



Equality Impact Assessment form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the "protected characteristics" listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area Continuing Learning & Leisure	Head of Service: Fion Lloyd	Person responsible for the assessment: Kerry Griffiths	Date of Assessment 10 December 2012	
Name of the policy / practice to be assessed: Proposal to close the Underwood Centre, Leisure Facility.			Is this a new, existing or policy / practice under review?	Existing service provision under review

<p>2. Name any associated policy, legislation, corporate objective etc.</p>	<ul style="list-style-type: none"> • All Human Resource Policies • Corporate Plan • Community Strategy • The People Plan • Organisational Development Objectives • WG - Climbing Higher
<p>1. Briefly describe the purpose of the policy / practice If the policy / process is under review, please list any options under consideration</p>	<p>The Underwood Centre was opened in 1972. The facility comprises a 5 badminton court Sports Hall, a single badminton court size practice hall, Squash Court, Gym and four changing rooms for internal and external pitch usage. The facility also has 3 meeting rooms, one of which operates as a dance studio and an operational kitchen as well as viewing areas to the sports hall, practice hall and squash court. The area previously used as a bar and lounge is no longer used due to its very poor condition. The facility is currently open to the community, Monday to Thursday 4pm to 9pm, Friday Closed, Saturday 9am to 4.30pm and Sunday 2pm to 8pm.</p> <p>A review of the public, community usage at the site shows that the facility is has 13,587 participations in the last 51 weeks. The current Cymorth Community Sport programme based at Underwood will be coming to an end in December 2012 due the funding ceasing. This equates to approximately 6,000 usages a year.</p> <p>The facility is in need of refurbishment to meet minimum health and safety and disability discrimination act requirements, this is made significantly more expensive due to the presence of asbestos and a leaking roof. The costs of these modernisations are in the hundreds of thousands..</p> <p>There are large number of groups hiring the facility to play 5 aside football and there are 2 proactive clubs on site and the Sport and Leisure Team will work to find suitable alternative facilities for them. There are a number of individual gym users and Squash players using the facilities too.</p> <p>The option is therefore being considered to close the facility to the public.</p>

<p>3. Who are the main stakeholders in relation to the policy / practice?</p>	<ul style="list-style-type: none"> • Service Users / Customers • Sport & Leisure employees • Partnership organisations who work with CLL to deliver service • Elected Members • Archers of Underwood and Flip n Twist Gymnastics
<p>4. Who performs the service?</p>	<p>Newport City Council, Sport and Leisure section</p>
<p>5. What outcomes are wanted from this policy / practice?</p>	<ul style="list-style-type: none"> • Customer satisfaction • Relocate Sport and Physical Activity Clubs to alternative venues • Maximise service efficiency • Relocation of unplaced staff to vacant positions within the service • Reduce budgets in line with Medium Term Financial Plan
<p>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</p> <p>Please list the factors for each separate policy / process options under consideration</p>	<ul style="list-style-type: none"> • Loss of customers • Loss of income • Relationship with the Gymnastics Club and Archery Club • Budget Efficiencies • Potential redundancy implications for staff and resistance to change

7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement

A review of customer participation at Underwood Leisure Centre has been undertaken to determine when customers are using and not utilising services.

Consultation with Head of Service and key Sport and Leisure Managers to review options has been undertaken as three proposals including Newport Centre Gym refurbishment, Underwood Leisure Centre closure and NISV Squash Court Complex proposals. This will result in the closure of all Newport City Council operated Squash Courts.

The need to examine all aspects of service delivery is being driven by the medium term financial planning process. The overall budget for the service is being reduced and the savings are of such a scale that service provision to the public cannot be maintained at the current level. Sport and Leisure must maximise service efficiency.

Information has been gathered in relation to the income and attendance by customers at the Underwood Leisure Centre. These are as follows :-

Participation: 13,587	Income: £24,555.25
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A review of the current Cymorth Community Sports following the cessation of the funding will see a drop of approximately 6,000 participations a year from the Centre.

The repairs and maintenance of the facility will require an investment of hundreds of thousands to modernise and make the facility compliant from a DDA perspective. If this is not completed then the facility will not meet Health and Safety standards.

The current budget position requires the Sport and Leisure service to prioritise service delivery around facilities and programme which have the greatest, sport, health and physical activity outputs and impact.

8. Give a summary of the information the council has taken into account for this assessment

<p>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</p> <ul style="list-style-type: none"> • Age • Gender • Disability • Race • Religion / belief • Welsh language • Gender reassignment • Marriage / civil partnership • Sexual orientation 	<p>Where barriers to participation in the service delivery have been identified, alternative options have been put in place.</p> <p>The service will work with external clubs to provide alternative suitable relocation options.</p>
<p>10. Summary of the impact of the policy / practice on the general equality duty</p>	<p>The closure of Underwood Centre will have little impact on the general duty placed on the Council as the facility is not specifically designed to meet the needs of any specific protected group. The Service will work with other facilities and external Clubs around the city to promote accessibility. Loss of funding will reduce usage at the facility from January 2013.</p> <p>Sport and Leisure is not a statutory function of a local authority.</p>

Equality Action Plan		
Key Actions	Actions (with dates) Any associated performance measures	Lead Officer(s)
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age <ul style="list-style-type: none"> • 	Sport & Leisure service will continue to provide Sport and Physical activity support to Llanmartin Primary School e.g. Dragon Sport	Sport & Physical Activity Development
Gender <ul style="list-style-type: none"> • 		
Etc. etc.		
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken	Cabinet decision on the closure of the Underwood is due in February 2013 for implementation on the April 1 st 2013.	<p>CLL Head of Service Sport & Leisure Manager</p> <p>Community Leisure Facilities Manager</p> <p>Sport & Physical Activity Development Manager</p> <p>Sport and Leisure Manager</p>
How will the policy / practice be: <ul style="list-style-type: none"> • Monitored • Performance assessed • Reported 	The actions following the decision will be monitored by the Sport and Leisure Team. Information is reported via the Council Performance Management Framework.	

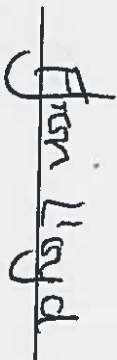
Does the EIA need be revisited in 6 months/ a year ?	If the decision to close the facility is approved then the EIA will be required at all of the Sport and Leisure sites.	Sport and Leisure Manager
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Signed (lead officer)



Steve Ward - Sport & Leisure Manager 13th December 2012

Signed (Head of Service)



17/12/2012

