

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: City Development	Service area: Sport & Active Lifestyles
Lead person: Helen Evans	Contact number: 2243184
Date of the equality, diversity, cohesion and integration impact assessment: 2/8/16	

1. Title: Aireborough Leisure centre
Is this a:
<input type="checkbox"/> Strategy /Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Helen Evans	LCC	Equality rep / project manager
Steve Baker	LCC	Business Manager
Mark Allman	LCC	Head of Service
Tim Quirke	LCC	Communications
Dave Bennett	LCC	Area Manager
Richard Jones	LCC	Service Improvement Officer
Michael Clayson	LCC	Service Improvement Support Officer
Rachel Kennedy	LCC	Business Development officer
Jane Young	LCC	Centre Manager

3. Summary of strategy, policy, service or function that was assessed:

Aireborough Leisure Centre is a local authority leisure centre built in the mid 1960's with a throughput in the region of 260,000 per year. The site is located in the north west of Leeds on an arterial route (A65) in a mixed commercial / residential area of Guiseley. The facility is well served by public transport having regular train and bus services. The Leisure Centre's principal catchment area is the Guiseley & Rawdon Ward of Leeds, made up of Guiseley, Rawdon, Yeadon and Menston, generally reasonably affluent neighborhoods with scattered areas of deprivation, that have a combined population of 22,347. Secondary catchment areas are Otley and Horsforth.

An application was submitted to Round 5 of the Sport England Improvement Fund for a £1,050,000 project to develop & refurbish the site. This was successful: Leeds City Council has confirmed funding of £550,000 towards the project and Sport England are providing £500,000 from the fund.

The works proposed include:

- Swimming changing rooms - enhance access and include cubicles and improved shower / toilet facilities within a 'village' style change area
- Pool hall – retiling the pool deck
- Works to plant areas including the refurbishment of the pool filtration system and associated MDPE pipework Pool spectator area – improving safety and comfort for customers
- Reception – making it modern and welcoming
- Enhancing the front façade of the building

The Improvement Fund is aimed at specific groups and these will be catered for within the project through:

14-25 age range;

Consultation with youth groups using the centre has shown that young people find swimming can be difficult to engage in due to confidence and body issues. Therefore the provision of private cubicles and showers is proposed. Additionally, vanity areas are being upgraded to allow the area to be more welcoming and allow people to get ready in some comfort. Reception improvements will ensure the area is more open and welcoming should they need to speak to a member of staff and feel confident entering the centre. Family cubicles have been included to cater for young families. Timing of activities is key to participation, so swimming sessions open to this age group are planned around the youth activity already on site.

Adult population;

This is one of the key sites for provision of activities through Leeds Let's Get Active which encourages inactive people to exercise through offering free sessions. Adults only swim sessions are also available at the site. A more modern and welcoming centre will encourage people to attend more. By refurbishing the pool hall and changing rooms, the areas will look clean and fresh, making them more appealing to users.

People with disabilities;

Includes improved access and improved reception, 'changing places' facility, easier to use changing rooms and improved pool hall. This enables access and integration into public swim sessions; therefore into community activities. Partnership with Adult Social Care enables new users with learning disabilities to use the centre on a daily basis with access to sports activities – many for the first time. Consultation with ASC and disability groups, plus experience from our own recently opened sites has indicated requirements for a less clinical environment with more colour and improved signage, as well as well trained staff

Customer experience;

The 1967 design remains in the centre and requires updating to meet today's customer standards. This will start on arrival in the car park where disabled spaces will be brought up to modern standards as well as additional spaces being created, moving in to an open and welcoming reception, through well designed, comfortable and secure changing to the clean and airy swimming pool hall with new tiling and diving facilities

High quality talent development;

The centre runs successful swimming lesson and school swimming programmes. A pathway then takes the swimmers in to the swimming, diving and lifesaving clubs before linking to the elite swim schemes at the John Charles Centre for Sport.

In addition the council operates Breeze and Leeds card schemes that allow reduced or free use of activities to user groups.

Members of the community have for a number of years indicated to us through consultation and general feedback that poor changing facilities and perceived unclean areas (although these are areas where small repairs have been made and are not aesthetically pleasing) will lower visitor numbers and this can clearly be seen in the throughput figures from the last 5 years at Aireborough.

