

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: Active Leeds
Lead person: Steven Baker	Contact number: 3780293
Date of the equality, diversity, cohesion and integration impact assessment:	

1. Title: Withdrawal from Service Level Agreement to support Chippendale Pool

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

2. Members of the assessment team:

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

3. Summary of strategy, policy, service or function that was assessed:
The withdrawal from Service Level Agreement to support Chippendale Pool as part of the service reviews for saving proposals for 2021/2022

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)
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4a. Strategy, policy or plan (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"/>
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: The withdrawal from Service Level Agreement to support Chippendale Pool as part of the service reviews for saving proposals for 2021/2022	

5. Fact finding – what do we already know 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.

(priority should be given to equality, diversity, cohesion and integration related information)

An agreement is in place with Otley Prince Henry's Academy Trust for Active Leeds to operate the swimming pool to provide the facility to the local community to offer provision of primary school swimming lessons, private swimming lessons and public swimming sessions. There are around 275 children on the learn to swim programme and 13k visits to public swimming, which is a low figure in comparison to other leisure centres. The pool was originally constructed with the fundraising support of local people in the area.

There are c5.6 full time equivalent staff members at Chippindale.

If the Council withdraws from operations the closest leisure centre is Aireborough Leisure Centre. The vast majority of the programme should however be accommodated at Aireborough, although some times of sessions would need to change. (Note Programmed activity might not transfer should an arrangement with a 3rd party prove successful).

Data on users at Chippindale is very limited as for the last 2 years users have moved from Aireborough Leisure Centre to Chippindale whilst the pool has been closed. Consequently the data for standard usage at Chippindale has been affected. Junior swimming lessons and school swimming account for activity at the site and there are just over 300 adults swimming registered on the database which is very small compared to any other LCC pools. There are no disabilities or BAME user groups identified on the system-however not all members swimming will be captured on the system as they do not have to have a Leeds Card for entry so people will just pay as they go on full price, where no details are captured. Triathletes do book bespoke group sessions/lanes out and this includes para-triathletes who use the site.

When we look at the postcode data to show who uses the centre these are predominantly local postcodes in the Otley area, again worth noting this is only using the data we hold on the system.

The average travel distance to Chippindale is the lowest of all leisure centres, and through the consultation this was highlighted further by people being able to walk to the leisure centre. Aireborough is 4 miles away which is the average travel distance people will travel to other leisure centres in Leeds.

Are there any gaps in equality and diversity information

Please provide detail: N/A

Action required:

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

Yes

No

Please provide detail:

Consultation started 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, Active Leeds website and Prince Henry's website. Paper copies were also available at all of the leisure centres. Information on the consultation and how to get involved was also published on the Otley-our town Facebook which has over 10000 followers.

- Active Leeds members (Active Leeds cards, memberships and learn to swim members) were directly contacted about the consultation through social media and email.
- Virtual conversations have taken place with a number of users, including the two clubs and the local primary schools.
- Virtual public meetings were also held between December and January 2021- 14 people attended these in total.
- 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 survey itself returned 640 responses. A full summary report of the responses is included as appendix A with some key highlights noted as follows:

- 449 of those who responded access the facility on a weekly basis.
- 267 of those who responded attend the public sessions; 152 attend a club session and 93 of those attend as part of Education provision (school swimming).
- 575 (90%) respondents have indicated that losing this facility would have a negative impact on their physical activity levels.

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

- Concerns around travel in particular the costs and complexities involved in accessing another facility with limited options available if relying on public transport.
- The river wharfe runs through Otley and concerns have been raised about making sure children have access to safe water space and have the option to learn how to swim which is a lifesaving skill.
- Concerns raised that Otley is already poorly-served for sports and other community facilities and losing the pool would particularly hit the children of Otley hard.
- The population is growing in Otley with a recent development of over 500+ houses so local sports provision should be retain not removed.

- Any reduction in the available facilities will affect clubs and individual athletes negatively. Swimmers have been badly hit by the lockdown of pools for two lengthy periods this year. Local clubs are suffering already.
- Environmental impact of travelling to an alternative facility either by private vehicle or public transport, which could be detrimental to the carbon footprints in Leeds.
- Negative impact this would have on people's mental health & wellbeing and on people's activity levels.
- The Chippindale Pool is a fantastic accessible facility serving the community of Otley and should be maintained for public health and well-being purposes.

Further open comments have been captured from the public consultation groups and through emails and telephone conversations. In addition to the above themes the following has also been captured:

- The impact of traveling, in a congested area, further is additional barriers to keep active.
- Closure of the pool would impact mental health and it would mean not being able to socialise with the local community.
- Improved marketing and profile of the site. A lot of people are not aware of the facility so raising the profile would increase usage.

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

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

Potential barriers

<input type="checkbox"/>	Built environment	<input checked="" type="checkbox"/>	Location of premises and services
<input type="checkbox"/>	Information and communication	<input type="checkbox"/>	Customer care
<input type="checkbox"/>	Timing	<input type="checkbox"/>	Stereotypes and assumptions
<input type="checkbox"/>	Cost	<input type="checkbox"/>	Consultation and involvement
<input type="checkbox"/>	Financial exclusion	<input type="checkbox"/>	Employment and training
<input checked="" type="checkbox"/>	specific barriers to the strategy, policy, services or function		

Please specify: Additional travel considerations for local people to get to the next nearest swimming pool- Aireborough.

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:

According to the data usage, there are no protected characteristics that will be disproportionately affected by the closure. In terms of swimming pool usage all users will be able to be accommodated in Aireborough if the talks are not successful with another provider taking over the agreement.

There is already a strong connection with Aireborough Leisure Centre and from the customer data people that use Chippendale also use Aireborough for activities. It would be possible to keep the vast majority of people on swimming lessons and public swimming by accommodating them at Aireborough Leisure Centre. As Chippendale has been closed during the pandemic, users from Chippendale have been using Aireborough already and

have commented on how good the facility is after the renovation.
Action required:
Carry on discussions with 3 rd Party to minimise the impact of removing the service from the public.

8b. Negative impact:
<p>Distance to travel to Aireborough, the next nearest swimming pool, especially for those without the means to do so (lack of car and easily accessible bus route).</p> <p>Additional transport cost for schools to Aireborough or Holt Park, currently 4 of the 6 schools walk to Chippendale for their school swimming lessons.</p> <p>The negative impact on the health and wellbeing of local people, particularly mental health, has been cited in the survey undertaken.</p> <p>The impact on local children learning a life skill- swimming.</p> <p>In summary there are some real concerns about the withdrawal of this facility with a real concern on the lack of leisure/sport facilities in this locality for people to stay active. Transport is one of the biggest concerns for all users especially if people have to rely on public transport to access other swimming pool facilities. This was also a real concern for the primary schools who currently access this site because some of these schools walk to the facility. The site is also used by a number of para athletes who swim as part of the triathlon club and the feedback on this site is it is a very accessible, friendly and inclusive facility.</p>
Action required:
Carry on discussions with 3 rd Party to minimise the impact of removing the service from the public.

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide detail: Yes if a local third party provider took this on- exploration with third

parties continues at this stage.

Action required: Carry on discussions with 3rd Party to minimise the impact of removing the service from the public.

10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)

Yes **No**

Please provide detail: Chippindale pool is sited at Otley Prince Henry's Academy Trust.

Action required: N/A

11. Could this activity be perceived as benefiting one group at the expense of another? (for example where your activity or decision is aimed at adults could it have an impact on children and young people)

Yes **No**

Please provide detail: Usage is mixed in terms of age groups.

Action required: N/A

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, with paper copies also available in leisure centres, customer hubs and libraries.	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
Carry on discussions with 3 rd Party to minimise the impact of removing the service from the public.	February to April 2021	3 rd Party agreement in place with the school.	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 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: