

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

<b>Directorate: City Development</b>	<b>Service area: Active Leeds</b>
<b>Lead person: Steven Baker</b>	<b>Contact number: 3780293</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b>	

<b>1. Title: Closure of Leeds Sailing and Activity Centre</b>			
Is this a:			
<input type="checkbox"/>	<b>Strategy / Policy</b>	<input checked="" type="checkbox"/>	<b>Service / Function</b>
		<input type="checkbox"/>	<b>Other</b>
<b>If other, please specify</b>			

## 2. Members of the assessment team:

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team For example, service user, manager of service, specialist</b>
Steven Baker	LCC- Active Leeds	Business Manager
Natalie Curgenvin	LCC- Active Leeds	Operations Manager
Phil Evans	LCC	Chief Officer, Operations

<b>3. Summary of strategy, policy, service or function that was assessed:</b>
The closure of Leeds Sailing and Activity Centre, as part of the service reviews for savings proposals for 2021/2022

<b>4. Scope of the equality, diversity, cohesion and integration impact assessment</b> (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)
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<b>4a. Strategy, policy or plan</b> (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
<b>Please provide detail:</b>	

<b>4b. Service, function, event</b> 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"/>
<b>Please provide detail:</b> The closure of Leeds Sailing and Activity Centre, as part of the service reviews for savings proposals for 2021/2022	

<b>5. Fact finding – what do we already know</b> 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.
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(priority should be given to equality, diversity, cohesion and integration related information)
<p>Leeds Sailing &amp; Activity Centre (LSAC) mainly offers coached activity to groups of people such as school and youth groups, but there are individual bookings made as well on coaching courses such as sailing, kayak and windsurfing.</p> <p>LSAC records the lowest number of visits to a facility when compared to all the other leisure centres in Leeds with 2019/20 recording just over 8,000 visits. The next lowest is Middleton Leisure Centre at over 65,000 visits per annum.</p> <p>There are the equivalent of 3.75 full time employees, with 2 staff being male and the facility manager being female. There is currently one full time vacancy.</p> <p>Analysis of the usage data has taken place to identify key groups and protected characteristics affected by the proposal. Due to the nature of the activities there are substantially more younger people that access the courses than older people. With the vast majority being of teenage age with an average age of attendance being 13 years old. A higher proportion of the visits are made by males (69%). Disability visits are lower than any of the leisure centres, however there is substantial disability and adapted equipment at the site. Very few people with a Leeds Card Extra use the centre. The cost to participate in these types of outdoor activities is high in comparison to other leisure centre activities, due to their bespoke and specific nature. The centre does get attendance from school and education groups though as part of their extra curriculum activities.</p> <p>People travel to the venue across Leeds and outside Leeds, it isn't just an activity that attracts local people as they are specialised activities on offer. The data shows people travel a lot further than we see at other leisure centres, especially for coach education courses. There are other very local organisations/venues that provide (some) similar outdoor activities such as Otley Sailing Club and Yeadon Tarn Sailing Club. There are also other venues further afield in Yorkshire that offer similar activities in Bradford, Wakefield, Huddersfield and York.</p> <p>LSAC is the only venue within the Active Leeds portfolio to offer these type of outdoor water based programmes.</p> <p>Specific faith, disability and BAME groups have attended courses at LSAC in the past few years. For example; Shantona, Hamara, Church of Latterday Saints, Grand Mosque, Leeds New Muslims, Guiseley Baptist Church, Watapo (Swaheli Centre), Leeds Jewish Welfare Board, Beis Yacub. A wide variety of schools and educational establishments have attended coaching programmes or had group bookings in the past.</p>
<p><b>Are there any gaps in equality and diversity information</b>  <b>Please provide detail: N/A</b></p>
<p><b>Action required:</b></p>

<p><b>6. Wider involvement – have you involved groups of people who are most likely to be affected or interested</b></p>
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☒

Yes

☐

No

**Please provide detail:**

Public consultation started on the proposal to close the Leeds Sailing and Activity Centre on Monday 23rd November and concluded on Monday 4th January 2021. The methods used to consult included an online survey which was on the main Council website and Active Leeds website. Paper copies were also available at all of the leisure centres. There were also:

- Virtual public conversations with all key user groups and local clubs.
- Virtual public consultation meetings held between December and January 2021. 10 people attended these.
- Conversations have taken place almost weekly with the community group set up to save the centre (Save LASAC community group).
- Consultation has taken place with Leeds Beckett University, Leeds Youth Service, National Governing Bodies and Yeadon Sailing Club.
- Staff have been consulted on the proposal and feedback has been captured as part of the consultation process.
- Further consultation and conversations have also taken place with local ward members and Otley Town Council.