4. Scope of the equality, diversity, cohesion and integration impact assessment

(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

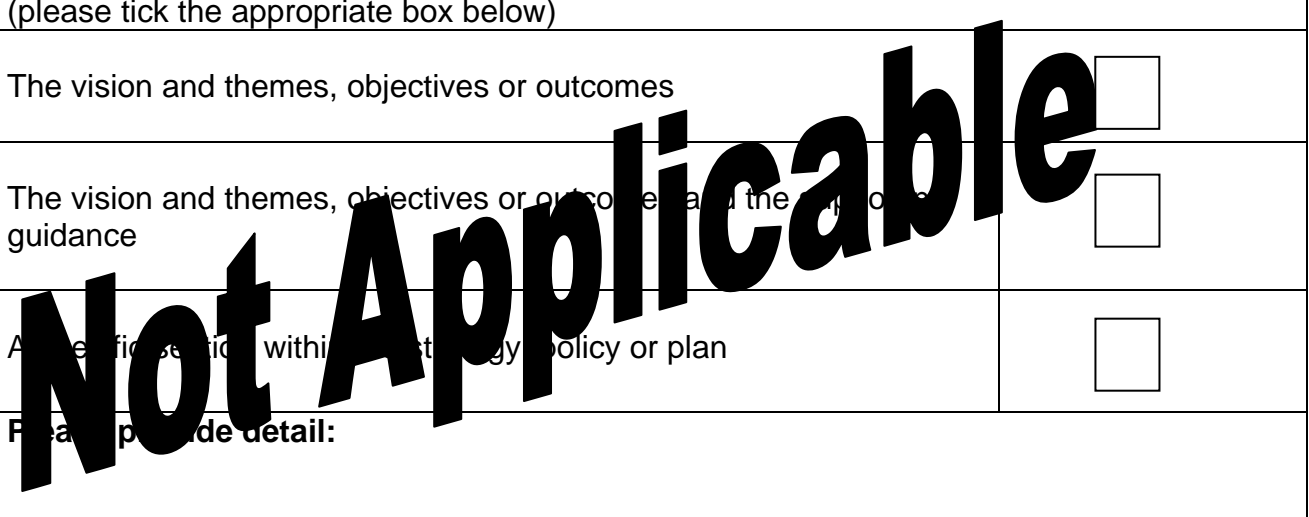
(please tick the appropriate box below)

The vision and themes, objectives or outcomes

The vision and themes, objectives or outcomes and the impact on the guidance

Are the services within the strategy, policy or plan

Please provide detail:



4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input checked="" type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail: Refurbishment of part of Aireborough Leisure Centre	

<p>5. Fact finding – what do we already know</p> <p>Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>A raft of consultation has been carried out since the Vision for Leisure Centres in 2009:</p> <p>The Vision in 2009 involved a wide range consultation with the following groups:</p> <ul style="list-style-type: none"> • A citizens' Panel survey • The distribution of 6,000 user surveys in Leisure Centres and Libraries • 19 public workshops held in key leisure centres affected. • Members of Parliament • Town and Parish Councils • The Youth Council • The Equality Forum • The Learning Disability Partnership Board • Attendance at the Inner East, Outer East and Inner South Area Committees • All other Area Committees • Beeston Hill and Holbeck Regeneration Partnership Board • Workshops for Garforth Community College and Brigshaw High School. • Sport Leeds Board • Sport England • Primary Care Trust • Gipton Residents' Association • City Development Scrutiny Board • Trade Unions • Web site comment facility <p>The results of this consultation with relevance to Aireborough leisure Centre can be summarised as:</p>

1. Citizens' Panel Survey

A citizens' Panel Survey was undertaken, which sought responses to the Council's draft proposals. The 1,000 person survey was selected as a way of receiving feedback from a representative sample of Leeds residents about the Council's draft proposals. Using statistical rules, the reports authors, QA research, are 95% confident that the research findings have a potential variance of no more than plus or minus 1%.

