



CABINET – 10TH APRIL 2019

SUBJECT: IMPROVEMENTS TO THE FITNESS SUITE AT NEWBRIDGE LEISURE CENTRE

REPORT BY: INTERIM CORPORATE DIRECTOR - COMMUNITIES

1. PURPOSE OF REPORT

1.1 To seek Cabinet approval for the allocation of one-off funding for improvement works to the fitness suite at Newbridge Leisure Centre.

2. SUMMARY

- 2.1 Cabinet approved the Authority's Sport and Active Recreation Strategy 2019-2029 on 14th November 2018. The Strategy sets out a future purpose and direction for the provision of sport and active recreation in Caerphilly County Borough.
- 2.2 The Council's Sport and Active Recreation Strategy describes over 500 different sport and physical activity spaces across the County Borough, including 10 leisure centres with Newbridge Leisure Centre identified as one of four strategic facilities.
- 2.3 A key income stream is being compromised at Newbridge Leisure Centre due to a lack of investment and outdated equipment.
- 2.4 An opportunity has been identified to significantly develop and improve the current provision through the conversion of underutilised squash courts.

3. RECOMMENDATIONS

- 3.1 It is recommended that Cabinet approve a one-off investment of £550k to support facility improvement, developments, and equipment purchase in the fitness suite at Newbridge Leisure Centre; funded from the following sources: -
- £253k from the Corporate Asset Management capital budget.
 - £92k from unutilised capital funding previously allocated for urgent works at Caerphilly Leisure Centre.
 - £205k from the one-off rebate received from HMRC in respect of a VAT exemption on the supply of sporting services (as reported to Cabinet at its meeting on the 19th September 2018).

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 To ensure that Newbridge Leisure Centre meets the aspirations set out in the Sport and Active Recreation Strategy 2019–2029 of 'more people, more active, more often' through increasing available opportunities to a broader network of users in a high quality facility.

- 4.2 Newbridge Leisure Centre has been identified as one of four strategic, high quality facilities within the Sport and Active Recreation Strategy.
- 4.3 The current facility and equipment provision falls outside of industry guidelines in terms of replacement/upgrade and as such is compromising core income streams.

5. THE REPORT

- 5.1 Cabinet approved the Authority's Sport and Active Recreation Strategy 2019-2029 on 14th November 2018. The Strategy sets out a future purpose and direction for the provision of sport and active recreation in Caerphilly County Borough - it establishes the key principles and vision which will inform future decisions and actions. The Strategy encompasses the wide range of opportunities that exist across the county borough for sport and active recreation. In terms of facilities the Strategy identifies Newbridge Leisure Centre as one of 4 strategic, high quality, multi-service leisure centres that are a priority for the Authority's Sport and Leisure Service.
- 5.2 A need has been identified to improve the fitness suite and studio provision at Newbridge Leisure Centre. The Leisure Centre currently includes the following facilities: -
 - A leisure pool, including a 25 metre 6 lane pool
 - Sports Hall
 - 2 Squash Courts
 - Sauna & Steam Room
 - Fitness Suite
 - 3G Artificial Grass Pitch (AGP)
 - Grass Pitches
 - Spin Studio
- 5.3 The existing fitness suite is split across the ground and first floor. There is a central staircase between the floors that restricts circulation space. The fitness equipment itself is at the end of its serviceable life and is in need of replacement. The spin studio is a small converted meeting room. The 2 squash courts have been in place since the leisure centre was built in 1984 and have seen a significant (34%) downturn in usage over the past 3 years. In fact the existing squash courts are currently being utilised for other activities that support the existing fitness based provision. Squash court provision however will remain available at Caerphilly LC (x3 courts), Risca LC (x2 courts) and Heolddu LC (x1 court)
- 5.4 It is proposed to create improved fitness and physical activity facilities at the centre to attract additional customers who would not normally participate in physical activity, for example through classes. New health and fitness activities can be developed to create programmes for the National Exercise Referral Scheme (NERS) and other target groups. This would support our vision for sport and active recreation to get *more people more active more often*.
- 5.5 Investment in these facilities will also help to deliver the commitment within the Sport and Active Recreation Strategy to invest in better quality, more fit for purpose facilities that are strategically located. It also assists in supporting the Strategy's aim of meeting the needs of future generations. Additional users will assist in meeting the Strategy's target of ensuring that subsidy per user is less than £1 to £1.20.
- 5.6 It is proposed to re-configure space at the leisure centre and create a dedicated studio and 2 dedicated fitness spaces consisting of a spin studio and functional suite. Proposed building alterations are estimated at circa £350k and equipment replacement at circa £200k, the total project cost is therefore estimated at circa £550k. It is proposed that the project be funded by allocating £253k of Corporate Asset Management capital together with £92k of unutilised capital funding previously allocated for Caerphilly Leisure Centre. It is proposed that the remaining £205k of estimated project costs be funded from the one-off rebate received from HMRC in respect of a VAT exemption on the supply of sporting services (as reported to Cabinet at its meeting on the 19th September 2018).

