

CARDIFF COUNCIL

Equality Impact Assessment
Corporate Assessment Template



Project Title: Pentwyn Leisure Centre Development
Amending:

Who is responsible for developing and implementing the Project?	
Name: Chris Barnett	Job Title: Operational Manager
Service Team: County Estates	Service Area: Economic Development
Assessment Date: 31st May 2023	

1. What are the objectives of the Project?

In November 2020 Cabinet authorised a detailed review of the GLL Leisure Service Contract to identify potential variations that would improve the long-term sustainability of the contract and protect service delivery.

The review was in part a response to the significant impacts on the GLL contract caused by the COVID-19 pandemic. It was also a response to a review of the Leisure Service Contract undertaken in 2020 by Audit Wales. Audit Wales provided a number of recommendations aimed mainly at improving contract and performance management to enable the Council to be sure that its Leisure Services Contract with GLL is sustainable and delivering value for money.

This provides an opportunity for the Council to explore the usage of Pentwyn Leisure Centre and to consider how it may best contribute to leisure, sport and community provision and the objectives set out in Capital Ambition

Capital Ambition outlines the City’s commitment to sport and leisure and the work undertaken to increase the provision and improve the quality of community sports facilities, encouraging local participation and better access to facilities such as 3G pitches and sports halls.

The Council is committed to:

- Work with public sector partners and the third sector to design and deliver a range of integrated community facilities across the city.

Develop a new vision for sport and physical activity by working with partners including Sports Wales.

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- Continue to offer high-quality sports facilities and grow the number of multi-use sports facilities which are open to the community.
- Get the maximum social value out of our leisure centres through working with our partners GLL

This project aims to review the use of Pentwyn Leisure Centre as we emerge from Covid-19 Pandemic, and to consider how it can be repurposed.

The project will work with a multi-disciplinary professional team to re-design the facility to meet the needs of the community provision, whilst also exploring the potential to engage a new third party operator.

2. Please provide background information on the Project and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

2011 Census identifies a population of 15,634, with an almost 50:50 split between male (7461) and female (8173), 79% of the population of Pentwyn are white, Welsh and identify as Christian or of no faith.

The full census data profile suggests that overall the population is economically active but there are statistics that show level of none-employed and of long term illness. The full profile has been reviewed to assist the project in its requirements gathering for the project.

Following a rigorous procurement process, in 2016 Cardiff Council appointed GLL as the preferred bidder in a partnership to deliver leisure services across the City. The Council's overriding requirement was to seek a significant reduction in the subsidy paid to Leisure Services as the subsidy could not be maintained during a period of significant financial constraint at the time. Therefore, the main key objective for the contract was to achieve a nil subsidy by 2019/20, which was achieved. It was expected that the new delivery partner would deliver against the Council's Corporate objectives including the responsibility for the improving the health of the local population and the reduction in health inequalities.

In March 2020, the Government instructed the population to lock down and all businesses and facilities were closed. When the pandemic eased and lock down rules relaxed, Pentwyn Leisure Centre was committed to the NHS to be used as a vaccination centre. Additionally, due to the emergency Nightingale Hospital, Cardiff Rugby were relocated to Pentwyn Leisure Centre for their elite training. This meant that the closure of the leisure centre to the public for leisure use was extended.

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The community was encouraged to access alternative provision at Eastern Leisure Centre. Groups and organisation with regular bookings at Pentwyn Leisure Centre before the pandemic, were advised to seek alternative venues whilst the NHS Vaccination Centre was in location however, the outdoor 3G Sports Pitch was made available for local clubs and community use.

Dependent/Linked Projects

Capital Ambition outlines a commitment to supporting people into work, with a strategic focus on job creation that goes hand in hand with removing the barriers to work. It commits to ensuring that new communities will be planned and built to the highest quality; connected to jobs and community facilities; and served by good transport links and excellent public services.

The Cardiff White Paper includes an aim to support businesses and local communities by creating better accessibility in South East Cardiff

To this end this project has impacting links on the Llanrumney development project, which aims

- To break the cycle of deprivation in order to improve the lives and opportunities for people based in the East of Cardiff.
- To deliver a new bridge and road link connecting the Llanrumney community from Ball Road to the A48 junction adjacent to the Pentwyn Park & Ride site.
- In October 2019, Cabinet approved the East Cardiff Industrial Strategy, which provides an ambitious plan for the east of the city that seeks to address these issues. The strategy reviews the current constraints and context of the East Cardiff area, including an analysis of current employment allocations, social infrastructure, economic deprivation, landscape and environmental designations, transport links, heritage, and other key physical constraints. The implications on the Future Generations and Wellbeing Act were also a key consideration. The study identifies three phases of growth for the area which focus on key developments and the strategic interventions required to support employment growth in the area.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Project have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		

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18 - 65 years	X		
Over 65 years	X		

<p>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</p> <p><i>Negative:</i> The development of an improved facility will be beneficial to all provided the programme of provision is based on need and is available to all. A wholly commercial programme will exclude some members of the community.</p> <p><i>Positive:</i> The repurposing of the leisure centre will have a positive impact on all residents and visitors to the area, regardless of age. It could result in increased employment opportunities, greater access to physical activities and opportunities to engage in social and community activity.</p> <p>There is potential for a positive impact on people of working age (18-65) due to the possible employment opportunities within the centre and with groups or organisations involved in the provision. The majority of people residing in Pentwyn are aged between 30 and 59, but there is also statistics to show some of these are lone parents with dependents, so flexible working opportunities will be helpful as will activities for very young children, which will increase social networking for parents.</p> <p>The Leisure Centre programme should provide sport, leisure and educational activities for people of all ages, improving social networks, including youth groups across the East of the City.</p> <p>Furthermore, as the Llanrumney project progresses, there will be the opportunity to increase youth groups and leisure activities in the area creating a wider range of choice for those who prefer not to, or can't, travel out of Pentwyn so easily and for the people of the east of Cardiff overall.</p> <p>Approximately 16% of the Pentwyn population are aged over 60, so there would be benefit to this age group if the leisure centre offered physical activities that would improve health and wellbeing as well as social networking.</p>
<p>What action(s) can you take to address the differential impact?</p>

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- Engage/Consult with the community to understand the sport/leisure provision that they would like to have available to them in their local community.
- It's important to ensure that the council keeps aware of any drops in available social or leisure options for local people especially to mitigate the possible reduction of recreational space.

3.2 Disability

Will this Project have a **differential impact [positive]** on disabled people?

	Yes	No	N/A
Hearing Impairment	X		
Physical Impairment	X		
Visual Impairment	X		
Learning Disability	X		
Long-Standing Illness or Health Condition	X		
Mental Health	X		
Substance Misuse	X		
Other			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Positive:

People with long-standing illness or health conditions would benefit from accessible sport and leisure activities that can boost their rehabilitation or help them maintain their health and wellbeing as well as social and mental health. The design of the facilities will be compliant with planning regulations and will ensure that all activities available within the new facility will accommodate users with any disability.

Where possible, specific allowance within the programme could provide support groups, social gatherings and events, recreational time and exercise, which could limit hard to reach outside spaces where drug abuse could currently be common, discouraging potential new or perpetuating drug abuse.

Disabled people are often the most vulnerable members of society and would benefit from a local facility to provide some support.

What action(s) can you take to address the differential impact?

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- Engage/Consult with the local community as the project progresses to capture the requirements that can help inform the design and plans as well as the programming of provision by the third party operator.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a differential impact [positive] on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The Pentwyn Leisure Centre Development Project aims to broaden sport, leisure, employment and social connectivity of all residents in this part of the city regardless of whether a resident is transgender or not.
Plans for the new facility will incorporate legislative requirements for gender neutral welfare provision.

What action(s) can you take to address the differential impact?

- Ensure plans for the new centre consider the Council’s commitment to the Stonewall Workplace Equality Index. In particular in support of the following:
- the organisation has a formal commitment to introduce gender-neutral facilities in all its buildings.
- If gender-neutral facilities are not already available in all buildings, this should be a formal commitment to introduce gender-neutral facilities in any new builds or to gender-neutral facilities being a requirement of any new leases.
- This should be a commitment that’s signed off by senior leaders and published internally.
- Provision of gender-neutral facilities should be in addition to accessible facilities.

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3.4. Marriage and Civil Partnership

Will this Project have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The Pentwyn Leisure Centre development aims to broaden opportunities for employment, sport, leisure, physical activity and social connectivity of all residents in this part of the city regardless of whether a resident is married, unmarried or in a civil partnership.

