



monmouthshire
sir fynwy

Equality and Future Generations Evaluation

Name of the Officer: Nick john Phone no: 07768 055408 E-mail: nicholasjohn@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To inform Members of the need to upgrade the offer at Abergavenny and Chepstow Leisure Centres to ensure that the leisure centres remain fit for purpose and attractive to customers.
Name of Service area: MonLife - Leisure Services	Date 7th July 2021

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	<p>The service will continue and adapt its delivery to work towards meeting the need of all its customers. The pandemic has enabled us to explore different channels to delivery, including virtual fitness classes.</p> <p>The centres provide many activities for children, young people and families.</p> <p>Home to Monmouthshires National Exercise Referral scheme our leisure centres provide a critical role in keeping people physically active and supporting people in continuing their long-term adherence to exercise and a healthy lifestyle.</p>	<p>The leisure centres, due to their age, layout and limited capacity to expand without extensive refurbishments, will still remain limited when addressing areas such as single sex changing facilities. The refurbishment at Monmouth leisure centre has addressed these limitations to access and the facilities are more accommodating to a wider population.</p> <p>Whilst refurbishments take place, for most of the buildout, there will be a limited offer indoors, mainly on the first floor of leisure centres.</p>	<p>The investment in the range of exercise equipment, programmes, further training for staff will go some way to address some of the leisure centre limitations. Additionally, the look and feel and upgrading of some of the areas to make them more user friendly will have a positive effect on existing and new customers.</p> <p>The expansion of some of the programmes will mean that there will be new part time employment opportunities.</p> <p>Where applicable other areas of the leisure centre and leisure centre grounds will accommodate the</p>

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	Leisure Centres and facilities are known to play an important role in improving the physical and mental health and social connectedness of local communities.		programmes whilst building works take place.
Disability	<p>The continuation of our virtual offer along with accessible sessions, will enables us to engage with a wider customer base.</p> <p>The population engages in many ways, and we will work with groups and customers to assist us in shaping our offer.</p>	Customers with disabilities are likely to see a greater impact whilst the refurbishments are taking place, as areas will be very limited or in the event of where programmes are eased whilst building.	<p>MonLife has been recognised as InSport Silver accreditation by Disability Sport Wales as part of a National programme of InSport facility. Improvements to facilities, equipment and programmes would create improved inclusive environments, reduce potential barriers to access and provide an improved offer and opportunity for all. Specific programmes identified to directly target underrepresented groups are ongoing and will encourage and support greater participation.</p> <p>The National InSport programme is applicable to our community sport clubs and we have seen a rise in the number of clubs proactively engaging in this scheme which enables the leisure centre teams to sign post customers to accredited clubs where specific sessions are not available directly through the leisure centre, i.e., football sessions and swimming specific club sessions.</p>

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?
Gender reassignment	Neutral.		
Marriage or civil partnership	Neutral.		
Pregnancy or maternity	When restrictions are eased, we will see a return to delivery of programmes such as, pathway to pregnancy, referral schemes.	Limited sessions and available space in sessions will still be in place for some time, even when leisure centres reopen.	The leisure centre programmes will adapt to the needs of the community, and we will identify programmes that support women, and early years children. Especially where there has been no access to swimming pool provision for more than 12 months, albeit the leisure centres reopened for a short period of time. For some new parents, their children has not been in a swimming pool, an essential developmental and confidence building for both parent and child.
Race	Neutral.		
Religion or Belief	Neutral.		
Sex	Neutral.		
Sexual Orientation	Neutral.		

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	<p>The leisure centres offer a means tested discounted access to single use activities (passport to leisure scheme).</p> <p>Additionally, leisure services delivers National programmes including Free Swimming initiative, aimed at under 16's and 60+, and the National Exercise Referral scheme, all of which supports discounted and free access to key programmes of physical activity and wellbeing.</p>	<p>The leisure centres, when restrictions allow, will operate on a reduced capacity for most, if not all activities. Therefore, the demand for access to sessions will be greater than what we will be able to deliver. Unfortunately spaces within sessions will be competitive, and rely on a first come first serve basis.</p>	<p>MonLife officers actively engage in the wider Council targeted groups and where possible successfully signpost individual's into support, groups, 1:1 intervention and promote scheme such as leisure services Passport to Leisure scheme.</p> <p>Our youth and, sport development and community teams who deliver within the community and schools make the best use of their connections to reach those most in need of support of information.</p>

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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	The improvements will give us the opportunity to repurpose a number of areas. Where we will achieve this, we are actively looking at new signage, promotional material and prominent customer information points. All accessible information will be bilingual.	There are likely to be some exiting customer information points that we will lose.	Customer information points will be more prominent, more up to date (digital platforms). And more flexibility to change the messaging more frequently should we need to.
Operational Recruitment & Training of workforce	The new improvements will see an increase in programme development. We anticipate that we will be in a position to offer additional part time employment.	Some of the areas where we will see additional employment, will entail attracting a skilled workforce, i.e. fitness class instructors and lifeguards. It is sometime difficult in a rural County to recruit fully qualified staff and staff who obtain Welsh language skills.	A number of existing staff has actively engaged in learning Welsh, and this will continue. MonLife youth services engage with the URDD and programmes to explore further opportunities with the Welsh language. MonLife sport4life volunteering programme is a great opportunity to encourage and support volunteers into a paid capacity and identify, where possible opportunities for programmes to be delivered through the medium of Welsh. However, we are committed to making Welsh essential for a

			number of our roles within leisure, and we will demonstrate the impact of these recruitment campaigns and programmes.
Service delivery Use of Welsh language in service delivery Promoting use of the language	Leisure centres, along with the wider MonLife services and facilities, actively engage in audits and mystery shopper exercises to identify any gaps in provisions.	Where we are very active social media platforms and where we see the most engagement with customers currently, it is not always possible to deliver the instant messages bilingually.	MonLife has developed a marketing strategy, the action and delivery plan that underpins this, will be an opportunity to improve our communication functions across all platforms and engaging with all sectors of our community. We are proactively encouraging our teams, to plan social media content, to ensure message are bilingual, and further engage with customers through the medium of Welsh.




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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	To ensure the leisure centres continues to thrive and creates employment, wellbeing and learning opportunities for all.	Consideration will be 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. The current refit programme and assessments undertaken in leisure centres sites will be explored

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		<p>and where applicable programmes and investments brought forward.</p> <p>We will continue to work closely with contractors to maximise community benefits delivered through the project, such as links with schools and communities, apprenticeships, using local labour and supply chains.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>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, Active Travel promotion and where possible customer behaviours.</p>	<p>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. MonLife leads on Active Travel plans and programmes and will support the project and leisure centre managers in demonstrating positive modal shifts.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The centres will provide modern facilities where people can enjoy physical activity which will improve people's physical and mental health.</p>	<p>Ensure regular updates are given especially as the project nears completion to ensure communities are aware of the improved offer and opportunities. And actively engage with those populations of the communities who were not accessing leisure centre facilities.</p> <p>Our current digital/ virtual offer, whilst not extensive has had the opportunity to engage with existing customers as well as attracting new customers, mainly friends and family of existing customers.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The centres will become more of a wellbeing hub with a variety of activities, families focused with a</p>	<p>Local people have benefitted from local facilities in the past 12 months. And whilst this has been</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?
	combination of sporting and play opportunities available.	difficult for most, there have been some positive outcomes. We will capitalize on these positive outcomes including, visiting and looking after the local countryside, using your local leisure centre and a more flexible approach to programme to allow those customers who may be continuing home work and can access more service in the day time.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The centres 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 measures, signage will be bilingual and reception staff will be encouraged to undertake Welsh language training. The new facilities will provide an alternative venue for cultural events and activities, and programmes.	Staff are currently undertaking ongoing bespoke Welsh Language training as part of an authority wide approach to ensure the expectations of the Welsh Language measures are being met.
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.

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>Long Term</p>	<p>The design for the new facilities will ensure the centres are being updated, facilities are relevant for today's needs but also consider the longer term needs and ensure features can be well maintained.</p>	<p>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 the benefits that new and improvements can make. Working closely with landlord services to ensure we receive the support we need.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Working closely with community groups, Sport Wales, 21st Century schools programme 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, landlord services to ensure lines of communication are maintained and everybody is up to date on plans.</p>	<p>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 landlord services teams to ensure consideration has been given to sustainability and energy efficiency for the building. And we are working towards the aspirations of the Council targets.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The manager at the sites will ensure there is consultation and dialogue with community groups and citizens as the project progresses. A key stakeholder being our secondary schools and young people.</p>	<p>We will work closely with groups that may be impacted directly by facility change and we will meet with other providers to explore opportunities, where practical. We represent MonLife on the 21st Century school stakeholder group, where there is an opportunity to have further dialogue with colleagues, including education.</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>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, and more recently the unknown impact of mental health issues.</p>	<p>More recently the positive news of the reintroduction of the National Exercise Referral Scheme, by Public Health Wales. Whilst there are a number of measures that has to be achieved prior to implementation and the implementation will be in a virtual capacity, it is very positive news for us. Monmouthshire has more than 10 years experience of delivering the scheme through more than 33 clinical referring partners in Monmouthshire. Including GP surgeries, and cancer clinics and stroke rehabilitation referral routes.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This options appraisal will allow MonLife to move forward with cost certainty in the project ensuring the subsequent remodeling 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>

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?

	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?
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Safeguarding	The leisure centres has very robust procedures in place for safeguard children and young people and the wider community. All information is clearly visible for customers to see at information points within the leisure centre and a fully trained duty officers is available for the whole duration of leisure centre opening times.	None.	MonLife has worked hard to continually improve their processes, knowledge and awareness of safeguarding measures. There is a training matrix in place, a number of officers leads on safeguarding training for MCC and deliver community safeguarding to clubs and organisations. And MonLife undertakes a safeguarding audit of its facilities, process and training on a quarterly process – Safe Audits.
Corporate Parenting	The leisure centres offer a means tested discounted access to single use activities (passport to leisure scheme). Additionally our youth service manager sits on the Corporate Parenting panel, and promotes opportunities within MonLife.	None.	MonLife will continue to make improvements in their support and offer. This will include sharing the insight from the Corporate Parenting panel with MonLife DMT, to identify any further areas of development.

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

- Options appraisal with costs,
- A competitor analysis of the surrounding area,
- An analysis of local demographics,
- A latent demand to identify usage and potential growth,
- A robust business case – build on existing projections, pre COVID,
- Capitol cost projections.
- UK Active (surveys and reports undertaken).

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?

Following the Covid pandemic, there is a heightened appreciation of the importance of physical activity in improving the health of people of all ages and forms part of a prevention strategy. The services provided by Leisure Centres will be even more important as we move towards recovery and supporting communities to return to improved fitness, activity and mental wellbeing. Therefore, an upgrade to the existing facilities is essential.

Forming an internal group to support the project will enable MCC to achieve the maximum benefits from investment, the build quality and support the aspiration of the Council to achieve their outcomes. MonLife are critical to the success of delivering the project and enabling the offer to grow and meet the needs of customers and the community.

9. 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
Formalise internal working group and structure	March 25th	Nick John
Engage Alliance Leisure (National Procurement Framework, for Leisure)	March 25th	Nick John

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.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	MonLife DMT	23rd June 2021	None.