This feedback included both users and non-users of existing facilities. The Citizens' Panel survey received 755 responses, which is more than a 75% response rate. Of this figure, 48% of respondents had used a Leisure Centre in the last 12 months, leaving 52% non-users. Of the user group, 64% used Council facilities, 22% used private facilities and 14% used both Council and private centres.

Key points to highlight from this survey are as follows:

28% of respondents felt that the Council's Leisure Centres were of high or reasonable quality, with 43% stating average and 29% reporting that they felt the Council's facilities are low or very low quality. Such a high proportion (nearly one third) in the low and very low categories is a cause for concern.

87% of respondents feel that Council's centres should be of the highest quality. It appears, therefore, that the Council's facilities do not appear to meet the aspirations of the Leeds public.

When asked to rank their preferred location for Leisure Centres, the overall ranking from panel respondents was Town or District Centre first (Aireborough is in the town centre) , close to a school or health centre second, on a main arterial route third and in a housing estate fourth.

2. Youth Council

Consultation with the Youth Council indicated a general level of dissatisfaction with the quality of existing Leisure Centres, with cleanliness and maintenance cited as issues to address. In general, respondents indicated a desire to see bigger Bodyline Gyms, Leisure Water and there was an emerging consensus on the provision of larger sites.

In terms of the location of future centres, the need to take account of public transport routes was highlighted and a general agreement was reached over the principles presented by the Council for Centres to be located in Town or District Centres, on arterial roads, or adjacent to large complementary facilities. In addition, there was also general agreement with the draft proposals presented. However, this general agreement was also tempered by some concern raised that the Council would need to ensure that communities were not marginalised and steps may need to be taken to support deprived areas.

3. Equality Forum

The Equality Forum Working Group fed back their views on the Council's draft proposals. In general it is evident that disabled users have a number of concerns about the existing Leisure Centre provision in the city in terms of their quality. Similar to the Youth Council, the Equality Forum also raised the need for locations to be accessible by bus and a preference for sites to be located on main arterial roads. The Equality Forum also supported proposals which resulted in Leisure Centres co-locating with health facilities (or with ASC in the case of Aireborough). It was acknowledged that further consultation was needed should the proposals be developed and refined further and to consider the implementation of proposals on a trial basis.

4. Learning Disability Partnership Board

The respondents from the Learning Disability Partnership expressed a desire for facilities that better met their needs. In broad terms respondents agreed with the proposal for centres to be located in Town and District Centres, next to arterial roads and or schools/health centres. However, when asked about the specific proposals, respondents also indicated that they liked facilities to be close to their homes.

5. NHS Leeds

The NHS Leeds has provided written feedback to the Council's draft proposals, through the Director of Public Health in Leeds. Investment in the City's Leisure Centres is broadly welcomed as was the concept of well-being centres. Attention was drawn to the need to focus on the potential health inequality impact of the proposals especially in South Leeds and to ensure that this is effectively managed.

6. User Surveys

6,000 user surveys with pre-paid reply envelopes were distributed to all Leisure Centres and 11 libraries. In total 2,015 responses were received. Overall the responses to the user survey tend to contrast with the outcome of the Citizens' Panel survey. Key responses include:

98% of respondents have used a Leisure Centre in the past 12 months, of which 85% had used a Council facility.

36% of respondents felt that the Council's facilities were of high or reasonable quality, with 29% indicating they felt they were of low or very low quality. Again, nearly one third of respondents, many of whom are existing users, are unhappy with the existing quality of facilities.

86% of respondents felt that centres should be of the highest quality.

Overall respondents felt that their preferred location for Leisure Centres was Town and District Centres first, arterial roads second, alongside schools/health centres third and in housing estates fourth.

When asked to choose between a consolidation of the existing facilities to provide fewer, better quality facilities against the option of spending more on the existing facilities, the response is almost exactly opposite to the Citizens' Panel survey with a 71% preference for spending more on the existing sites and 29% in favour of fewer better quality facilities.

