licenced. Based on 2022-23 figures, this equates to 72.5p per seat/space for the season.



The results of the consultation will be provided to Government to help inform its decision making, as any change to the licence fee, including the timings of any implementation, will be for the Government to decide.

What are the main activities?

The main activities for this consultation are as follows:

- A consultation document has been established, which outlines all of the details related to the licence fee reform. This is the basis for the consultation, and will be sent directly to stakeholders, as well as being publicly available via the SGSA website.
- The consultation period will run for approximately seven weeks, from 26 September to 8 November.
- During the consultation period, a number of webinars will be run, in order for people to ask questions and provide comments.
- Formal responses will be received in a number of ways, including via an online SurveyMonkey link and/or directly via email. In addition, other options will be made available and outlined to meet any accessibility requirements.
- A summary report will be publicly available on the SGSA following the conclusion of the consultation period. A full analysis of the results will be submitted to the Government ahead of any decision being made.

The anticipated implementation of the licence fee reform will be for the next licence round, commencing February 2024.



Evaluation by protected characteristic

Protected characteristic	Positive	Negative	None/ negligible	Explanation of decision, including any evidence	Action to address any negative impact
Age			None	The consultation does not impact this protected characteristic in any way.	
Disability			None	The proposed approach for licence fee reform is based on the safe capacity of the ground. This includes the spaces for disabled spectators.	
Sex			None	The consultation does not impact this protected characteristic in any way. NB The scope of the licensing scheme is the men's professional game. The licensing of the women's professional game will be subject to a separate consultation and impact assessment.	
Gender re-assignment			None	The consultation does not impact this protected characteristic in any way.	
Marriage and civil partnership			None	The consultation does not impact this protected characteristic in any way.	
Pregnancy and Maternity			None	The consultation does not impact this protected characteristic in any way.	
Race (including ethnicity, nationality & skin colour)			None	The consultation does not impact this protected characteristic in any way.	



Religion or belief			None	The consultation does not impact this protected characteristic in any way.	
Sexual orientation			None	The consultation does not impact this protected characteristic in any way.	
Socio-economic status ¹		Yes		There is a potential impact on socio-economic status, if the licence fee reform cost is passed on to supporters through increase in ticket prices.	<p>It will be made clear that this is a small cost per individual space per season, which is a responsibility of the club/ground, and should not be passed onto the ticket price. The cost per seat/space per match (based on 23 home matches each season) is negligible at 3p per seat/space per match.</p> <p>In addition, it will be made clear that the current funding model sees the SGSA regulate football grounds using taxpayer money. This reform will lead to a reduction of grant-in-aid required by the SGSA.</p>

¹ Socio-economic status is not a protected characteristic but is included for consideration as best practice.



Conclusion

There is negligible impact on the protected characteristics, as this consultation is based on updating and reforming the existing licence fee. The burden of this change falls on organisations, not individuals.

There is a potential negative impact based on socio-economic grounds, if any increase in the licence fee is based on spectators by ground management. This will be a choice for ground management; however, such an increase would be trivial as the proposed change would be the equivalent of under £1 (72.5p) per spectator per season.