



monmouthshire
sir fynwy

Equality and Future Generations Evaluation

Name of the Officer Ian Saunders		Please give a brief description of the aims of the proposal	
Phone no: 07876 545793 E-mail: iansaunders@monmouthshire.gov.uk		To gain approval for further funding to progress to RIBA stage 4 for Caldicot Leisure Centre	
Name of Service area MonLife		Date 18 th December 2019	
Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?

<p>Age</p>	<p>The closure of aspects of facilities during design and implementation of the project will negatively impact on all protected characteristics during that time. However the service will look to re-provide where possible with options of part closure to facilities with a phased approach or the possibility of re-housing elsewhere or even a temporary structure on site as we did as part of the Monmouth Leisure Centre project. More detailed analysis of the impact to the whole Leisure facility will come forward when the options appraisal and cost certainty for the project is known.</p> <p>Pending the options appraisal decisions there may be certain areas that will be lost to house new facilities i.e. squash courts for the inclusion of a new play area and café.</p> <p>This will apply to all of the below protected characteristics.</p>	<p>The facility will have disruption to normal service provision for the period of the build but this will be kept to a minimum where possible.</p>	<p>During the closure period the service will work hard to ensure where possible as many services and facilities can remain open however during certain stages closure of services is inevitable for a period of time. Prior to and during the closure the service will do what it can to ensure all user groups are kept up to date and informed of any developments.</p> <p>Engagement with Town and Community Councils and clubs, societies and all users will be undertaken once we have confirmed plans and timescales in place.</p> <p>As facility plans are completed then more opportunities to develop bespoke packages for younger people will be developed.</p> <p>The new facility will enhance the overall offer, be fit for future generations and provide new opportunities for user groups that we are currently unable to cater for including a new state of the art play centre.</p> <p>There are also plans to improve the current health and wellbeing facilities that will assist in improving health, physical activity and social integration.</p>
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Disability			<p>We are one of only a small number of Local Authorities recognised for insport Bronze and Silver accreditation and have recently been identified by Disability Sport Wales as part of a National programme of insport facility.</p> <p>New facilities would create an inclusive environment, reduce the potential of any barriers to access and provide an improved offer and opportunity for all.</p> <p>Work is ongoing to promote our swimming inclusive offer through MonLife service plan, individual delivery plans and community club engagement plans.</p>
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			<p>Opportunities to develop our Pathway to Pregnancy programmes are in place.</p>
Race			<p>Overall the proposals will have a positive impact by providing facilities that are DDA and BS8300, improve access to education and training for pupils and community. The facility will have village changing rooms that are of modern design which will meet all cultural, ethical and personal requirements.</p>
Religion or Belief			As above

Sex	The inclusion of village changing areas is a real positive as it offers no segregation or barriers and provides more of a family feel.		We will continue to ensure our Sports Development and Youth Service teams who are continuously working across all age groups make everyone aware of the project and look to maximize opportunities that the new build will bring.
Sexual Orientation			
Welsh Language	This will provide opportunities to ensure all signage and plans comply with the Welsh Language Act.		This is an area where ongoing work is being undertaken to ensure all facilities are fit for purpose with site presentation and literature being bilingual as part of the Welsh Language Act and guidelines.
Poverty			A fair pricing policy with discounts for specific sections of the community on a needs assessed basis will ensure fairness through our Passport to Leisure Schemes (i.e. families on low incomes).



1. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	To ensure the facility at Caldicot continues to thrive and creates employment, wellbeing and learning opportunities for all.	Consideration is being given to ensuring the building reduces energy use, uses renewable energy and is of a sustainable construction maximising solar PV and solar thermal technology where possible. We will work closely with contractors to maximise community benefits delivered through the project, such as links with schools and communities, apprenticeships, using local labour etc.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The project will comply with all planning regulations. There will be limited opportunities to contribute to biodiversity, due to the restrictions of the site, but opportunities to promote use of nearby green infrastructure will be taken by increasing the amount of cycle parking.	To ensure this happens there are close working relationships and regular meetings with the project Team, Property Services and Asset Management as those service areas need to assist with the planning regulations for the building.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The Centre will provide modern facilities where people can enjoy physical activity which will improve people's physical and mental health.	Ensure regular updates are given especially as the project nears completion to ensure communities are aware of the improved offer and opportunities.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The Centre will become more of a wellbeing hub with a variety of activities, families focused with a combination of sporting and play opportunities available.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The Centre will provide part of Monmouthshire's contribution to ensuring the Nation puts health and wellbeing at the centre of its forward planning. The aim of the facility for the majority of users will reduce the need to travel elsewhere, reducing pollution. Energy saving measures and renewable energy are being considered where practical, to reduce the carbon footprint of the build.	We will work with the contractor to ensure that, where possible, local materials and local labour are used, reducing the carbon footprint of the build.
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	As per the Welsh Language Measure, signage will be bilingual and reception staff will have some Welsh language training. The new facilities will provide an alternative venue for cultural events and activities.	Staff are currently undertaking ongoing bespoke Welsh Language training as part of an authority wide approach to ensure the expectations of the Welsh Language Measure are being met.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A more equal Wales People can fulfil their potential no matter what their background or circumstances	All communities will benefit from a variety of sporting and educational programmes.	Clubs and societies will be more aware of facilities and hard to reach groups will be targeted through various programmes via Sports Development and Youth Services.