- 5.7 Capital was previously allocated for urgent maintenance works at Caerphilly Leisure Centre and £92k of this remains unspent which can be vired to support the proposed improvements at Newbridge Leisure Centre.
- 5.8 Industry guidelines recommend that fitness equipment is upgraded every 3-5 years depending upon usage. This ensures that fitness suites are maximising opportunities that exist in terms of meeting consumer demand, aiding retention and protecting core income streams. The majority of existing equipment at Newbridge Leisure Centre was purchased in 2011. Along with clearly being outside the scope of industry recommendations for replacement/upgrading, the associated cost of ongoing maintenance is now significant at approximately £8k per annum. As the existing equipment continues to age maintenance costs will likely increase along with replacement parts becoming increasingly difficult to obtain. New fitness equipment purchased will include a 5 year parts and service warranty.
- 5.9 There has been an increase in private sector fitness provision in the area with Snap Fitness, Diva Fitness, Planet Fitness, and Elite Fitness all within a 6 miles of Newbridge Leisure Centre. The lack of facility and equipment investment along with increases in local provision from the private sector has seen a decline in the membership base at Newbridge Leisure Centre of 22% across the past 3 years resulting in projected income for 2018/19 being circa £59k less than the budgeted level. A latent demand analysis however has identified that with the appropriate provision and facility mix there is capacity to increase the membership base to 1,300. The existing membership base is circa 700.
- 5.10 Supporting the latent demand analysis is an understanding of the local demographics and associated market segmentation profiles as identified by Sports Wales (SW). This work has identified that the type of facilities provided should be designed to remove barriers and provide equipment that supports a broad range of users. This approach is clearly closely aligned to the vision, aims and objectives of the Sport and Active Recreation Strategy.
- 5.11 A recent report released by the National Assembly for Wales has identified that in Wales there have been far higher recorded incidences of obesity amongst children. The role and context of facilities has been identified as a significant factor in this regard, identifying the requirement for high quality, inspiring facilities to encourage participation. This view is supported by the World Health Organisation (WHO) who regards obesity as one of the world's most serious health challenges.
- 5.12 Sport & Leisure Services have recently appointed a Marketing, Communications and Engagement Officer on a two year fixed term contract. This role will be essential in developing not only an appropriate marketing strategy for the upgraded facility but also preparing a considered communication and engagement strategy to maximise the opportunities this project presents, particularly with hard to reach groups (such as those who are inactive due to price, accessibility, or possible health problems) or those with higher incidences of drop out from physical activity.

6. ASSUMPTIONS

- 6.1 A full structural survey will be required to confirm that the identified developments within the squash court area are achievable. The figures stated within the report are current estimates for project costs.

7. LINKS TO RELEVANT COUNCIL POLICIES

- 7.1 The Sport and Active Recreation Strategy 2019-2029 was approved by Cabinet on 14th November 2018. The Strategy sets out a future purpose and direction for the provision of sport and active recreation in Caerphilly County Borough - it establishes the key principles

and vision which will inform future decisions and actions. The Strategy encompasses the wide range of opportunities that exist across the county borough for sport and active recreation. In terms of facilities the Strategy identifies Newbridge Leisure Centre as one of 4 strategic, high quality, multi service leisure centres that are a priority for the Authority's Sport and Leisure Service. The proposals in this report will enable Newbridge Leisure Centre to meet the aspirations set out in the Strategy of 'more people, more active, more often' through high quality provision and increasing opportunity to Caerphilly County Borough.

7.2 Corporate Plan 2018-2023.

This proposal contributes towards or impacts the following Corporate Well-being Objectives, which are:

Objective 2 - Enabling employment.

Objective 5 - Creating a county borough that supports a healthy lifestyle in accordance with the sustainable Development Principle within the Well-being of Future Generations (Wales) Act 2015.

Objective 6 - Support citizens to remain independent and improve their well-being.

8. WELL-BEING OF FUTURE GENERATIONS

- 8.1 The Well-being of Future Generation (Wales) Act 2015 is about improving the social, economic, environmental and cultural wellbeing of Wales. It requires public bodies to think more about the long-term, working with people and communities, looking to prevent problems and take a more joined up approach. This will create a Wales that we all want to live in, now and in the future. The Act puts in place seven well-being goals:
- A prosperous Wales.
 - A resilient Wales.
 - A healthier Wales.
 - A more equal Wales.
 - A Wales of cohesive communities.
 - A Wales of vibrant culture and thriving Welsh Language.
 - A globally responsible Wales.
- 8.2 The Council's adopted Sport and Active Recreation Strategy 2019-2029 is designed to help deliver the goals of the Well-being of Future Generations (Wales) Act 2015. The Strategy sets out the future purpose and direction for the provision of sport and active recreation in Caerphilly County Borough - it establishes the key principles and vision which will inform future decisions and actions over the next 10 years. The Strategy includes the following in relation to implementing the Act:
- We will need to be bold - not holding on to what we have done in the past, but looking forward to ensure that the decisions we make and opportunities we provide are fit for future generations - responding to the emerging needs
 - of our young people, the adults of tomorrow, and of course looking after the different needs of a growing older population.
 - We must also make sure what we provide is going to be sustainable i.e. we can all afford to maintain service provision into the future.
 - Future approaches will demand that people take greater responsibility for their own health and levels of physical activity. It is the role of the Council to support them to do this for themselves.

- To deliver a ‘change agenda’ the Council will also have to make a number of critical decisions. It is vital therefore, that this strategy provides a clear rationale and priorities for action. It must provide a vision for where we are going and how we are going to get there, so that everyone understands what we can achieve, what to expect of us, as well as the roles that others have to play.
- Finally, the strategy is not focused just on buildings but the activity that can take place in a wide variety of different places found throughout our county borough and as a result of many different opportunities provided by a range of organisations.

8.3 The proposals outlined in this report make a contribution across the seven well-being goals, but in particular to the following areas:

1. **A healthier Wales:** Undertaking an active lifestyle has significant benefits in terms of reducing the risk of cardiovascular disease along with positive impacts upon mental health and body weight control. The National Exercise Referral Scheme targets clients who have, or are at risk of developing, a chronic disease using evidence-based health intervention incorporating physical activity and behavioural change techniques to support clients to make lifestyle changes to improve their health and well-being.
2. **A Wales of cohesive communities:** Caerphilly County Borough Council have communicated a vision to deliver and support sport and active recreation across communities, ensuring it is effectively placed to play a well-connected, socially inclusive role.
3. **A globally responsible Wales:** Leading a healthy, physically active lifestyle has a positive impact upon the economic, social and cultural well-being of Welsh residents.
4. **A more equal Wales:** Engaging in community activity supports people to fulfil their potential from both an educational and socio economic perspective.
5. **A resilient Wales:** Taking part in sport and active recreation can help people to increasingly access and value the great outdoors and support protection and enhancement of the biodiverse natural environment.
6. **A Wales of vibrant culture and thriving Welsh language:** encouraging people to participate in sport and recreation helps to promote and protect culture, heritage and the Welsh language.

9. EQUALITIES IMPLICATIONS

9.1 An Equalities Impact Assessment has been carried out and is attached as Appendix 1 to this report.

10. FINANCIAL IMPLICATIONS

- 10.1 The total project cost is estimated at circa £550k with building alterations estimated at circa £350k and equipment replacement at circa £200k. It is proposed that the project be funded by allocating £253k of Corporate Asset Management capital together with the virement of £92k of unutilised capital funding currently allocated to Caerphilly Leisure Centre. It is proposed that the remaining £205k of estimated project costs be funded from the one-off rebate received from HMRC in respect of a VAT exemption on the supply of sporting services.
- 10.2 At present fitness memberships account for 39% of the total income across the leisure centre portfolio. There has been a decline in the membership base at Newbridge Leisure Centre of 22% across the past 3 years resulting in projected income for 2018/19 being circa £59k less than the budgeted level.

- 10.3 Based on the latent demand analysis, an increase of 600 members provides the opportunity to generate an additional circa £17k per month in membership fees based upon the existing pricing structure. The first call on the additional income generated should be to address the current shortfall against budget with further surplus income presenting an opportunity for savings in advance for the 2020/21 financial year.
- 10.4 The current cost of fitness equipment maintenance is estimated at £8k per annum. Purchase of new equipment will include a 5 years parts and service warranty. Based upon industry replacement guidelines this will result in a saving of circa £40k.

11. PERSONNEL IMPLICATIONS

- 11.1 There are no personnel implications associated with this report.

12. CONSULTATIONS

- 12.1 This report has been sent to the consultees listed below and all comments received are reflected in this report.

13. STATUTORY POWER

- 13.1 Local Government (Miscellaneous Provisions) Act 1976.

14. URGENCY

- 14.1 The decision is not urgent and will be subject to the “call-in” procedure.

Author: Rob Hartshorn – Head of Public Protection, Community and Leisure Services
Consultees: Mark S. Williams – Interim Corporate Director, Communities
Cllr Nigel George – Cabinet Member for Neighbourhood Services
Jeff Reynolds – Sport & Leisure Services Facilities Manager
Jared Lougher, Sport & Leisure Development Manager
Sian Jones, Area Team Leader, Sport & Leisure Services
Sean Spooner, Area Team Leader, Sport & Leisure Services
Mark Williams, Interim Head of Property
Nicole Scammell, Head of Corporate Finance and Section 151 Officer
Rob Tranter - Head of Legal Services and Monitoring Officer
Anwen Cullinane - Senior Policy Officer (Equalities, Welsh Language and Consultation)
Mike Eedy - Finance Manager
Shaun Watkins - Human Resources Manager

Background Papers:

Cabinet (19/09/18) - VAT Exemption on the Supply of Sporting Services
Cabinet (14/11/18) - Draft Sport and Active Recreation Strategy 2019-29

Appendices

Appendix 1: Equalities Impact Assessment.

EQUALITY IMPACT ASSESSMENT FORM

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*	Caerphilly County Borough Sport & Active Recreation Strategy 2019-2029
DIRECTORATE	Communities
SERVICE AREA	Communities & Leisure
CONTACT OFFICER	Rob Hartshorn

***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.

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 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**](#).

PURPOSE OF THE PROPOSAL

1	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>The Council has identified the need and opportunity to develop a strategic approach to shape the future of its sport and active recreation services.</p> <p>The Strategy aims to establish a joined up vision for future provision, setting clear outcomes recognising the contribution that sport and active recreation makes to economic, social, environmental & cultural well-being.</p>

2	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>The Sport and Active Recreation Strategy affects the public generally and in particular current, potential and future users of the following:</p> <ul style="list-style-type: none">• Outdoor and Indoor Sport and Leisure Facilities;• Sports Development programmes;• Staff

IMPACT ON THE PUBLIC AND STAFF

3	<p>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?</p>
	<p><i>(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?)</i></p>
	<p>Sport and active recreation provision is not a statutory requirement of Local Government in Wales. The Council heavily subsidises Sport and Leisure Services provision in Caerphilly. This subsidy is not necessarily strategically directed nor applied consistently which results in operational anomalies. Reducing revenue and capital resources need to be balanced against crucial health and well-being priorities and focus on making the most impact possible on health and well-being inequalities, which will facilitate continued provision of a range of opportunities to benefit our residents.</p>
	<p>The Strategy proposes a rationalisation of facilities to achieve a sustainable future service alongside investment of some savings to enhance the quality and customer offer at strategic sites.</p>
	<p>Whilst some existing facilities might close which may result in some users having longer travel time to facilities, all of the proposed strategic facilities are fully accessible, have ample disabled parking, and are accessible by public transport. All future provision will so far as reasonably practicable ensure geographic coverage across the county borough. Implementation ensures a fair and just allocation of resources that will provide for continued sport and active recreation provision into the future for the benefit of all.</p>
	<p>New and refurbished facilities will be more attractive and accessible to families and people with carers. An ongoing investment strategy will ensure that our leisure facilities are maintained and that equipment is replaced, making them more attractive to all users and improving access equally.</p>
	<p>A collaborative approach aims to motivate children and young people to adopt and continue healthy active lifestyles through inspirational physical activity experiences whilst they are in education, whilst also ensuring the learning environments are maximised for community use out of school hours.</p>
	<p>There is a coordinated approach between schools & Caerphilly Adventures in the engagement of the Duke of Edinburgh Awards helping young people to gain skills for life delivering better educational, employment, and social outcomes for the benefit of all of our communities.</p>
	<p>The Council's sport and active recreation outreach and intervention provides targeted support to help keep older people involved and active in local communities helping local organisations to provide ways of supporting older people/less independent people lead healthy lives through low intensity, social, and easy to access physical activities.</p>

	<p>The Strategy aims to achieve sustainable sport and active recreation provision that can be maintained at a level of service which is comparable with other Local Authorities. Facilities will be improved and the Council will take steps to mitigate any negative impacts and will work to address access for older people, younger people, and disabled people who rely on forms of transport other than private cars.</p>
	<p>Actions required:</p> <ol style="list-style-type: none">1. Take steps to mitigate any negative impacts due to longer travel distances and work to address access for people who rely on forms of transport other than private cars.

4. What are the impacts of the proposals?					
Protected Group		Positive Impact?	Negative Impact?	No Specific Impact	What will the impact be? If the impact is negative how can it be mitigated? (action)
Gender	Male			X	
	Female			X	We provide female only activities as part of our routine service delivery. Action: Sustain female only activities at existing service levels.
	Transgender			X	The Council is sensitive to issues around changing, but has not had any representations' or engagement on this issue to date.
Religion				X	
Race				X	There is no evidence available to the Council to suggest a negative impact due to race.
Disability		X	X		<p>Where leisure facilities are closed people with disabilities may be more greatly affected if this results in longer travel times to alternative facilities. However, all of the proposed strategic facilities are fully accessible, have ample disabled parking, and are accessible by public transport.</p> <p>The Strategy aims to sustain sport and active recreation provision in the county borough alongside investment of some savings to enhance the quality and customer offer at strategic sites. It provides the opportunity to promote and increase participation in sport and active recreation.</p> <p>New and refurbished facilities will be more attractive and accessible to families and people with carers. An ongoing investment strategy will ensure that our leisure facilities are maintained and that equipment is replaced, making them more attractive to all users and improving access equally.</p> <p>In promoting a sustainable vision for sport and leisure provision it is recognised that participation in physical activity can have a positive effect on both mental and physical health. In particular</p>

					<p>levels of cardio vascular disease and type 2 diabetes are particularly high in the county. Participation in a physical activity can significantly reduce the risks for both existing sufferers and those most vulnerable.</p> <p>The consultation process has been used to seek views and information from individuals and from groups representing disabled people.</p> <p>Action: Take steps to mitigate any negative impacts and work to address access for disabled people who rely on forms of transport other than private cars.</p>
Sexual Orientation				X	
Age	Older People	X	X		<p>The Strategy aims to sustain sport and active recreation provision in the county borough alongside investment of some savings to enhance the quality and customer offer at strategic sites. It provides the opportunity to promote and increase participation in sport and active recreation. However there may be some negative impact where there are increased travel distances following any rationalisation of facilities.</p> <p>The Council's sport and active recreation outreach and intervention provides targeted support to help keep older people involved and active in local communities helping local organisations to provide ways of supporting older people/less independent people lead healthy lives through low intensity, social and easy to access physical activities.</p> <p>We will also support individuals by providing specialist interventions to reach targeted audiences in our communities where there is evidence of need and no other alternative provider.</p>

					<p>The consultation process has been used to seek views and information from individuals and from groups representing older people.</p> <p>Action: Take steps to mitigate any negative impacts and work to address access for older people who rely on forms of transport other than private cars.</p>
	Children and Younger People (Under 25)	X	X		<p>The Strategy aims to sustain sport and active recreation provision in the county borough for future generations alongside investment of some savings to enhance the quality and customer offer at strategic sites. It provides the opportunity to promote and increase participation in sport and active recreation. However there may be some negative impact where there are increased travel distances following any rationalisation of facilities.</p> <p>Young people attending schools where there was joint use would benefit from access to enhanced sport and leisure facilities during the school day. A joint sport and active recreation and schools strategy will be pursued to achieve a single, shared outcome of more young people becoming active adults through more inspirational learning experiences.</p> <p>A collaborative approach with schools to motivate children and young people to adopt and continue healthy active lifestyles through inspirational physical activity experiences whilst they are in education.</p> <p>The consultation process has been used to seek views and information from individuals and from groups representing younger people.</p> <p>Action: Take steps to mitigate any negative impacts and work to address access for younger people who rely on forms of transport other than private cars.</p>

Marriage & Civil Partnership				X	
Pregnancy & Maternity				X	We have identified no adverse impact as long as pre and post natal classes are sustained at existing service levels.
Socio-economic Background		X			<p>All future provision will be accessible by public transport and will ensure, so far as reasonably practicable, geographic coverage across the county borough. Implementation ensures a fair and just allocation of resources that will provide for continued sport and leisure provision into the future for the benefit of all.</p> <p>The Strategy proposes a financially sustainable vision to secure sport and active recreation provision in the county borough into the future. In doing so any financial pressure to increase prices for customers is reduced thereby promoting accessibility across socio-economic groups.</p> <p>The Strategy proposes the redevelopment of Caerphilly Leisure Centre which is in the vicinity of the most deprived locality (St James 3) in the whole of Wales as defined within the Wales Index of Multiple Deprivation.</p> <p>The Council's unique role will focus on:</p> <ul style="list-style-type: none"> I. Working with others to make the best use of all available opportunities, facilities, funding and people; II. Making better and more innovative use of the widest possible range of indoor and outdoor physical activity spaces across all communities; III. Specialist interventions in approaches and places that will have the greatest long term health impact on priority target audiences in our communities and where no others are in a position to provide such assistance.

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> <p>The Sport and Active Recreation Strategy will not have any effects on opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</p>
	<p>Actions required: None</p>

INFORMATION COLLECTION

6	<p>Is full information and analysis of users of the service available?</p> <p><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> <p>In 2016 26.9% of people in the county borough aged 16-64 were disabled as defined by the Equalities Act.</p> <p>In the 2011 Census 97.6% of the population are identified as English/Welsh/Scottish/Northern Irish/British.</p> <p>50.7 are identified as being of Christian religion with 48.32% identified as having no religion or religion not stated.</p> <p>50.95% of the population of the county borough were female and 49.05% male.</p> <p>There are limitations in the data that we hold, but information analysis of 152,000 Sport and Leisure service users who hold Smartcards is as follows:</p> <p>43% male, 52% female, 5% unspecified;</p> <p>1.3% disabled;</p> <p>3 different ages groups comprising of 50.9% aged 25-64, 35.9% under 25 and 13.2% over 64.</p> <p>95.1% of Smartcard holders identified as English/Welsh/Scottish/Northern Irish/British</p> <p>We do not hold data regarding other services users or other protected characteristics.</p>
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	<p>We have highlighted above limitations in the information that we hold, but have used the consultation process to strengthen this position and engaged directly with:</p> <p>Youth forum 50+ forum Age Cymru Deafblind.org RNIB Cymru Action Hearing Loss Cymru BDA Disability Can Do Caerphilly County Borough Access Group Caerphilly People First Disability Sports Wales Caerphilly Borough Mind Gwent Education Multi-Ethnic Service (GEMS) Race Equality Council SEWREC Umbrella Cymru LGBTQ+ youth group Stonewall Cymru Menter Iaith Welsh Language Forum including Meithrin etc.</p>
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CONSULTATION

7	<p>What consultation has taken place?</p> <p><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> <p>Full public consultation was undertaken. Organisations representing those with protected characteristics were consulted directly.</p>
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MONITORING AND REVIEW

8	<p>How will the proposal be monitored?</p> <p><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> <p>There are limitations in the data that we hold, but the consultation process has been used to strengthen our understanding.</p>
	<p>Actions required:</p> <ol style="list-style-type: none"> 1. Continue to review customer feedback via established Sport & Leisure Service systems.

9	<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> <p>Sport and Leisure Services operate a robust, systematic Customer Comments process that is regularly reviewed for trend data.</p> <p>Regular engagement with groups, clubs and organisations</p> <p>Customer Satisfaction survey and Net Promotor Score process</p>
	<p>Actions required: None</p>
10	<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>
	<p>No</p>
	<p>Actions required: None</p>
11	<p>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.</p> <p>The proposal will ensure future sport and active recreation provision in the county borough alongside investment of some savings to enhance the quality and customer offer at strategic sites. It provides the opportunity to promote and increase participation in sport and active recreation.</p> <p>Disability</p> <p>All of the proposed strategic facilities are fully accessible and accessible by public transport.</p> <p>New and refurbished facilities will be more attractive and accessible to families and people with carers.</p> <p>In promoting a sustainable vision for sport and active recreation provision it is recognised that participation in physical activity can have a positive effect on both mental and physical health. In particular levels of cardio vascular disease and type 2 diabetes are particularly high in the county. Participation in a physical activity can significantly reduce the risks for both existing sufferers and those most vulnerable.</p> <p>Gender</p> <p>We provide female only activities as part of our routine service delivery.</p> <p>Age</p> <p>As identified in Section 3 above young people will benefit from the enhanced collaboration between the Sport and Leisure service and schools as well as from the strengthening of the Duke of Edinburgh Award scheme.</p>

	<p>New and refurbished facilities with modern equipment will be particularly attractive to young people and therefore enhance accessibility.</p> <p>Summary of Proposed Actions:</p> <ol style="list-style-type: none"> 1. Take steps to mitigate any negative impacts due to longer travel distances and work to address access for people who rely on forms of transport other than private cars. 2. Sustain female only activities at existing service levels. 3. Continue to review customer feedback via established Sport & Leisure Service systems.
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12	<p>What outcome does this Equality Impact Assessment suggest you take? You might find that more than one applies. Please explain why you have come to this decision.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Outcome 1</td><td style="padding: 5px;"></td><td colspan="2" style="padding: 5px;">No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken</td></tr> <tr> <td style="padding: 5px;">Outcome 2</td><td style="padding: 5px;"></td><td colspan="2" style="padding: 5px;">Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?</td></tr> <tr> <td style="padding: 5px;">Outcome 3</td><td style="padding: 5px; text-align: center;">X</td><td colspan="2" style="padding: 5px;">Continue the policy despite potential for negative impact.</td></tr> <tr> <td style="padding: 5px;">Outcome 4</td><td style="padding: 5px;"></td><td colspan="2" rowspan="2" style="padding: 5px;">Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination.</td></tr> </table>			Outcome 1		No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken		Outcome 2		Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?		Outcome 3	X	Continue the policy despite potential for negative impact.		Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination.	
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	<p>Our Assessment is Outcome 3 – Continue the Policy</p> <p>We have reached this conclusion because although the potential for some negative impacts have been identified actions are proposed to mitigate these and the impacts are outweighed by the overall benefits of ensuring sustainable sport and active recreation provision across the county borough.</p>																		

Completed by:	Rob Hartshorn
Date:	1 st February 2019
Position:	Head of Public Protection, Community and Leisure Services