

Name of the activity being assessed	Leisure Review Update - Recommendation to Close Shadsworth Leisure Centre November 2018		
Directorate / Department	Public Health & Wellbeing	Service	Leisure
Assessment Author	C Ramwell		
Is this a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing	Responsible manager / director for the assessment	M Eden
Date EIA started	19/11/2018	Implementation date of the activity	01/01/2019

This EIA is the 4th update on the impact of the Review of Leisure which started in 2015

SECTION 1 - ABOUT YOUR ACTIVITY

How was the need for this activity identified? i.e. Why are we doing this activity?	<p>Budget reductions for 2015-18 approved at Council Forum on 25th September 2014 included the requirement for a further review of options for the provision of leisure services and costs to deliver savings longer term. The council papers can be found here:</p> <p>http://blackburn.cmis.uk.com/blackburn/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/1040/Committee/397/SelectedTab/Documents/Default.aspx</p> <p>Given the Council and the Department's financial challenges the Executive Board, December 2017 approved the closure of the swimming pool at Shadsworth Leisure Centre from 1.2.18 having considered an ongoing budget pressure of £145,000 unsustainable within the Leisure portfolio's budget allocations.</p> <p>Despite the closure of the pool and its reduced operating costs Shadsworth Leisure Centre in 2018/19 continues to create a budget pressure of £122,300 which cannot be managed by the portfolio</p>
What is the activity looking to achieve? What are the aims and objectives?	<p>To identify and deliver a model of leisure provision for citizens which can be maintained within the ongoing budget pressures from cuts in central government funding, whilst maintaining the income generating potential achieved through investment in modern facilities.</p> <p>The review must provide a sustainable delivery model beyond 2018/19</p> <p>To significantly reduce budget pressures and to provide operating sustainability across leisure services the recommendation is to close Shadsworth Leisure Centre</p>
Services currently provided (if applicable)	<p>Leisure services through in-house council provision operate: Darwen Leisure Centre, Blackburn Sports and Leisure Centre, Witton Park Arena, Shadsworth Leisure Centre, 3 x BSF Community Use schools and outdoor courts and pitches. Excluding the BSF community use schools this includes 3 centres with sports halls; 4 swimming pools; 1 athletics track and indoor sprint lanes; 4 sites with fitness gyms (of which Shadsworth Leisure Centre has a small community facility); 2 squash courts and all centres having at least 1 room for training / aerobics studio / community use.</p>

	<p>November 2018 update: Through the Leisure Review, starting 2015 the following changes have taken place:-</p> <ul style="list-style-type: none">• Audley Sports & Community Centre – asset transferred on 25 year Full Repairing Lease to Jamia Ghosia Association• Daisyfield Pools – Landlord/ Tenant arrangement with Half Fish (a local organisation) who now operate the pools and are responsible for staffing costs – some premises costs currently remain with the council including utilities / maintenance• Shadsworth Leisure Centre – Pool closed 1st February 2018						
Type of activity	<table><tr><td><input checked="" type="checkbox"/> Budget changes</td><td><input type="checkbox"/> Decommissioning</td><td><input type="checkbox"/> New activity</td></tr><tr><td><input type="checkbox"/> Change to existing activity</td><td><input type="checkbox"/> Commissioning</td><td><input type="checkbox"/> Other [please state here]</td></tr></table>	<input checked="" type="checkbox"/> Budget changes	<input type="checkbox"/> Decommissioning	<input type="checkbox"/> New activity	<input type="checkbox"/> Change to existing activity	<input type="checkbox"/> Commissioning	<input type="checkbox"/> Other [please state here]
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<input type="checkbox"/> Change to existing activity	<input type="checkbox"/> Commissioning	<input type="checkbox"/> Other [please state here]					

SECTION 2 - UNDERSTANDING YOUR CUSTOMER

What resources will support in undertaking the equality analysis and impact assessment?

Please identify additional sources of information you have used to complete the EIA, e.g. reports; journals; legislation etc.

Richard Brown – Leisure & Health Partnerships Manager

Heath Brandwood – Commercial Leisure Manager

Other information has been used from:-

EIAs from the original Leisure Review 2015 and update in Dec 2017

Leisure attendance data

Budget monitoring information

Who are you consulting with? How are you consulting with them? (*Please insert any information around surveys and consultations undertaken*)

Since the Leisure Review started in 2015 there has been ongoing communication and periodic consultations with:

- Members
- Ongoing consultation and discussion with Executive Member for Culture, Leisure and Young People
- All councillors are aware of the leisure review process
- Briefings for all ward councillors affected by the decision
- Briefings and discussions regarding the update on the Leisure Review to shape recommendations have taken place with the Council Leadership, Executive Members and Lead Portfolio Members.

