

This integrated impact assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Welsh Language (Wales) Measure 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Well-being of Future Generations (Wales) Act 2015
- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles

PLEASE NOTE: Section 3 *Socio-economic Duty* only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. See page 6 of the [Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance](#).

1. Proposal Details			
Lead Officer	Head of Service	Service Area & Department	Date
Jared Lougher	Rob Hartshorn	Community & Leisure	June 2021

What is the proposal to be assessed? <i>Provide brief details of the proposal and provide a link to any relevant report or documents.</i>
<p>At the end of November 2018 Welsh Government (WG) announced a £15million Community Hub Grant. This grant was accessible to all Local Authorities and Further Education establishments via a bidding process.</p> <p>Officers submitted a Business Case to Welsh Government to access this grant which was successful for the construction of an athletics hub to serve the borough.</p> <p>The construction of the athletics hub on the school fields located at Rhiw Syr Dafydd Primary School consisting of a 300m x 6 lane plus 6 lane sprint straight is now complete. This also included a flood lit synthetic running track area, a fan for off field events e.g. high jump, long jump, shot put, javelin and discus. The amount of the works totalled £755k. This facility will be accessible for all schools within the county borough and the wider community.</p> <p>To fully maximise the new athletics hub provision, officers have sought expressions of interest in relation to the usage of the hub. Prior to allocations of any bookings based on expressions of interest, Members are asked to agree a pricing structure to implement as part of this proposal.</p>

In order to develop a pricing structure, officers have undertaken a bench marking exercise across Wales for provision of a similar nature, to ensure transparency and fairness in compiling a local Caerphilly pricing structure fit for the dimensions of the sporting offer for the County Borough. The information gathered has been included as appendix 1 to the cabinet report.

An Equality Impact Assessment has been previously undertaken in relation to this proposal as part of the Cabinet report brought on the Welsh Government Community Hub Grant 2019/20.

- Cabinet report Welsh Government Community hub grant 2019/2020 - 10th April 2019
- cabinet report Caerphilly county borough council Athletics track hub pricing policy - 9th June 2021

2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Age (people of all ages)	The proposal for the athletics hub is to work closely with the local schools and community/ clubs and encourage access and involvement from all groups / organisations. This would represent a positive outcome for all people from a sporting perspective.		Refer to the Equality impact assessment 10 th April 2019 and relevant cabinet reports. The National School Sport Surveys of 2015 and 2018 highlighted that there is significant demand in Caerphilly for Athletics and that our young people in Caerphilly want to participate more in athletics, but the lack of facilities is a major barrier to participation. The Authority has been working with the National Governing Body of Sport, Welsh Athletics and Sport Wales for a number of years on this.

Disability (<i>people with disabilities/ long term conditions</i>)	The proposed new facility will be required to comply with DDA requirements. The proposed facility represents a neutral outcome for those with a disability.		It will also deliver on the key agendas within Disability Sports Wales, Positive Futures, Age UK and will also establish links with employability and social running clubs.
Gender Reassignment (<i>anybody who's gender identity or gender expression is different to the sex they were assigned at birth</i>)	Neutral impacts on the protected characteristics. Facility will be accessible to all regardless of protected characteristics.		
Marriage or Civil Partnership (<i>people who are married or in a civil partnership</i>)	Neutral impacts on the protected characteristics. Facility will be accessible to all regardless of protected characteristics.		
<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Pregnancy and Maternity (<i>women who are pregnant and/or on maternity leave</i>)	This proposal is to work closely with the community and encourage access and involvement from all groups / organisations. This would represent a neutral impact for all people.		Based on equalities legislation.
Race (<i>people from black, Asian and minority ethnic communities and different racial backgrounds</i>)	Neutral impacts for the community as the proposed new facility will seek to benefit those within the protected characteristics group.		Based on equalities legislation.

Religion or Belief <i>(people with different religions and beliefs including people with no beliefs)</i>	Neutral impacts as the proposal will promote access to the facility to all including people irrespective of beliefs.		Equality legislation.
Sex <i>(women and men, girls and boys and those who self-identify their gender)</i>	Neutral impacts for the community as the proposed new facility will seek to benefit those within the protected characteristics group.		Equality legislation.
Sexual Orientation <i>(lesbian, gay, bisexual, heterosexual, other)</i>	Neutral impacts for the community as the proposed new facility will seek to benefit those within the protected characteristics group.		Based on equalities legislation.