7. Leisure Centre Workshops

13 workshops were held focussing on the proposals that impact on centres in the Inner East, Outer East and Inner South areas of the city. Overall, attendance at these sessions was initially low and concern raised about the public's awareness. To seek to address this issue a further 6 workshops were scheduled and arranged at times convenient to Ward Members. Overall feedback from workshops indicated that:

- Leisure Centres are thought to be an integral part of the community.
- People believe that the Council should better promote its centres, rather than propose any closures.
- Most agree that centres need some level of refurbishment and this should be the priority.
- Closing leisure centres goes against the ethos of providing leisure facilities for all to encourage healthy lifestyles.
- There tended to be a feeling of distrust at the workshops, with a feeling that the Council already had plans in place.

8. Web Site

Respondents to the Web Page tended to indicate a desire for better quality facilities. However, concerns were raised about a potential loss of water space and transport access issues to centres.

9. Summary findings

The public consultation exercise undertaken has resulted in a wide range of feedback being received from a broad range of respondents interested in the provision of Leisure Centres in the City. In some respects there appeared to be a developing consensus in a number of areas. These areas included:

- A view that the public want high quality leisure centres and that they are valued, but too many respondents do not feel that the Council's existing provision meets their aspirations and are maintained well enough.
- A consensus between the citizens' panel and the user surveys that the top three locations for leisure centres were either Town and District Centres, arterial roads or adjacent to schools/health centres. Locating leisure centres in housing estates was the least favoured option by both groups.
- However, it was also clear that there is a divergence of views in relation to a

number of the specific proposals put forward. In addition, it appeared that the divergence of views expressed is linked in part to the perspective of the respondents. Respondents from a city-wide perspective have tended to show greater levels of support for the Council's proposals. Conversely, where respondents were more likely to be impacted directly, they have responded less favourably to the draft proposals put forward.

- Looking at the proposals specifically, it is apparent that the proposal to invest in Aireborough, Kirkstall, Pudsey, Wetherby and Rothwell Leisure Centres was supported as a means of improving the quality of leisure centre provision. In addition, their locations accord with the principles supported through the consultation.

LCC worked with Sport Leeds on the development of the facility planning model and Facility Strategy for Leeds. This identified that: 'Retention and modernisation of the City Council swimming pool stock is essential to meet the demand for swimming across the City as Leeds City Council is the main provider. In terms of the pools for potential redevelopment the needs and evidence supports the potential to look at Wetherby, Kippax, Kirkstall and Aireborough and Rothwell and Fearnville'.

As part of the Facility Strategy development, the ASA were consulted and concluded: 'The ASA would wish to work very closely with Leeds city council on the development of their facility strategy and how this is implemented into a fit for purpose portfolio of aquatic facilities to meet the needs of the entire community. Leeds has a good base stock of facilities and with the housing growth predicted there is a need for a next generation of facilities to build on this growth and provide for both the current and future demand. This is important if aquatics is to play the important role that it should in bringing benefits in health, social inclusion, sporting achievement and general wellbeing. Swimming is a life skill and one that is important to develop at a young age so that it can play a part throughout an individual's life.'

In 2010/11, specific consultation was carried out with regards to a similar development at Aireborough Leisure centre that would have improved the changing and reception facilities. Unfortunately the funding was pulled due to the comprehensive spending review, but feedback remains relevant to this project:

- A need to be clear as to what a village changing room will provide
- Issues re: closure of the centre for works to be done, and a need for a clear decant policy
- A wish to be included in the process and to have updates
- A need to improve disabled access

EDCI's have been carried out on similar developments at Middleton, Holt Park, Bramley, Scott Hall and John Smeaton. These have all received similar feedback that we can learn from:

- Include changing places facility
- Ensure wheelchair access is clear
- Be aware of colour schemes to make access easier for the visually impaired
- Changing rooms to be accessible to single sex / families / couples / groups /

disabled people

- Keep closure of the existing leisure centre to a minimum - Relocate people as far as possible during the closure periods
- Ensure integration of users within the centre programme
- Work with people / users to allay fears of loss of facilities
- There is a perception that improved facilities will cost more.
- Some people feel that they are not included in consultations.
- Customer care - A change in the layout of the changing facilities could cause some people to be confused as to how the area works - Staff to be made available to assist users in how the changing area works
- Some groups (cultural / religious / gender / older) may be intimidated by a village style change – ensure single sex change still available - Group change to be available for male / female during public sessions to allow for cultural / gender preferences
- The fact that this is a refurb and not a new build will see the size / shape of the building compromising the design of the new facilities
- Look at how outreach work, programming, partnerships and marketing / communications can be enhanced to increase usage of the site by priority groups

