



**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.

<p><b>Service Area</b> Continuing Learning &amp; Leisure</p>	<p><b>Head of Service:</b> Filon Lloyd</p>	<p><b>Person responsible for the assessment:</b> Sport &amp; Leisure Manager</p>	<p><b>Date of Assessment</b> 13<sup>th</sup> December 2012</p>	
<p><b>Name of the policy / practice to be assessed:</b> Reduction of Public Access to the Active Living Centre during Term Time, daytime.</p>			<p><b>Is this a new, existing or policy / practice under review?</b></p>	<p>Existing service provision under review</p>

<p><b>1. Briefly describe the purpose of the policy / practice</b></p> <p>If the policy / process is under review, please list any options under consideration</p>	<p>The Active Living Centre is a joint use leisure facility based at Newport High School. The facility is currently open to the community, Monday to Friday 7am to 8am, 12.30pm-1.15pm, 4.30pm-10pm and Saturday and Sunday 8am-8pm. A legal agreement is in place between Newport City Council's Sport and Leisure section and the School that gives the School priority use during the daytime during the school term. A review of the public, community income and usage at the site during the Term time, daytime shows that only 1% of the community annual usage is taking place during the daytime, resulting in the creation of only 0.5% of the annual income.</p> <p>The proposal is therefore being considered to withdraw community access to the Active Living Centre during the daytime periods of school term time (39 weeks per annum).</p>
<p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>	<ul style="list-style-type: none"> <li>• Human Resource Policies</li> <li>• Corporate Plan</li> <li>• Community Strategy</li> <li>• The People Plan</li> <li>• Organisational Development Objectives</li> <li>• Welsh Language Act , policies and plans</li> <li>• WG - Climbing Higher</li> </ul>
<p><b>3. Who are the main stakeholders in relation to the policy / practice?</b></p>	<ul style="list-style-type: none"> <li>• Service Users</li> <li>• Newport High School</li> <li>• Sport and Leisure employees</li> <li>• Partnership organisations who work with Sport &amp; Leisure to deliver service</li> <li>• Customers of the service</li> <li>• Elected Members</li> <li>• Sport Wales / Big Lottery Fund</li> </ul>

<p><b>4. Who performs the service?</b></p>	<ul style="list-style-type: none"> <li>• Sport and Leisure section of Newport City Council</li> <li>• Newport High School</li> </ul>
<p><b>5. What outcomes are wanted from this policy / practice?</b></p>	<ul style="list-style-type: none"> <li>• Customer satisfaction</li> <li>• Relocate physical activity participation during daytimes / school term times</li> <li>• Maximise service efficiency</li> <li>• Reduce budgets in line with Medium Term Financial Plan</li> <li>• Relocation of employees to vacant positions within the service / Council</li> </ul>
<p><b>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</b></p> <p>Please list the factors for each separate policy / process options under consideration</p>	<ul style="list-style-type: none"> <li>• Loss of customers</li> <li>• Loss of income</li> <li>• Negative impact on the relationship with the School</li> <li>• Risk to pool plant operation / pool water testing</li> <li>• Requirement to merge operations with another Sport and Leisure site to provide staffing continuity during School Holiday periods.</li> </ul>
<p><b>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</b></p>	<p>The need to examine all aspects of service delivery is being driven by the medium term financial planning process. A Review of customer participation has been undertaken to determine when customers are not utilising services and they are no longer cost effective to operate. Consultation with Head of Service and key Sport and Leisure Managers to review options has been undertaken. It has been identified that the core activity for the Sport and Leisure staff during the day underpins the provision of high quality Educational provision with minimal community access and use. The identification of this led to the development of the proposal which has now been communicated to the Headteacher of the School. Sport and Leisure can no longer provide service delivery that is a core educational task e.g. PE lesson set up with minimal community participation.</p> <p>There is surplus facility availability during the daytime at the Newport International Sports Village and Newport Centre and therefore a reduction in hours will not preclude community participation in any of the physical activities opportunities offered at the Active Living Centre.</p>

<p><b>8. Give a summary of the information the council has taken into account for this assessment</b></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:  Daytime: 1% of annual usage at site. 0.5% of annual income. Total participation for the 51 weeks from 12<sup>th</sup> December 2011 to 5<sup>th</sup> December 2012 is approximately 175,382 and income £149,518.</p>
<p><b>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</b></p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Gender</li> <li>• Disability</li> <li>• Race</li> <li>• Religion / belief</li> <li>• Welsh language</li> <li>• Gender reassignment</li> <li>• Marriage / civil partnership</li> <li>• Sexual orientation</li> </ul>	<p>Where barriers to participation in the service delivery have been identified, alternative options have been put in place.</p> <p>The service works to promote the Equalities Act and barriers to participation are considered and options for participation are included. For Example single sex swimming sessions are in place to meet the religious belief requirements of some of the ethnic groups in Newport.</p> <p>The Service manages a Disability Sport Programme and Inclusive Play Services fostering inclusion and equality for all.</p> <p>The Service works in partnership with Urdd Youth Organisation to promote participation opportunities for young people and families who are welsh speaking.</p> <p>Suitable, alternative provision with capacity is available to customers at the Newport Centre and Newport International Sports Village.</p>

**10. Summary of the impact of the policy / practice on the general equality duty**

The closure of the Active Living Centre during the daytime 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.

Other facilities around the city namely the Newport Centre and Newport International Sports Village will be accessible during the daytime with all Active Living Centre provision and much more being replicated at those locations.

The Active Living Centre facility will continue to be open during the busy evening and weekend periods and during school holidays.

<b>Equality Action Plan</b>		<b>Lead Officer(s)</b>
<b>Key Actions</b>	<b>Actions (with dates)</b>	<b>Any associated performance measures</b>
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
<b>Age</b>	60 + Free swim will continue to be offered during the daytime at the Newport Centre and Newport International Sports Village within the city.	Aquatics Development Officer
<b>Gender</b>	Single sex swimming and BME sessions will continue to operate during the weekends.	Community Leisure Facilities 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 removal of the daytime provision via the Sport and Leisure section. February 2013 decision to be taken.	NCC Cabinet Cabinet Member for Leisure and Culture CLL Head of Service Sport & Leisure Manager Sport and Leisure Manager
How will the policy / practice be:	The actions following the decision will be monitored by the Sport and Leisure Team. Information is reported via the Council Performance Management Framework.	
<ul style="list-style-type: none"> <li>• Monitored</li> <li>• Performance assessed</li> <li>• Reported</li> </ul>		
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 Newport Centre and Newport International Sports Village.	Sport and Leisure Manager

Signed (lead officer)



Steve Ward - Sport & Leisure Manager 13<sup>th</sup> December 2013.

Signed (Head of Service)

John Lloyd 17/12/2012