Sport England – Facilities Planning Model Report for Swimming Pools in Blackburn with Darwen produced

2015 Public & Stakeholders

A public meeting was held at Shadsworth attended by 28 people

On-line & paper survey - **176 responses** were received to the consultation related to Shadsworth Leisure Centre and 5 were received from stakeholder organisations

Leisure Review Update 2017 (Pool closure)

There were 3 consultations meetings with Blackburn Centurions Swimming Club (the primary users of the pool) explaining the budget pressures and discussing alternative options. Following the November 16th 2017 meeting alternative arrangements were identified, communicated and agreed with the club should a decision to close the pool be made.

A Public Consultation ran for 28 days from 27th November to 24th December 2017. This included paper surveys and a public meeting on 5th December. 34 people attended the public meeting; all members of Blackburn Centurions Swimming Club
44 responses were received from the survey questionnaires; no alternative options or providers came forward.

Leisure Review Update 2018

A public meeting was advertised and held on 22nd August inviting organisations who may have an interest in operating the dry side of Shadsworth Leisure Centre - 4 people attended.

Stakeholders – individual consultations with 7 block booking hirers to identify alternate venues

Dance School - confirmed that they have secured space at another venue and will be relocating from Shadsworth if the leisure centre was to close.

Staff: There is only one member of staff contracted at Shadsworth Leisure Centre and they have had an initial consultation meeting which identified an alternative redeployment option within the Portfolio.

Who does the activity impact upon?*	Service users	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly	Attendance data show that there were only a total of 274 individual customers who used Shadsworth Leisure Centre over the last 7 months (April –Oct), including casual users and 6 block bookings.		
	Members of staff	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	General public	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	Carers or families	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	Partner organisations	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
Does the activity impact positively or negatively on any of the protected characteristics as stated within the Equality Act (2010)?* The groups in blue are not protected characteristics (please refer to p. 3 of the guidance notes)	Positive impact	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Marriage & Civil Partnership	<input type="checkbox"/> Pregnancy & maternity	<input type="checkbox"/> Vulnerable groups
		<input type="checkbox"/> Race	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Deprived communities	<input type="checkbox"/> Carers
	Negative impact	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Marriage & Civil Partnership	<input type="checkbox"/> Pregnancy & maternity	<input type="checkbox"/> Vulnerable groups
		<input type="checkbox"/> Race	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Deprived communities	<input type="checkbox"/> Carers
	No impact	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Marriage & Civil Partnership	<input checked="" type="checkbox"/> Pregnancy & maternity	<input checked="" type="checkbox"/> Vulnerable groups
		<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual orientation	<input type="checkbox"/> Deprived communities	<input checked="" type="checkbox"/> Carers

***If no impact is identified on any of the protected characteristics a full EIA may not be required. Please contact your departmental Corporate Equality & Diversity representative for further information.**

Does the activity contribute towards meeting the Equality Act's general Public Sector Equality Duty? *Refer to p.3 of the guidance for more information*
A public authority must have 'due regard' (i.e. consciously consider) to the following:

DUTY	DOES THE ACTIVITY MEET THIS DUTY? EXPLAIN
<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act <i>(i.e. the activity removes or minimises disadvantages suffered by people due to their protected characteristic)</i></p>	<p>The provision currently available at Shadsworth Leisure Centre is limited to a total of 22.5 hrs per week (opening hours on-Fri 5.00- 9.30pm). Attendance data show that only 274 users (casual and block bookers) have used the centre in the last 7 months; an average of 14 casual gym users per night, 6 squash players and 4 badminton users. The borough's newer facilities at DLC & BSLC (opened in 2010 and 2015 respectively) and BSF community use facilities provide public access to high quality modern facilities, changing facilities and are accessibly designed and better able to provide access for all customers for over 96 hours per week.</p> <p>The council continues to recognise the importance of being physically active and to promote and provide affordable access to leisure activities through the re:refresh programme for just £1 for adults and 50p for a junior swim at DLC, BSLC and WPA as well as a number of community venues and locations across Blackburn with Darwen. These opportunities will continue to be available. The nearest venue offering dry-sport re:refresh activities is Blackburn Central High School which is located 1.1 miles away by road or 0.8 miles on foot which offers a gym for casual use and sports hall for block bookings and will provide an extended programme of re:refresh activities with the closure of Shadsworth Leisure Centre</p>
<p>Advance equality of opportunity between those who share a protected characteristic and those who do not <i>(i.e. the activity takes steps to meet the needs of people from protected groups where these are different from the needs of other people)</i></p>	<p>Reducing / removing the budget pressure created by operating Shadsworth Leisure Centre will negate an over expenditure of council resources on leisure services. Reducing the budget pressure on leisure service provision ensures that the remaining leisure centres are able to be maintained at a high standard, including the provision of any appropriate specialist equipment.</p>
<p>Foster good relations between people who share a protected characteristic and those who do not <i>(i.e. the function encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low)</i></p>	<p>Services at all other council operated leisure centres will still be provided for all customers including those who share protected characteristics</p>