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 Long Term <p>Balancing short term need with long term and planning for the future</p>	The design for the new facilities will ensure the centre is updated, facilities are relevant for today's needs but also consider the longer term needs and ensure features can be well maintained.	The project will need to work closely with site co-ordination to ensure disruption is kept at a minimum and that health and safety is at the forefront of any decisions made regarding the ongoing works. Consideration is also being given to ensuring the building uses renewable energy and is of a sustainable construction maximising solar PV and solar thermal technology where possible.
 Collaboration <p>Working together with other partners to deliver objectives</p>	Working closely with community groups, Sport Wales, future schools and the Alliance Leisure team to ensure all stakeholders are aware of the need for partnership working and collaboration. There are regular scheduled meetings with the project team and relevant MCC departments to ensure lines of communication are maintained and everybody is up to date on plans.	Ensure the necessary project team are set up who met regularly and keep communication and consultation open. The project team are also working very closely with our Property Services and Asset Management team to ensure consideration has been given to sustainability and energy efficiency for the building.
 Involvement <p>Involving those with an interest and seeking their views</p>	The manager at the site will ensure there is consultation and dialogue with community groups and citizens as the project progresses.	We will work closely with groups that may be impacted directly by facility change and we will meet with other providers to explore opportunities.

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Investing in new and improved leisure facilities now will provide more and better opportunities for people of all ages to exercise. Encouraging exercise and healthy lifestyles now will prevent and reduce the number of health issues people face in the future, in particular conditions such as obesity and Type 2 diabetes.</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This options appraisal will allow the Council to move forward with cost certainty in the project ensuring the subsequent remodelling provides the best opportunities for future generations to enjoy health and wellbeing opportunities.</p>	<p>During the period of closure the service will work hard to ensure where possible service can continue with a phased modelling of re-design and building works.</p>

3. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	Inclusion is absolutely key for MonLife throughout all service areas and especially in Leisure where there are so many opportunities to tackle inequalities through programmes and initiatives. A new build will only enhance this with new facilities and opportunities for inclusion within activities.		Improve our positive future offer by engaging young people currently involved in or contributing to anti social behavior by supporting them and offering them opportunity.
Safeguarding	All plans on site and ways of working will ensure safeguarding is considered and systems and procedures are in line with authorities safeguarding procedures.		MonLife have thorough procedures in place around all aspects of safeguarding including training for all staff and we pride ourselves on this area so there are no concerns and practices or procedures either during or following the build.
Corporate Parenting	A re-design of Caldicot Leisure Centre will ensure an increased offer to support children, parents and families.		

4. What evidence and data has informed the development of your proposal?

A complete business feasibility exercise was undertaken to identify the following aspects:

- An options appraisal with costs
- A full competitor analysis in the surrounding areas
- An analysis of local demographics
- A complete latent demand study identifying potential usage and growth within certain areas
- A 5 year profit and loss exercise
- Current performance and future opportunities analysis
- Capital cost projections

All of the above has assisted greatly in determining the proposed design and mixture of facilities required to ensure they provide opportunity for all and are built on a sound business case providing a resilient and sustainable model for future generations.

5. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The cost certainty to re-design the existing building will enable the site to deliver enhanced opportunities for health and wellbeing now and in the future and ensure the centre continues to deliver high quality leisure facilities for the local communities. Where possible, the new facilities will minimise energy use, maximise energy generation and use sustainable construction, as well as maximise opportunities for community benefits. The service will work hard to minimize disruption to all service users. We will work closely with user groups and customers to ensure they are kept up to date with any developments as they happen.

6. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
Seek approval to secure funding to move to RIBA Stage 4 surveys	Meeting taking place on 8 th January 2020	Ian Saunders Marie Bartlett Richard Simpkins
Allow members the opportunity to view an options appraisal to move to cost certainty	Meeting taking place on 8 th January 2020	Ian Saunders Marie Bartlett Richard Simpkins

7. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Report and options appraisal presented to members	8 th January 2020	