Further consultation on the refurbishment is ongoing and will feed into the final plans:



Microsoft Word 97 -
2003 Document

Are there any gaps in equality and diversity information

Please provide detail:

Information relating to specific plans

Action required:

Consult site users as the project develops

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

Centre users, ward members, local residents, Aspire

Action required:

Consult site users as the project develops

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

- | | | |
|--|--|--|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Carers | <input checked="" type="checkbox"/> Disability |
| <input checked="" type="checkbox"/> Gender reassignment | <input checked="" type="checkbox"/> Race | <input checked="" type="checkbox"/> Religion or Belief |
| <input checked="" type="checkbox"/> Sex (male or female) | <input checked="" type="checkbox"/> Sexual orientation | |
| <input type="checkbox"/> Other | | |

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify:

Stakeholders

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Services users | <input checked="" type="checkbox"/> Employees | <input checked="" type="checkbox"/> Trade Unions |
| <input checked="" type="checkbox"/> Partners | <input checked="" type="checkbox"/> Members | <input type="checkbox"/> Suppliers |
| <input type="checkbox"/> Other please specify | | |

Potential barriers.

- | | |
|--|---|
| <input checked="" type="checkbox"/> Built environment | <input type="checkbox"/> Location of premises and services |
| <input type="checkbox"/> Information and communication | <input checked="" type="checkbox"/> Customer care |
| <input checked="" type="checkbox"/> Timing | <input checked="" type="checkbox"/> Stereotypes and assumptions |

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

- New / refurbished facilities
- More open and welcoming centre
- Increased opportunities to attend activities
- More accessible and flexible facilities to allow families, people with carers, people with disabilities and other equality characteristics to access the centre
- More opportunities for partnership working – ASC / libraries / education etc. to open the facilities to the communities
- A contribution to the regeneration of the town centre

Action required:

- Keep communities consulted and updated on the progress
- Allow people to express their opinions and include them in the planning of the developments
- Ensure the positive aspects of the developments are understood and embraced by local communities and users

8b. Negative impact:

- Perceived loss of facilities
- Disruption of services while works are carried out
- People do not like change
- Some people like the current centres being quiet so development would make them busy
- Council wasting money on these facilities when the money could be spent elsewhere
- Not everyone will get the specific facility they want
- The refurbishment is limited to part of the building

Action required:
<ul style="list-style-type: none"> • Keep communities consulted and updated on the progress • Allow people to express their opinions and include them in the planning of the developments • Ensure the positive aspects of the developments are understood and embraced by local communities

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Please provide detail: The facilities will be open to a wider range of users, thereby causing more of them to come into contact with each other</p>
<p>Action required: promote the strong points of the development e.g. enhanced accessibility. Keep staff training updated to ensure the wider range of groups are catered for in a safe and fair way – e.g. safeguarding, disability awareness, equality training etc.</p>

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Please provide detail: as no.9</p>
<p>Action required: as no.9</p>

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Please provide detail:

The refurbishment is limited to the wetside but dryside is not included, however the use of the pool / reception is for the whole community

Action required:

Ensure communications are clear and informative

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Consult site users as the project develops	August 2016 - completion	Full consultation programme	Jane Young / Dave Bennett
Keep communities consulted and updated on the progress	August 2016 - completion	Full consultation programme	Project manager
Allow people to express their opinions and include them in the planning of the developments	August 2016 - completion	Full consultation programme	Project manager
Ensure the positive aspects of the developments are understood and embraced by local communities and users	August 2016 - completion	Full consultation programme	Project manager
Keep communities consulted and updated on the progress	August 2016 - completion	Full consultation programme	Project manager
Keep staff training updated to ensure the wider range of groups are catered for in a safe and fair way – e.g. safeguarding, disability awareness, equality training etc.	Ongoing – increasing to opening of a new facility	100% staff trained in identified areas according to the target community	Jane Young / Dave Bennett

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Mark Allman	Head of Sport & Active Lifestyles	
Date impact assessment completed		

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: