



# Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer:</b> Stacey Jones</p> <p><b>Phone no:</b> 01633 644608 <b>E-mail:</b> staceyjones@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To invest in and refurbish the first-floor fitness suite at Caldicot Leisure Centre, modernising the facility, improving customer experience, increasing capacity and supporting membership growth while protecting the long-term sustainability of the leisure service.</p>
<p><b>Name of Service area:</b></p> <p>Leisure and Wellbeing</p>	<p><b>Date:</b> May 2026</p>

**1. 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?
Age	A modernised fitness suite will benefit a wide age range by providing updated equipment, a brighter environment and more flexible spaces for younger adults, working age residents and older people. Improved accessibility and a more	There may be temporary disruption to fitness provision during refurbishment works, which could particularly affect users who rely on the centre for regular activity and wellbeing.	Alternative provision and clear communication will be explored during the works period. Equipment selection and layout design will continue to take account of the needs of older users and different ability levels.

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?
	welcoming layout should also make it easier for older residents to remain active.		
Disability	The investment will improve accessibility by creating more space between equipment, providing a more user-friendly layout and introducing inclusive equipment suitable for a wider range of users, including wheelchair users and people with mobility needs.	The lift is not part of this refurbishment package, so access to the first floor will remain dependent on the existing lift infrastructure until any separate improvement works are undertaken. The development is limited to the existing footprint of the facility so there will be limitations on some equipment needs.	The internal design will maximise accessibility within the existing building. Staff support, tailored programmes and wider corporate lift maintenance arrangements will help mitigate this risk while broader accessibility is improved through equipment and layout changes.
Gender reassignment	The proposal supports inclusive access to a modern public leisure facility for all users.	No specific negative impact identified.	Facilities will be refurbished in line with current legal requirements and operational policies to support inclusive use.
Marriage or civil partnership	No specific impact identified.	No specific negative impact identified.	No additional mitigation required
Pregnancy or maternity	Improved circulation space, refurbished toilets and a more accessible layout should make the facility easier to use for people who are pregnant.	No specific negative impact identified.	Detailed design will continue to consider ease of movement, toilet provision and inclusive access throughout the refurbished areas.
Race	The investment supports equal access to improved leisure facilities for all local residents and users.	No specific negative impact identified.	Standard equality policies and inclusive service delivery will continue to apply.
Religion or Belief	No specific impact identified.	No specific negative impact identified.	No additional mitigation required

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?
Sex	The proposal is intended to provide equal benefit to people of all sexes through improved leisure facilities, refreshed toilets and a more modern customer environment.	No specific negative impact identified.	Refurbishment of male, female and accessible toilets will be delivered in line with current standards and requirements.
Sexual Orientation	No specific impact identified.	No specific negative impact identified.	No additional mitigation required

## 2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?

**Socio-economic  
Duty and Social  
Justice**

The investment will improve access to a modern public fitness offer in Caldicot, supporting healthier lifestyles and community wellbeing in an area where affordable, accessible leisure provision remains important. A stronger local offer may also reduce the need for residents to travel elsewhere to access comparable facilities. There is limited availability of other fitness suite provisions within the local area.

There is a short-term risk from temporary disruption during refurbishment works.

The service will continue to consider affordability, inclusive programming and promotion across the wider leisure offer. Communication about the refurbishment period and any alternative arrangements will help reduce the impact of temporary disruption.

### 3. Policy making and the Welsh language.


How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p><b>Policy Making</b></p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favorably</p>	<p>The refurbished fitness suite will continue to operate in line with the Council's Welsh Language Standards. Signage, customer information and promotional materials relating to the improved facility can be provided bilingually, helping to ensure that Welsh is treated no less favorably than English.</p>	<p>No specific negative impacts have been identified</p>	<p>Bilingual signage, information and customer communications will be maintained throughout delivery and operation of the refurbished facility.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>No specific operational impact identified</p>	<p>No specific negative impact identified.</p>	<p>Existing workforce practices and standards will continue to apply.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Users who wish to access information or communicate in Welsh will continue to be able to do so through the Council's established bilingual service arrangements, including on site, by phone, email and online.</p>	<p>No specific negative impact identified.</p>	<p>The refurbished facility will continue to use bilingual materials and customer contact channels.</p>




**4. 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?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The investment supports the long-term financial sustainability of the leisure service by protecting a key income stream and creating the conditions for membership growth. A more competitive local leisure offer also supports the local economy by retaining spend within Monmouthshire.</p>	<p>Project costs, contingency and borrowing affordability will continue to be monitored closely. Income performance assumptions will be reviewed as part of ongoing financial management.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The proposal makes better use of an existing public asset by refurbishing and upgrading current space rather than requiring new build development. A stronger local leisure offer may also reduce the need for residents to travel elsewhere to access fitness facilities.</p>	<p>Detailed design and procurement will seek durable, efficient solutions within the approved budget and scope.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>This is a strong positive contribution. The improved fitness suite will provide a modern, attractive environment that supports physical activity, healthier lifestyles and improved wellbeing for existing and new users.</p>	<p>Accessibility, inclusive programming and promotional activity will be used to maximise uptake across different user groups.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The investment will strengthen Caldicot Leisure Centre as a key community asset in the south of the county, helping to maintain an attractive and viable public facility for residents.</p>	<p>Communication and temporary service arrangements during the refurbishment period will help maintain community confidence and continuity of access where possible.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>By improving a local facility that serves a broad catchment, the proposal can help reduce travel to more distant private or public gyms and support sustainable use of existing community infrastructure.</p>	<p>Delivery will continue to use the existing building footprint and will consider efficient design and operational choices where possible.</p>

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?
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The proposal supports participation in sport and recreation through a better quality public leisure offer. Bilingual signage and communications will continue to support the Welsh language within the service.	The service will maintain bilingual communications and promote participation across the community.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The redesign aims to improve accessibility, inclusivity and the customer experience for a broad range of users, including disabled people, older residents and those who may currently be deterred by the dated condition of the facility.	Equipment selection, layout design and staff support will continue to focus on inclusive use and practical accessibility.

**5. 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?
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>Yes. The proposal responds to an immediate need to replace ageing equipment and improve the customer environment while also protecting the long-term sustainability of a key leisure asset and income stream. Borrowing terms have been aligned to future aspiration to safeguard future development plans.</p>	<p>Financial performance and membership growth will be monitored to ensure the investment continues to meet long-term objectives.</p>

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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>Yes. Working with external specialists including design and equipment partners to deliver our key objectives.</p>	<p>Partnership working will continue through detailed design, procurement and delivery to ensure accessibility, quality and value for money.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Yes. The proposal has been informed by ongoing customer feedback, membership patterns, cancellation reasons and operational experience across the leisure service. User feedback has consistently highlighted the dated nature of the current upstairs fitness offer.</p>	<p>Engagement with users and staff will continue as the detailed design is finalised and the refurbished offer is promoted.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>Yes. The investment is preventative because it addresses ageing equipment and a dated environment before further decline undermines customer retention, competitiveness and service sustainability.</p>	<p>Programme management, contingency planning and alternative provision during works will help reduce the risk of disruption and protect benefits.</p>

<p><b>Sustainable Development Principle</b></p>	<p><b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b></p>	<p><b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
<p>Considering impact on all wellbeing goals together and on other bodies</p>  <p><b>Integration</b></p>	<p>Yes. The proposal contributes across health, equality, community cohesion, service sustainability and wider place-based objectives by modernising an important community facility in Caldicot.</p>	<p>Monitoring of usage, customer feedback, income and accessibility outcomes will help assess the realised benefits after delivery.</p>

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

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	A modern, well-maintained facility can support safer use of the gym environment for all customers.	No specific negative safeguarding impact identified.	Existing safeguarding policies, trained staff supervision and health and safety procedures will continue to apply.
Corporate Parenting	Improved leisure provision may support wider wellbeing opportunities for care experienced young people and families who use the centre.	No specific negative corporate parenting impact identified.	Inclusive programming and standard concessionary access arrangements will continue to support participation where applicable.

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

- Current condition of the Caldicot Leisure Centre fitness suite, including the age and suitability of existing equipment
- Customer feedback, membership patterns and cancellation reasons across the leisure service
- Evidence from comparable investment at other leisure sites, including membership growth following improvement works
- Cost estimates, income projections, contingency allowances and affordability assessments developed for the scheme
- LUF Grant Bid

**8. 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?**

- Positive Impacts**
- The proposal will modernise an under-invested leisure asset and improve the customer experience at Caldicot Leisure Centre.
  - It will support healthier communities, improved accessibility and broader participation in physical activity.
  - It will help protect an important income stream and contribute to the long-term sustainability of the leisure service.

**Negative Impacts**

- There will be temporary disruption to services during refurbishment works.
- There remains delivery and affordability risk if final costs rise or income growth is lower than forecast.
- Accessibility constraints associated with the existing building, including the current lift provision, are not fully resolved within this scheme.

These impacts have informed the design approach by placing emphasis on inclusive layout, modern equipment, contingency planning and careful management of disruption during delivery.

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

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
Complete detailed design, final surveys and procurement arrangements for the Caldicot Leisure Centre fitness suite refurbishment.	RIBA 4 Cost Certainty and Project design – June 2026	Head of Leisure and Wellbeing
Plan and deliver communications, temporary service arrangements and the relaunch of the refurbished fitness suite to maximise awareness and membership growth.	During delivery and in advance of reopening	Performance, Finance and Resources Manager

**10. 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.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
<b>1</b>	People Scrutiny	28/05/2026	Integrated Impact Assessment updated to reflect the proposed investment in the Caldicot Leisure Centre fitness suite and issues raised through scrutiny.
<b>2</b>	Cabinet	May 2026	Awaiting Cabinet consideration of the proposed investment package for Caldicot Leisure Centre fitness suite refurbishment.