ASSESSMENT	Is a full EIA required?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<p>Please explain how you have reached your conclusion <i>(A lack of negative impacts must be justified with evidence and clear reasons, highlight how the activity negates or mitigates any possible negative impacts)</i></p>			
<p>Whilst it is recognised that closing Shadsworth Leisure Centre will reduce access from 4 council owned leisure sites to 3 key modern leisure centres in the borough (DLC, BSLC, WPA) as well as evening and weekend access to facilities at 3 BSF Schools. Consultation and programme analysis has identified that there are suitable alternative facilities that are available for customers to use.</p> <p>Access to available sports hall time has been secured through the consultation process. As such block bookings can be relocated so the decision will have minimal impact on the young swimmers' access to water time</p> <p>In approving the decision the council will still be providing adequate and accessible leisure provision as a local authority under the Equality Act 2010.</p>			

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Author Signature	Claire Ramwell	Date	29/11/2018
Head of Service/Director Signature	Dominic Harrison	Date	30/11/2018
<i>The above signatures signify acceptance of the ownership of the Initial EIA and the responsibility to publish the completed Initial EIA as per the requirements of the Equality Act 2010.</i>			
Departmental E&D Lead Signature	Gwen Kinloch	Date	03/12/2017

FULL EQUALITY IMPACT ASSESSMENT

SECTION 3 – ANALYSIS OF IMPACT

Does the activity have the **potential** to:

- **positively** impact (benefit) any of the groups?
- **negatively** impact/exclude/discriminate against any group?
- **disproportionately** impact any of the groups?

Explain how this was identified – through evidence/consultation.

Any negative impacts that are identified within the analysis need to be captured within the action plan in **Section 4**

N.B. Marriage & Civil Partnership is only a protected characteristic in terms of work-related activities and NOT service provision

Characteristic	Positive	Negative	Don't know	Reasons for positive and/or negative impact Please include all the evidence you have considered as part of your analysis	Action No.
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Vulnerable Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Deprived Communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Carers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Other [please state]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

<p>Does the activity raise any issues for community cohesion?</p> <p>Does the activity contribute positively towards community cohesion?</p>	
<p>Does the activity raise any issues in relation to human rights as set out in the Human Rights Act 1998? Details of which can be found here</p>	
<p>Does the activity support / aggravate existing departmental and/or corporate risk?</p>	<p><i>Is the activity on the departmental risk register? If it is not, should it be?</i></p>

CONCLUSIONS OF THE ANALYSIS

Action following completion of the impact assessment

*It is important that the correct option is chosen depending on the findings of the analysis.
The action plan must be completed as required.*

 No major change in the activity Adjust activity Continue with activity Stop and reconsider activity**Please explain how you have reached your conclusion**

SECTION 4**ACTION PLAN**

Action No.	What is the negative / adverse impact identified?	Actions required to reduce / mitigate / eliminate the negative impact	Resources required	Responsible officer(s)	Target completion date

MONITORING AND REVIEW

The responsibility for establishing and maintaining the monitoring arrangements of the EIA action plan lies with the service completing the EIA. These arrangements should be built into the performance management framework.

Monitoring arrangements for the completion of EIAs will be undertaken by the Corporate Equality & Diversity Group and the oversight of the action plans will be undertaken by the Management Accountability Framework.

If applicable, where will the EIA Action Plan be monitored?	<i>e.g. via Service Management Team; Service Leadership Team; Programme Area Meetings</i>
How often will the EIA Action Plan be reviewed?	<i>e.g. quarterly as part of the MAF process</i>
When will the EIA be reviewed?	<i>It should be reviewed at least every 3 years to meet legislative requirements</i>
Who is responsible for carrying out this review?	

Author Signature		Date	Click here to enter a date.
Head of Service/Director Signature		Date	Click here to enter a date.
<i>The above signatures signify acceptance of the ownership of the full EIA, the responsibility for the associated Action Plan (if applicable) and the responsibility to publish the completed full EIA as per the requirements of the Equality Act 2010.</i>			
Departmental E&D Lead Signature		Date	Click here to enter a date.