In addition the service has also received a number of emails, comments and direct letters on this proposal which has also fed into this process.

The online survey returned 310 responses. A full summary report of the responses is included as an appendices with some key highlights noted as follows:

- 144 individual responses
- 166 responses from groups (education, youth services, clubs, businesses)
- 240 (77%) of the respondents have indicated that closing this facility would have a negative impact on their physical activity levels and therefore physical and mental health.
- Public petition in circulation with over 3000 signatures being led by a 'save Leeds sailing and activity centre' group. Feedback and comments captured have been included as part of this consultation process.

From the open comments there are a number of key themes which include:

- Concerns raised over the loss of the only outdoor water based facility in Leeds, and opportunities for people to take part in cost effective alternative sport and physical activities, that other leisure centres are not able to provide.
- Loss of opportunities for alternative education where children learnt different skills to normal activities. Particularly for people from lower socioeconomic groups, who could not afford to take part in activities provided elsewhere.
- Alternative saving suggestions included a provision of a café on site, third party operator, investment in to alternative activities and equipment, more pay and play access times to the lake.

Brief overview of the comments from key partners:

- Leeds Beckett University (LBU) - LBU stressed it would have a huge implication for the university if LSAC closed. LBU stressed that as well as creating opportunities for students who are experienced in a sport to progress and compete at University, students also have the opportunity to try different activities. Students will often start a new sporting interest at University so they also cater for a lot of beginners. LBU stressed that the clubs

rely on access to LSAC to be able to recruit new members especially beginners as the Tarn at provides a facility where beginners can be trained in a safe environment. Without new beginners the clubs would not have enough numbers to be able to operate and the University would lose the clubs

- Leeds Youth Service - The groups/work has a positive impact on young people and provides positive support for out of school activities, and wellbeing. The Youth groups have a positive impact on young people's lives. This is needed more than ever in the current climate with the current Covid situation. The Youth Service help young people with mental health support, health relationships, self-esteem, education and training. The Youth Service is the primary provider of 3in1 services to young people, overseen by Leeds Sexual Health (Public Health) and is the only venue in the area delivering this. There is a lack of community buildings in Yeadon for alternative venues.
- Clubs (Yeadon Sailing Club, White Rose Canoe/Kayak Club and Leeds Rowing Club) – In summary the clubs felt that 2020 has been a challenging year. The clubs have no capacity to take additional work, or funds to expand or renovate club premises so they would struggle to support demand if LSAC closed. All clubs would be willing to continue the work with Leeds City Council to try and maintain the facilities an increase levels of participation.
- National Governing Bodies (British Rowing, British Canoeing, Royal Yachting Association) - LSCA is an accredited site which facilitates a varied programme of coaching awards. These opportunities within the region would be lost if LSAC closes. Governing bodies are finding that there has been an increase in people wanting to take part in water based activities because it can be accessed outside in a COVID safe environment. Unfortunately opportunities to do this safely is on the decline all Governing Bodies are willing to continue their work with Leeds to look at ways of increasing usage. Losing this facility will have a great impact opportunities for people to access and become qualified in these sports.
- 'Save LSAC' – the petition has attracted 3987 signatures to date.

**Action required:**

## 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

☒

**Age**

☐

**Carers**

☒

**Disability**

☐

**Gender reassignment**

☐

**Race**

☒

**Religion  
or Belief**

☐

**Sex (male or female)**

☐

**Sexual orientation**

☒

**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: Improving health and wellbeing**

### **Stakeholders**

☒

**Services users**

☒

**Employees**

☒

**Trade Unions**

☒

**Partners**

☐

**Members**

☐

**Suppliers**

☐

**Other please specify**

### **Potential barriers**

☒

**Built environment**

☒

**Location of premises and services**

☐

**Information  
and communication**

☐

**Customer care**

☐

**Timing**

☐

**Stereotypes and assumptions**

☐

**Cost**

☐

**Consultation and involvement**

☐

**Financial exclusion**

☐

**Employment and training**

☒

**specific barriers to the strategy, policy, services or function**

**Please specify: bespoke nature of some of the activities- unable to access these anywhere else locally (or in wider Leeds)**

### **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:**

The data suggests that LSAC usage is low and most specific protected characteristics will not be adversely impacted upon. However younger people outweigh older people in terms of usage. Other venues are providing some alternative activities locally, however capacity of these venues is likely to be low.

