



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: Ffion Lloyd	Person responsible for the assessment: Sport & Leisure Manager	Date of Assessment 13th December 2012	
Name of the policy / practice to be assessed: To cease the Sport and Leisure operation at the Squash Court Complex at the Newport International Sports Village on the 31 st March 2013 and seek alternative clients for the continued operation of the building.			Is this a new, existing or policy / practice under review?	Existing service provision under review

<p>1. Briefly describe the purpose of the policy / practice</p> <p>If the policy / process is under review, please list any options under consideration</p>	<p>The Squash Court Complex at Newport International Sports Village was opened in 1977. The facility is currently open to the community on a Monday to Friday 7am to 10pm, Saturdays 8am to 6.40pm and Sunday 8am to 8.40pm.</p> <p>A review of the public, community usage at the site shows that the facility is only utilised for 16% of the time. The demand for squash as a sport has been in steady decline since the mid 1990's as customers have transitioned to more gym / fitness based activities.</p> <p>The Squash Court Complex is in urgent need of refurbishment to bring it up to the required standards for playing and health and safety.</p> <p>3 of the courts are utilised by the City of Newport Gymnastics Club who have been based there since 2003. They are currently in negotiations to relocate to a more suitable location either at an external Industrial unit or to the Ancillary Hall at the Tennis Centre.</p> <p>External Partner requests for use of the space have been received from Newport Cricket Club and the Football Association of Wales, the later as part of their Wales National Football Centre development.</p> <p>The option is therefore being considered to Close the facility to the public.</p>
<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>3. Who are the main stakeholders in relation to the policy / practice?</p>	<ul style="list-style-type: none"> • Sport & Leisure Squash Customers • Sport and Leisure employees • Customers of the service • Elected Members • Sport Wales • City of Newport Gymnastics Club • Newport Cricket Club
<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 Gymnastics and Squash participation to alternative venues • Maximise service efficiency • 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 • Relationship with Newport Cricket Club - lease implications • Budget Efficiencies

<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</p>	<p>A review of customer Squash participation has been undertaken to determine when customers are using and not utilising services. The outcome is that the operation of the NISV Squash Court Complex is not financially viable with only 16% of utilisation and current closure of 1 Court due to structural failure. 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.</p> <p>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.</p>
<p>8. Give a summary of the information the council has taken into account for this assessment</p>	<p>Information has been gathered in relation to the income and attendance by the public during the suggested periods. This has resulted in the following figures: 16% utilisation of the facility. 11,402 physical activity participations with a net income of £10,117</p> <p>The condition of the flooring, walls and ceilings are of very poor standard now and very importantly the building has no fire alarm. This remains a significant risk to the health and safety of customers in an unattended building.</p>

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<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 including Newport Squash to provide alternative options for access to the sport of Squash.</p>
<p>10. Summary of the impact of the policy / practice on the general equality duty</p>	<p>The closure of the Newport International Sports Village Squash Court Complex 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 function of Sport and Leisure is not one of statutory requirement for a local authority to deliver.</p> <p>The service will work with Newport Squash Racquets Club to promote customer access and use of these facilities.</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"> • 	The Sport and Leisure section will work with the Newport Squash Racquets Club to create links into their junior development programme.	Sport and Physical Activity Development Manager
Gender <ul style="list-style-type: none"> • 	The Sport and Leisure section will work with the Newport Squash Racquets Club to create links into their women's development programme.	Sport and Physical Activity Development Manager
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken	Cabinet Member decision on the closure of the Newport International Sports Village - Squash Court Complex is due in February 2013 for implementation April 1 st 2013.	<p>CLL Head of Service Sport & Leisure Manager</p> <p>Newport International Sports Village Manager</p>
How will the policy / practice be:	The actions following the decision will be monitored by the Sport and Leisure Team.	Sport and Leisure Manager
<ul style="list-style-type: none"> • Monitored • Performance assessed • Reported 	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

Signed (lead officer)



Steve Ward - Sport & Leisure Manager 13th December 2012

Signed (Head of Service)

Fion Lloyd 17 December 2012.

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