3. Socio-economic Duty (Strategic Decisions Only)

(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People misusing substances
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<p>Low Income / Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>The proposed pricing policy has been compiled following a benchmarking exercise across Wales. The proposal should represent a neutral outcome.</p>		<p>See background papers of benchmarking exercise attached to cabinet report.</p>
<p>Low and/or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i></p>	<p>The proposed pricing policy has been compiled following a benchmarking exercise across Wales. The proposal should represent a neutral outcome.</p>		<p>See background papers of benchmarking exercise attached to cabinet report.</p>

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Material Deprivation (<i>unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i>)	The proposed pricing policy has been complied following a benchmarking exercise across Wales. The proposal should represent a neutral outcome.		See background papers of benchmarking exercise attached to cabinet report.
Area Deprivation (<i>where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?</i>)	Positive impact for the community as the proposal will result in a new state of the art Athletics Hub which will be accessible for all schools and the wider community.		
Socio-economic Background (<i>social class i.e. parents education, employment and income</i>)	Positive impact for the community as the proposal will result in a new state of the sports facility with the aim of increasing the availability of sporting provision. The new facility also offers opportunities to deliver sports training programmes and open access to wider services and partners. This may also encourage engagement in sporting facilities which are not currently available.		See background papers of benchmarking exercise attached to cabinet report
Socio-economic Disadvantage (<i>What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged</i>)	Positive impact for the community as the proposal will result in a new state of the art community facility with the aim of supporting sports development accessible to all, irrespective of their protected characteristics.		See background papers of benchmarking exercise attached to cabinet report

4. Corporate Plan – Council’s Well-being Objectives

(How does your proposal deliver against any/all of the Council’s Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral)? If there are negative impacts how have these been mitigated?) Well-being Objectives

<p>Objective 1 - Improve education opportunities for all</p>	<p>Provide 21st Century provision on school sites for both Education and the wider community that will be managed effectively to ensure maximum usage and engagement. This will generate income to sustain the facility in the long term. The Education Attainment Strategy and the Council’s Sport and Active Recreation Strategy establishes the key principles and vision which will inform future decisions.</p>
<p>Objective 2 - Enabling employment</p>	<p>This proposal will support all learners in their long-term Education and Skills outcome in that they are more likely to succeed if their Educational experience is positive.</p>
<p>Objective 3 - Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people’s well-being</p>	<p>Neutral impact</p>
<p>Objective 4 - Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impact on the environment</p>	<p>Neutral impact</p>
<p>Objective 5 - Creating a county borough that supports healthy lifestyle in accordance with the Sustainable Development principle with in the Well-being of Future Generations (Wales) Act 2015</p>	<p>This proposal will support a healthier lifestyle and improve well-being for both learners and the wider community, reducing the demand for Public Services. The Council will continue to support its communities to enable them to take responsibility for their own health and levels of physical activity.</p>
<p>Objective 6 - Support citizens to remain independent and improve their well-being</p>	<p>The athletics hub will provide local communities with a range of programmes / opportunities which will be made available to support residents in a range of areas, which will improve well – being through a sense of community cohesion and integration.</p>

4a. Links to any other relevant Council Policy

(How does your proposal deliver against any other relevant Council Policy?)

Corporate Plan 2018-2023

This scheme contributes towards the Corporate Well-being Objectives:

Team Caerphilly – Better Together

Deliver on our commitment set out in the new whole-authority operating model – ‘Team Caerphilly – Better Together’. In particular:

- **Enhancing relationships with communities and partners**






Caerphilly’s Attainment Strategy: To raise standards and ensure our learners are healthy, confident, proud and ambitious and can access high quality educational opportunities, settings and experience.

Sport & Active Recreation Strategy 2019 -2029

The proposal supports that ambitions set out within the sport and active recreation strategy

5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)

(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the five ways of working as a baseline)

<u>Ways of Working</u>	How have you used the Sustainable Development Principles in forming the proposal?
<p>Long Term</p> 	<p>The proposal Provide 21st Century provision on school sites for both Education and the wider community that will be managed effectively to ensure maximum usage and engagement. This will generate income to sustain the facility in the long term. The Education Attainment Strategy and the Council’s Sport and Active Recreation Strategy establishes the key principles and vision which will inform future decisions.</p>
<p>Prevention</p> 	<p>Expansion of the provision available on our Education Estates will support all learners in their long-term Education and Skills outcome in that they are more likely to succeed if their Educational experience is positive. In addition, the proposals will support a healthier lifestyle and improve well-being for both learners and the wider community, reducing the demand for Public Services. The Council will continue to support its communities to enable them to take responsibility for their own health and levels of physical activity</p>
<p>Integration</p> 	<p>The proposals are designed to maximise the use of the school asset in increasing the community use of learning facilities. This aligns with the Welsh Government “Prosperity for All” and is recognised in the Sport and Active Recreation Strategy that activity can take place across the Authority in a wide variety of sites.</p>
<p>Collaboration</p> 	<p>To work collaboratively with all stakeholders to continue to improve the sport and leisure facilities on our education estate ensuring these are opened to the wider Community.</p>
<p>Involvement</p> 	<p>The involvement will be through collaborative working the Council will ensure that the needs of its learners and the wider community are met.</p>

6. Well-being of Future Generations (Wales) Act 2015

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p>A Prosperous Wales <i>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work</i></p>	<p>The proposed new Athletics Hub will be a modern, fit for purpose facility built to current standards and requirements associated with society.</p> <p>The programme and opportunities available will support the ambition of developing a well-skilled and educated population. Building a highly skilled population able to secure decent work, will improve local wealth and thereby create opportunities for local jobs and business growth.</p>
<p>A Resilient Wales <i>A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for climate change)</i></p>	<p>The proposed new facility will be built to modern day standards, support the ambition of allow carbon society and has the potential to contribute to improving the local environment.</p>
<p>A Healthier Wales <i>A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood</i></p>	<p>There is significant evidence to support the view that 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 role of the athletics hub is significant in terms of supporting the integration of physical activity into everyday lifestyles.</p>
<p>A More Equal Wales <i>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)</i></p>	<p>Sport and Leisure work in partnership and collaboration with a range of organisations to provide programmes and opportunities for individuals to fulfil their full potential regardless of their circumstances, providing life skills and ongoing development benefitting the local community, the council, the individual, and future generations.</p>

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p>A Wales of Cohesive Communities <i>Attractive, viable, safe and well-connected communities</i></p>	<p>Caerphilly County Borough Council have communicated a vision to place its facilities at the heart of the community, ensuring it's effectively placed to deliver a well – connected, socially inclusive hub</p>
<p>A Wales of Vibrant Culture and Thriving Welsh Language <i>A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation</i></p>	<p>The new Athletics Hub can encourage local interaction within the wider community allowing individuals to take advantage of a range of opportunities offered at the new facility.</p>
<p>A Globally Responsible Wales <i>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being</i></p>	<p>There is significant evidence to support the positive impact that leading a healthy, physically active lifestyle has upon the economic, social, and cultural wellbeing of Welsh residents.</p>

7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards

(The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language) [Policy Making Standards - Good Practice Advice Document](#)



Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? <i>e.g the WESP, TAN20, LDP, Pupil Level Annual School Census</i>
Links with Welsh Government's Cymraeg 2050 Strategy and CCBC's Five Year Welsh Language Strategy 2017-2022 and the Language Profile	Neutral		
Compliance with the Welsh Language Standards . <i>Specifically Standards 88 - 93</i>	All relevant signage and documentation for this site will be bilingual and compliant with the Welsh language standards.		
Opportunities to promote the Welsh language <i>e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community</i>	Actively encourage and promote the use of our services in Welsh.		
Opportunities for persons to use the Welsh language <i>e.g. staff, residents and visitors</i>	Actively encourage and promote the use of our services in Welsh.		Supports the Five-Year Welsh Language Strategy and the Cymraeg 2050 Strategy.
Treating the Welsh language, no less favourably than the English language	Actively encourage and promote the use of services in Welsh.		

7a. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and b) treating the Welsh language no less favourably than the English language.

This provision will actively encourage and promote the use of the Welsh language.

The management of the proposed new facility will be undertaken by the authority and will not have a negative impact.

8. Data and Information

(What data or other evidence has been used to inform the development of the proposal? Evidence may include the outcome of previous consultations, existing databases, pilot projects, review of customer complaints and compliments and or other service user feedback, national and regional data, academic publications and consultants' reports etc.)

Data/evidence <i>(Please provide link to report if appropriate)</i>	Key relevant findings	How has the data/evidence informed this proposal?
<p>These facilities will address both the gap in sporting provision in these areas and will present an opportunity to develop both recreation and competitive sport linking with our local clubs and will align with the Authority's Sport and Active Recreation Strategy 2019 -2029, Caerphilly's Wellbeing Objectives 2018 to 2023 and Caerphilly's Education Attainment Strategy.</p> <p>Caerphilly is one of only 6 local Authorities in Wales not to have an Athletics track, but with the resurrection of the Rhymney Valley Athletics Club (RVAC) in 2014 the authority have supported the club to grow to now see the club positioning itself competing with the top clubs in Wales.</p>	<p>The National School Sport Surveys of 2015 and 2018 highlighted that there is significant demand in Caerphilly for Athletics and that our young people in Caerphilly want to participate more in athletics, but the lack of facilities is a major barrier to participation. The Authority has been working with the National Governing Body of Sport, Welsh Athletics and Sport Wales for a number of years on this, but due to finance have not been able to deliver a track in Caerphilly.</p> <p>This will provide a real opportunity for Caerphilly to create an aspirational facility that will serve our schools, the Authority's only athletics club, Rhymney Valley Athletics Club and the wider Community including over 10 social running clubs, a number of which compete at formal events. All will</p>	<p>The proposal has been developed on the basis of providing a fit for purpose local facility that aims to engage with all relevant stakeholders</p> <p>The proposal has been developed on the basis of providing a fit for purpose local facility that aims to engage with and provide programmes / opportunities for all relevant stakeholders</p> <p>Welsh Government funding has been secured in principle in support of the proposal</p>

	benefit from a fit for purpose, innovative 21 st Century facility.	
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Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled?

Details of further consultation can be included in Section 9.

No data gaps

9. Consultation

(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place. Where it has been determined that consultation is required, [The Gunning Principles](#) must be adhered to. Consider the [Consultation and Engagement Framework](#). Please note that this may need to be updated as the proposal develops and to strengthen the assessment.

Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.

Consultation in relation to this proposal is as follows:-

Cabinet consideration April 2019

SAB's Approval

Full planning application

10. Monitoring and Review

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?	The facility will be managed through a booking system to ensure the athletics hub is available to all relevant stake holders. This will be monitored, and discussions will be held with applicable stakeholders if applicable.
What are the practical arrangements for monitoring?	The proposals will be monitored by the School Strategy Board, Officers from Sport and Leisure, and various other parties.
How will the results of the monitoring be used to develop future proposals?	Reviewing the progress of the facility and the actual outcomes set against the ambition articulated within the business case will assist in providing a framework for future proposals
When is the proposal due to be reviewed?	At the end of the first 12 months.
Who is responsible for ensuring this happens?	The proposals will be monitored by the School Strategy Board, Officers from Sport and Leisure, and various other parties.

11. Recommendation and Reasoning

- Implement proposal with no amendments
- Implement proposal taking account of the mitigating actions outlined
- Reject the proposal due to disproportionate impact on equality, poverty and socio-economic disadvantage

Have you contacted relevant officers for advice and guidance?

Yes No

12. Reason(s) for Recommendation

(Provide below a summary of the Integrated Impact Assessment. This summary should be included in the "Summary of Integrated Impact Assessment" section of the Corporate Report Template. The Integrated Impact Assessment should be published alongside the Report proposal).

An Integrated Impact Assessment has been carried out working on the development and implementation of the scheme and most areas have been recorded as neutral or having positive impacts. Any negative impacts identified can be mitigated through ongoing communication and advice.

The proposal represents an opportunity for new, modern, fit for purpose, athletics hub built on Rhiw syr Dafydd primary school site, providing an opportunity for the local community to develop a sense of community cohesion and through the delivery of a range of programmes and activities improve upon a range of outcomes which include, mental & physical health, education & employment opportunities, along with supporting those most in need.

13. Version Control

(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time)

Version No.	Author	Brief description of the amendments/update	Revision Date
1	Jared Lougher	Review and pricing policy and usage	June 2022

Integrated Impact Assessment Author

Name:	Jared Lougher
Job Title:	Sport & Leisure Development Manager
Date:	27 th May 2021

Head of Service Approval

Name:	Rob Hartshorn		
Job Title:	Head of Public Protection, Community & Leisure Services		
Signature:		Date:	