There are opportunities to work with other LCC service areas to ensure some activities are still able to take place and could complement, for example at Herd Farm, Lineham Farm and West Leeds Activity Centre.

There are also opportunities to work with Yeadon Sailing Club (who currently use the lake at alternative times) to explore the possibility of delivering some coached activities from their base (right next door to LSAC). There are also opportunities to signpost people to alternative outdoor club and organisation activities in and around Leeds. The biggest impact will be on the group users whether that is schools or other educational providers, however with other facilities offering some of these activities it should lessen the impact of this.

There are interested 3<sup>rd</sup> parties interesting in operating the facility which could actually enable more participation from this facility, however further discussions are required on this.

**Action required:**

Continue discussions with 3<sup>rd</sup> party to take over operation of the facility.

**8b. Negative impact:**

All forms of consultation highlighted the detrimental impact of the closing of the centre on health and wellbeing- particularly for children.

The consultation cited the negative impact on school groups particularly those with SEN and disadvantaged young people.

Specific faith, BAME and disability groups have used the centre over the past few years.

The centre is an accredited sailability (Royal Yacht Association) and paddleability (British Canoeing) centre and provides a number of activities for paddlers and sailors with a disability. LSAC also works closely with a number of Leeds (and wider West Yorkshire) disability groups and also has a disability outdoor activity club which operates weekly.

As this is the only facility of its kind in Leeds to offer water based activities this would be lost as part of the closure.

Data suggests that the activities at LSAC draw participation from across Leeds and not just the immediate locality.

<p>The impact of operating post-COVID 19 is not fully known, however there is evidence to suggest that outdoor activities, involving water or the wider environment may see a spike in popularity in the immediate future and therefore if affordable opportunities to undertake these activities are limited (by closing the centre) this will have a further detrimental impact on peoples physical health and mental wellbeing.</p> <p>There may be consequences from withdrawing the operation of the centre in terms of safety- particularly with people gaining access to the lake.</p>
<p><b>Action required:</b></p>
<p>Continue discussions with 3<sup>rd</sup> party to take over operation of the facility.</p>

<p><b>9. Will this activity promote strong and positive relationships between the groups/communities identified?</b></p>
<p> <input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> </p> <p><b>Please provide detail:</b> May provide an opportunity to signpost existing users to local clubs and organisations and may create stronger links between those and Active Leeds with some service delivery through those clubs/organisations.</p>
<p><b>Action required:</b></p> <p>Continue discussions with 3<sup>rd</sup> party to take over operation of the facility.</p>

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



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<b>11. Could this activity be perceived as benefiting one group at the expense of another?</b> (for example where your activity or decision is aimed at adults could it have an impact on children and young people)
<div><div><input checked="checked" type="checkbox"/> <b>Yes</b></div><div><input type="checkbox"/> <b>No</b></div></div> <p><b>Please provide detail:</b> There are substantially more younger people that access the courses than older people. With the vast majority being of teenage age with an average age of attendance 13 years old.</p> <p><b>Action required:</b> Signpost to additional local opportunities (Herd Farm, Otley Sailing Club etc) or look to work with additional providers to transfer over some of the school group coaching opportunities (i.e Yeadon Sailing Club). Continue discussions with 3<sup>rd</sup> party to take over operation of the facility.</p>

**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
Undertake online consultation survey	November to December 2020	Ensure all appropriate individuals and groups have opportunity to feedback on proposed changes	Natalie Curgenvan/ Steven Baker
Online face to face engagement events	December 2020 to January 2021	Ensure all appropriate individuals and groups have opportunity to feedback on proposed changes	Natalie Curgenvan/ Steven Baker
Continue discussions with 3 <sup>rd</sup> party in operating the facility.	Feb – April 2021	3 <sup>rd</sup> party agreement confirmed.	Natalie Curgenvan /Steven Baker

**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
Phil Evans	Chief Officer, Operations	
Date impact assessment completed		9/2/21

**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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: