

EQUALITY IMPACT ASSESSMENT FORM

April 2016

THE COUNCIL'S EQUALITIES STATEMENT

This Council recognises that people have different needs, requirements and goals and we will work actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce.

We will also work to create equal access for everyone to our services, irrespective of ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, use of Welsh language, BSL or other languages, nationality, responsibility for any dependents or any other reason which cannot be shown to be justified.

NAME OF NEW OR REVISED PROPOSAL*	Closure of Pontllanfraith Leisure Centre
DIRECTORATE	Communities
SERVICE AREA	Sport & Leisure Services
CONTACT OFFICER	Jeff Reynolds Sport & Leisure Services facilities Manager reynoj@caerphilly.gov.uk
DATE FOR NEXT REVIEW OR REVISION	N/A

***Throughout this Equalities Impact Assessment Form, 'proposal' is used to refer to what is being assessed, and therefore includes policies, strategies, functions, procedures, practices, initiatives, projects and savings proposals.**

INTRODUCTION

The aim of an Equality Impact Assessment (EIA) is to ensure that Equalities and Welsh Language issues have been proactively considered throughout the decision making processes governing work undertaken by every service area in the Council as well as work done at a corporate level.

The form should be used if you have identified a need for a full EIA following the screening process covered in the [Equalities Implications in Committee Reports](#) guidance document (available on the [Equalities and Welsh Language Portal](#) on the Council's intranet).

The EIA should highlight any areas of risk and maximise the benefits of proposals in terms of Equalities. It therefore helps to ensure that the Council has considered everyone who might be affected by the proposal.

It also helps the Council to meet its legal responsibilities under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the Welsh Language (Wales) Measure 2011 and supports the wider aims of the Well-being of Future Generations (Wales) Act 2015. There is also a requirement under Human Rights legislation for Local Authorities to consider Human Rights in developing proposals.

Specifically, Section 147 of the Equality Act 2010 is the provision that requires decision-makers to have 'due regard' to the equality implications of their decisions and Welsh Language Standards 88-97 require specific consideration of Welsh speakers under the Welsh Language Standards (No.1) Regulations 2015.

The Older People's Commissioner for Wales has also published 'Good Practice Guidance for Equality and Human Rights Impact Assessments and Scrutinising Changes to Community Services in Wales' to ensure that Local Authorities, and other service providers, carry out thorough and robust impact assessments and scrutiny when changes to community services are proposed, and that every consideration is given to mitigate the impact on older people and propose alternative approaches to service delivery.

The Council's work across Equalities, Welsh Language and Human Rights is covered in more detail through the [Equalities and Welsh Language Objectives and Action Plan 2016-2020](#).

This approach strengthens work to promote Equalities by helping to identify and address any potential discriminatory effects before introducing something new or changing working practices, and reduces the risk of potential legal challenges.

When carrying out an EIA you should consider both the positive and negative consequences of your proposals. If a project is designed for a specific group e.g. disabled people, you also need to think about what potential effects it could have on other areas e.g. young people with a disability, BME people with a disability.

There are a number of supporting guidance documents available on the [Equalities and Welsh Language Portal](#) and the Council's Equalities and Welsh Language team can offer support as the EIA is being developed. Please note that the team does not write EIAs on behalf of service areas, the support offered is in the form of advice, suggestions and in effect, quality control.

Contact equalities@caerphilly.gov.uk for assistance.

PURPOSE OF THE PROPOSAL

1	<p>What is the proposal intended to achieve? <i>(Please give a brief description of the purpose of the new or updated proposal by way of introduction.)</i></p> <ul style="list-style-type: none">• Following the closure of Pontllanfraith Comprehensive School and the opening of Islwyn High School, it is proposed to close Pontllanfraith Leisure Centre and transfer existing community usage to Islwyn High School that has similar facilities to accommodate the vast majority of the current programme.• The proposed closure of Pontllanfraith Leisure Centre will allow CCBC to realise MTFP savings of circa £81, 000 and explore options to generate a significant capital receipt• There is currently a provision of 11 Leisure Centres within Caerphilly County Borough managed by Sport & Leisure Services, along with secondary provision at Ysgol cwm Rhymni, Lewis Boys, Islwyn High and Y-Gwindy School that provide community based sport and leisure facilities• Withing a 5 mile / 20 minute drive time of Pontllanfraith Leisure Centre there is Cefn Fforest, Heolldu. Sue Noake and Newbridge Leisure Centre all with facilities that mirror the availability at Pontllanfraith Leisure Centre.
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2	<p>Who are the service users affected by the proposal? <i>(Who will be affected by the delivery of this proposal? e.g. staff members, the public generally, or specific sections of the public i.e. youth groups, carers, road users, people using country parks, people on benefits etc.)</i></p>
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- Pontllanfraith Leisure Centre currently supports a broad programme of activities across a diverse age range. This includes a number of junior, youth and adult clubs and organisations across a range of activities from football, rugby, badminton and martial arts. There is a programme of leisure Centre delivery in areas such as fitness based classes. The facility also 'hosts' Islwyn Running club.
- There is a cohort of six staff employed by CCBC who are currently based at Pontllanfraith Leisure Centre

IMPACT ON THE PUBLIC AND STAFF

3

Does the proposal ensure that everyone has an equal access to all the services available or proposed, or benefits equally from the proposed changes, or does not lose out in greater or more severe ways due to the proposals?

(What has been done to examine whether or not these groups have equal access to the service, or whether they need to receive the service in a different way from other people?)

- **PUBLIC**

The vast majority of the existing programme can be accommodated either at Islwyn High School or with other Leisure Centres within the CCBC portfolio. Booking for Islwyn High School will be taken directly through the school, however there will be programme support from Sport & Leisure Services to ensure there remains a balanced programme of activity and availability of access

The current clubs, groups and associations using the 3G football pitch at Pontllanfraith Leisure Centre are most at risk due to the same facility at Islwyn High School currently operating a community based programme. CCBC has articulated an aspiration to develop a new 3G facility housed within Blackwood Comprehensive School

- **STAFF**

Vacancies have been identified within the service area to support the staff based at Pontllanfraith Leisure Centre. Two staff members have requested voluntary severance and these requests will be supported.

Trade Unions have been consulted on the proposal and have not raised any issues on the basis that substantive posts for all affected are protected within the service area

	<p>Actions required:</p> <p>Further discussions with Islwyn High School to support the current Pontllanfraith Leisure Centre programme</p> <p>Ongoing investigation to support the aspiration to develop a new 3G facility at Blackwood Comprehensive School as part of 21st Century Schools Band B provision. Timescale to be confirmed</p>
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4	<p>What are the consequences of the above for specific groups? <i>(Has the service delivery been examined to assess if there is any indirect affect on any groups? Could the consequences of the policy or savings proposal differ dependent upon people's disability, race, gender, sexuality, age, language, religion/belief?)</i></p> <ul style="list-style-type: none"> • The vast majority of user groups will be accommodated at Islwyn High School • Those groups who currently access facilities at Pontllanfraith Leisure Centre that are not available at Islwyn High School will be able to access them at other CCBC facilities within the Sport and Leisure Services portfolio • Potential loss of service provision for existing 3G users • Those users without access to a car may need to consider public transport options
	<p>Actions required:</p> <p>Review of current bookings at alternative 3G / Artificial Turf Pitch (ATP) facilities to support clubs currently housed at Pontllanfraith Leisure Centre</p>

5	<p>In line with the requirements of the Welsh Language Standards. (No.1) Regulations 2015, please note below what effects, if any (whether positive or adverse), the proposal would have on opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</p> <p><i>(The specific Policy Making Standards requirements are Standard numbers 88, 89, 90, 91, 92 and 93. The full detail of each Standard is available on the Equalities and Welsh Language Portal)</i></p> <ul style="list-style-type: none"> • This proposal does not have any positive or adverse effects on the provisions set out in the Welsh Language Standards (No1)
	<p>Actions required:</p> <p>N/A</p>

INFORMATION COLLECTION

6	<p>Is full information and analysis of users of the service available? <i>(Is this service effectively engaging with all its potential users or is there higher or lower participation of uptake by one or more groups? If so, what has been done to address any difference in take up of the service? Does any savings proposals include an analysis of those affected?)</i></p> <ul style="list-style-type: none"> • Communications have taken place with all existing users through a thorough consultation process • Meetings have been held with local ward members and ward members of neighbouring wards • Access to certain facilities at Islwyn High School has been placed on hold to accommodate clubs and organisations from Pontllanfraith Leisure Centre.
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	<p>Actions required:</p> <p>Ongoing review of 3G / ATP bookings to reduce the impact upon those clubs, groups, organisations who may be most at risk</p>

CONSULTATION

7	<p>What consultation has taken place? <i>(What steps have been taken to ensure that people from various groups have been consulted during the development of this proposal? Have the Council's Equalities staff been consulted? Have you referred to the Equalities Consultation and Monitoring Guidance?)</i></p> <ul style="list-style-type: none">• A full and comprehensive public consultation process has been undertaken and supported by CCBC Communications Team, to include all users, local members, town and community councils and other stakeholders• Two open forums have been held at Pontllanfraith Leisure Centre providing current users with the opportunity to engage in discussion and register comments, observations and concerns• Two 'surgery' type forums have also been held with users to establish individual concerns and explore opportunities to mitigate
	<p>Actions required:</p> <p>Upon completion of the consultation exercise, a further report will be presented to cabinet for consideration</p>

MONITORING AND REVIEW

8	<p>How will the proposal be monitored? <i>(What monitoring process has been set up to assess the extent that the service is being used by all sections of the community, or that the savings proposals are achieving the intended outcomes with no adverse impact? Are comments or complaints systems set up to record issues by Equalities category to be able analyse responses from particular groups?)</i></p> <ul style="list-style-type: none">• Sport and Leisure Services operate a robust, systematic Customer Comments and engagement process that is regularly reviewed for trend
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data.

Actions required:

- Continue to review customer feedback via established Sport & Leisure Systems.
- Regular engagement with groups, clubs and organisations
- Regular engagement with groups, clubs and organisations

<p>9</p>	<p>How will the monitoring be evaluated? <i>(What methods will be used to ensure that the needs of all sections of the community are being met?)</i></p> <ul style="list-style-type: none"> • Sport and Leisure Services operate a robust, systematic Customer Comments process that is regularly reviewed for trend data. • Consideration given to all observations and responses submitted as part of consultation process
	<p>Actions required:</p> <p>As above</p>

<p>10</p>	<p>Have any support / guidance / training requirements been identified? <i>(Has the EIA or consultation process shown a need for awareness raising amongst staff, or identified the need for Equalities or Welsh Language training of some sort?)</i></p> <ul style="list-style-type: none"> • No, Customer bookings at Islwyn High School will be taken through contacting the school directly as per any other CCBC Leisure Centre
	<p>Actions required:</p>

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11

Where you have identified mitigating factors in previous answers that lessen the impact on any particular group in the community, or have identified any elsewhere, please summarise them here.

- The vast majority of user groups will be accommodated at Islwyn High School.
- Current daytime classes at Pontllanfraith, ie: Yoga, can be accommodated at Newbridge Leisure Centre
- There are a number of CCBC Sport and Leisure facilities within a five mile drive time including Cefn Fforest, Newbridge, Sue Noake and Heolddu Leisure Centre's that can also accommodate aspects of the programme
- Ongoing review of 3G / ATP bookings to reduce the impact upon those clubs, groups, organisations who may be most at risk

12

What wider use will you make of this Equality Impact Assessment?

(What use will you make of this document i.e. as a consultation response, appendix to approval reports, publicity etc. in addition to the mandatory action shown below?)

- To evaluate impact of any decision on particular groups, users, organisations, staff, members of the public and broader stakeholders.
- Used as part of the Council's decision making process in support of the adoption and delivery of Sport & Leisure Service strategy.
- The EIA will be an appendix to the report taken forward to cabinet for a decision.

	<p>Actions required:</p> <ul style="list-style-type: none"> EIA, when completed, to be returned to equalities@caerphilly.gov.uk for publishing on the Council's website.

Completed by:	Jeff Reynolds
Date:	
Position:	Sport & Leisure Services Facilities Manager
Name of Head of Service:	Mark S Williams