What action(s) can you take to address the differential impact?

N/A

3.5 Pregnancy and Maternity

Will this Project have a **differential impact [positive]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	X		
Maternity	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Positive:

This project provides a potential opportunity to provide physical activities for expectant and new parents as well as infants and toddlers in the local community.

What action(s) can you take to address the differential impact?

Engage/Consult with the local community as the project progresses to capture the requirements that can help inform the design and plans as well as the programming of provision by the third party operator.

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3.6 Race

Will this Project have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White	X		
Mixed / Multiple Ethnic Groups	X		
Asian / Asian British	X		
Black / African / Caribbean / Black British	X		
Other Ethnic Groups	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The Pentwyn Leisure Centre development aims to broaden opportunities for employment, sport, leisure, physical activity and social connectivity of all residents in this part of the city regardless of race.

What action(s) can you take to address the differential impact?

The 2011 Census shows 86% of the Pentwyn population is white, with 6.3% Asian and the remaining 7.7% representing mixed ethnicity, Black and Other. Consultation on the community requirements should not exclude opportunities for all ethnic groups.

3.7 Religion, Belief or Non-Belief

Will this Project have a **differential impact [positive]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist	X		
Christian	X		
Hindu	X		
Humanist	X		
Jewish	X		
Muslim	X		
Sikh	X		
Other	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

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The Pentwyn Leisure Centre development aims to broaden opportunities for employment, sport, leisure, physical activity and social connectivity of all residents in this part of the city regardless of faith or religion/non-religion.

What action(s) can you take to address the differential impact?

The 2011 Census shows the majority of the Pentwyn population are of Christian faith or non-religion. Consultation on the community requirements should not exclude opportunities for all faith groups where requested.

3.8 Sex

Will this Project have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The Pentwyn Leisure Centre development aims to broaden opportunities for employment, sport, leisure, physical activity and social connectivity of all residents in this part of the city regardless of sex

What action(s) can you take to address the differential impact?

The population of Pentwyn is split almost 50:50 male and female. Welfare facilities in the new building will be gender neutral and will respect all requirements for privacy and decency.

3.9 Sexual Orientation

Will this Project have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

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The Pentwyn Leisure Centre development aims to broaden opportunities for employment, sport, leisure, physical activity and social connectivity of all residents in this part of the city regardless of sexual orientation
What action(s) can you take to address the differential impact?
N/A

3.10 Welsh Language

Will this Project have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
What action(s) can you take to address the differential impact?
The Council can also ensure that Welsh Government laws and guidelines on the Welsh language are adhered to at every stage of the project.

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Once planning is complete the council will engage with equality networks to get their perspective so that the project can be as valuable as possible for everyone. The 2011 census was also referenced to consider certain groups as accurately as possible.
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5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	<ul style="list-style-type: none"> Communicate clearly and frequently with the public to maximise awareness of the project and
Disability	
Gender Reassignment	

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Marriage & Civil Partnership	<p>specifically express the benefits to the community and the East of the city as a whole.</p> <ul style="list-style-type: none"> • Work with the community to develop better access for people in the local community. • Engage/Consult with the community to understand the sport/leisure provision that they would like to have available to them in their local community. • It's important to ensure that the council keeps aware of any drops in available social or leisure options for local people especially to mitigate the possible reduction of recreational space. • Engage/Consult with the local community as the project progresses to capture the requirements that can help inform the design and plans as well as the programming of provision by the third party operator • Ensure plans for the new centre consider the Council's commitment to the Stonewall Workplace Equality Index. In particular in support of the following: <ol style="list-style-type: none"> 1. the organisation has a formal commitment to introduce gender-neutral facilities in all its buildings. 2. If gender-neutral facilities are not already available in all buildings, this should be a formal commitment to introduce gender-neutral facilities in any new builds or to gender-neutral facilities being a requirement of any new leases. 3. This should be a commitment that's signed off by senior leaders and published internally. 4. Provision of gender-neutral facilities should be in addition to accessible facilities.
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

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7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By: Nicola John	Date: 28/2/23
Designation: Project Manager	
Approved By: Andrew Lucas	
Designation: Equality Officer	
Service Area: Equality Team	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Equality Team on 029 2087 2536 / 3262 or email Equalityteam@cardiff.gov.uk