

Appendix 4

Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA)

Name of service change:

Draft Indoor Leisure Facilities Strategy for Shropshire, 2018 to 2023

Contextual Notes 2016

The What and the Why:

The Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA) approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, e.g. Age. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

The How:

The guidance and the evidence template are combined into one document for ease of access and usage, including questions that set out to act as useful prompts to service areas at each stage. The assessment comprises two parts: a screening part, and a full report part.

Screening (Part One) enables energies to be focussed on the service changes for which there are potentially important equalities and human rights implications. If screening indicates that the impact is likely to be positive overall, or is likely to have a medium or low negative or positive impact on certain groups of people, a full report is not required. Energies should instead focus on review and monitoring and ongoing evidence collection, enabling incremental improvements and adjustments that will lead to overall positive impacts for all groups in Shropshire.

A **full report (Part Two)** needs to be carried out where screening indicates that there are considered to be or likely to be significant negative impacts for certain groups of people, and/or

where there are human rights implications. Where there is some uncertainty as to what decision to reach based on the evidence available, a full report is recommended, as it enables more evidence to be collected that will help the service area to reach an informed opinion.

Shropshire Council Part 1 ESIIA: initial screening and assessment

Please note: prompt questions and guidance within boxes are in italics. You are welcome to type over them when completing this form. Please extend the boxes if you need more space for your commentary.

Name of service change

Shropshire Council Indoor Leisure Facilities Strategy, 2018 – 2023

Version 1, March 2017 [in support of the second consultation on the Strategy]

Version 2, 06 June 2017 [updated following the second consultation on the Strategy]

Aims of the service change and description

Shropshire Council completed its first Indoor Leisure Facilities Strategy in 2009, principally to guide future investment in its leisure facilities.

Since this Strategy was originally written, the pressure to support a sustainable, affordable and future proofed leisure facility “offer” has increased, in the context of severe pressures on the public finances.

The provision of indoor leisure facilities forms part of a range of opportunities to the public that set out to increase sustained participation in physical activity. Participation in physical activity and sport raise aspirations, support health improvements, tackle inequality, grow the economy, create more jobs and underpin the continued social, physical and economic regeneration of neighbourhoods.

The Strategy seeks to clarify the role of the Council as a commissioner, partner and/or enabler of leisure facility provision. Shropshire Council’s role will be to create the context that enables leisure facilities to impact positively on the lives of the people of Shropshire. The Council will have a facilitating and enabling role working in partnership with a range of potential providers. Above all, local communities and people will make leisure facilities sustainable and successful.

The Strategy’s vision is that the provision of indoor leisure facilities will support a wider vision in which “Shropshire will be a county where healthier, active lifestyles are encouraged, supported and facilitated for everyone”.

The key objectives of the Strategy review are to:

- Analyse the supply and demand of facilities and to identify gaps in provision and opportunities for improved facility provision.
- Ensure that the delivery of indoor leisure provision is undertaken with full reference to relevant strategic and local influences including well-being considerations and financial constraints.
- Clarify the role of the Council as commissioner, partner and/or enabler of indoor leisure facility provision.
- Confirm an approach for Council support for the future provision of indoor leisure facilities.
- Maximise engagement with key stakeholders.

The Strategy does not make recommendations for the many leisure facilities that are run independently of Shropshire Council, although it is recognised that they will continue to make a significant contribution to providing opportunities for residents to take part in leisure and sporting pursuits.

In delivering the Strategy, we recognise two important considerations:

- It will take time to develop and nurture. Time will be needed to develop collaborative

community working, to up-skill the local community workforce and to widen the market of leisure providers.

- Each community / town is different and whilst there are some common issues, a one-size fits all approach is unlikely to work.

In summary the Strategy sets out a hierarchy of provision to meet the needs of Shropshire residents.

The hierarchy of leisure facility provision provides a framework for future Council investment and support, rather than a list of all community accessible indoor leisure facilities. Fundamentally leisure facility provision in Shropshire, notwithstanding the rurality of the county, will continue to be defined going forward by local mixed and varied provision including village halls, high street gym fitness providers, schools, community and civic centres, etc. The hierarchy does not set out to close any existing leisure facility with public access, but it does recognise that the Council will need to prioritise where it provides financial support.

Hierarchy of Leisure Facilities provision

Leisure Facility Provision	
Tier 1 Leisure Hubs (urban centres and larger market towns)	<p>Currently supported by Shropshire Council:</p> <ul style="list-style-type: none"> • Shrewsbury - Quarry Swimming & Fitness Centre and Shrewsbury Sports Village¹ • Oswestry - Oswestry Leisure Centre • Ludlow - South Shropshire Leisure Centre • Bridgnorth - Bridgnorth Leisure Centre • Market Drayton - Market Drayton Swimming Centre • Bishops Castle - SpArC
	<p>Other significant community facilities, not supported by Shropshire Council, also contribute significantly to local provision including:</p> <ul style="list-style-type: none"> • Shrewsbury – London Road and Roman Road • Bridgnorth – Oldbury Wells School • Market Drayton – The Grove School and The Maurice Chandler Centre
	<ul style="list-style-type: none"> • “Multi facility leisure hubs” within main population areas (existing and planned growth), serving significant urban and rural catchments • Provide access to 93% of the Shropshire population within a 25-minute drive time • “Destinations” that provides a wide range of activities (either at the same venue or via a network of linked venues). Minimum of strategic sized [ie.3 badminton courts +] sports halls, swimming facilities, fitness provision and other complementary activities, e.g. outdoor facilities, arts and entertainment, etc. • Recreational, school, competition and club use

¹ Note that, based on a detailed assessment of the options and affordability issues, the Council’s preferred location for improved swimming provision in Shrewsbury is at the Shrewsbury Sports Village. However, potentially interested organisations have been given until the 27th October 2017 to submit Full Business Cases to retain swimming provision at the existing Quarry site or other town centre location. Detailed Terms of Reference, 31 October 2016, describe the process to be followed, the evaluation criteria and the evaluation methodology. A decision will be taken by Cabinet on the final location. Reference: Cabinet report, 28th September 2016
For further information visit: <http://www.shropshire.gov.uk/swimming-provision-in-shrewsbury/>

	<ul style="list-style-type: none"> • Conveniently located multifunctional spaces, gateways to a range of services, co-location of partner services • Proactive approach to supporting outreach community activity within the surrounding catchment • Focuses for support for local community leisure centres 	
	<ul style="list-style-type: none"> • Fully staffed • Managed by third parties • Ongoing revenue funding support with the aim to be profitable with no public subsidy required over an agreed timeframe • Opportunity for Community Asset Transfers to suitable local groups in support of social, economic or environmental benefit, dependent on local circumstances. 	
Tier 2 Community Leisure Centres (smaller market towns)	<p>Currently supported by Shropshire Council:</p> <ul style="list-style-type: none"> • Church Stretton – Church Stretton Leisure Centre • Whitchurch – Whitchurch Swimming Centre and Whitchurch Leisure Centre • Cleobury Mortimer – Cleobury Mortimer Sports & Fitness Centre • Ellesmere - Lakelands Sports Centre 	
	<p>Other community facilities, not supported by Shropshire Council, also contribute to local provision including:</p> <ul style="list-style-type: none"> • Ellesmere – Ellesmere Swimming Centre and Ellesmere College Sports Facilities 	
	<ul style="list-style-type: none"> • Flexible provision that responds to local circumstances • Provides access (including the Leisure Hubs) to 89% of the population within a 20-minute drive time • Minimum of sports halls and fitness provision and other complementary activities, including swimming, where appropriate • Recreational, school and club use 	
	<ul style="list-style-type: none"> • Flexible staffing, volunteer staffing where appropriate • Flexible opening hours and activity programmes responding to local community circumstances and site location. • Managed by local community organisations, for example schools, independent operators, community organisations, etc. within community access agreements where appropriate • Maximum of five year time-limited tapered revenue support linked to a plan to achieve sustainable and cost neutral provision (to the Council) by the end of 2022/23 • Maximum of five year time-limited tapered revenue support • Opportunity for Community Asset Transfers to suitable local groups in support of social, economic or environmental benefit, dependent on local circumstances • Potential closure as last resort in the event of no sustainable alternative management options. Would be subject to separate consultations and a Cabinet decision. 	

Tier 3 Community Leisure Centres (smaller market towns)	Currently supported by Shropshire Council: <ul style="list-style-type: none"> • Much Wenlock Leisure Centre • Roman Road Sports Centre, Shrewsbury • Idsall Sports Centre, Shifnal • Wem Swimming & Lifestyle Centre • Severn Centre, Highley • Craven Arms Community Centre
	Independently managed and operated community leisure facilities
	<ul style="list-style-type: none"> • Reflect local circumstances • No financial support from Shropshire Council beyond the period of the existing Shropshire Council Medium Term Financial Strategy i.e. to the end of 2018/19². It is recognised that individual negotiations will need to take place to achieve satisfactory outcomes to all parties • Professional advice and guidance where appropriate

Based on our assessment of need the Council considers that it can best meet the recreational and sporting needs of Shropshire residents by supporting:

- Six Tier 1 **Leisure Hubs** – “destination” facilities within Shropshire’s larger market towns that provide a wide range of facilities and leisure opportunities
- Four Tier 2 **Community Leisure Centres** – “local” facilities within smaller towns and settlements potentially providing a more limited range of leisure opportunities

89% of Shropshire residents will be able to access leisure facilities within one of these ten locations within a 20-minute drive time. In setting this out we recognise that the way that people access leisure provision is much more complicated than this simple analysis suggests, for example, not everyone has access to a car, and that public and community transport options in rural areas while available are more limited. We also recognise that residents have access to leisure facilities in neighbouring authority areas that there are many other options available to residents including private discount gyms, health spas, community halls, school community facilities, etc.

In setting out this approach, we also recognise that the provision of a leisure facility is not simply a question of proximity but also of accessibility, availability and quality.

In developing different levels of provision we have worked on the basis that, as far as possible, all Shropshire residents should have reasonable access, as a minimum, to:

- Sports Halls - badminton, indoor football, basketball, cricket, netball, volleyball, etc.
- Swimming Pools – recreational, learn to swim, clubs, etc.
- Health and Fitness - Work outs and activities

It is expected that all leisure facilities supported by Shropshire Council should provide, in the context of local circumstances, a balance between:

- Casual bookings
- Pay and play activities
- Programmed courses and activities e.g. Learn to Swim, Exercise Referrals, etc.
- Club use - It is important to highlight the role that local clubs play in each activity programme and their contribution to supporting active communities. Programmes should include

² Note that a different approach is proposed for the Severn Centre, Highley, which is subject to a funding agreement that encompasses a range of community services of which leisure provision is just one component,

appropriate provision of coached sessions, and co-ordination and links with sports development programmes elsewhere in the area.

- Activities for young children – Both formal day time school use and holiday, weekend and evening activities for young people
- Events and competitions

With regards to pricing, the Council expects that the operators of these leisure facilities will provide a comprehensive concessionary pricing regime to support participation amongst the vulnerable and disadvantaged.

The Council will work with a broad range of interested parties to develop a co-ordinated and jointly owned five-year implementation plan within the context set out in the Strategy and the Council's financial position, and informed by responses to previous public consultations.

The Strategy sets out the Council's preferred course of action, but the ability of the Council to support leisure facilities beyond 2018/19 will be determined in due course as the Council's medium term financial position becomes more clearly defined. Any proposals for significant investment and / or decommissioning will be brought back to Cabinet with further individual Equality and Social Inclusion Impact Assessments. These assessments will consider the potential impact for people in, for example, the groupings of Disability, Gender Reassignment, Race, Gender, and Religion and Belief. Points to consider will include considerations about programming, changing room provision, physical layout, etc.

Note: The Quarry Swimming and Fitness Centre (QS&FC)

The QS&FC in Shrewsbury is a well-used pool that has been in operation for over 100 years. Since 2014 the Council has been developing options for sustaining future swimming provision in Shrewsbury, and as part of this process has gathered a large amount of evidence, intelligence and customer insights.

The Council's preferred location for improved swimming provision in Shrewsbury is at the Shrewsbury Sports Village. However, potentially interested organisations have been given until the 27th October 2017 to submit business cases to retain swimming provision at the existing QS&FC or other town centre location. Following a thorough evaluation of the different options a decision will be taken by Cabinet on the final location. Cabinet report, 28th September 2016

For further information visit: <http://www.shropshire.gov.uk/swimming-provision-in-shrewsbury/>

Intended audiences and target groups for the service change

The intended audience for the Indoor Leisure Facilities Strategy is everyone who lives in, works in or visits Shropshire and therefore all groupings within the community, as well as those who serve them. By this we mean the Council, town and parish councils, the wider business sector, the voluntary and community sector, the health and social care sector, and organisations and bodies involved in leisure service provision.

Indoor leisure facilities will continue to provide a "universal" offer from which no one is excluded. However, we also anticipate that the activities provided within our leisure facilities will support (1) the needs of both ends of the age spectrum, young and older people, and (2) people who live within disadvantaged communities.

The Strategy will be underpinned by three core principles:

- The creation of a high quality and sustainable indoor sports facility mix, which provides **accessible and inclusive activities** for all Shropshire residents leading to increased participation and active lifestyles, thereby meeting community need.

- The importance of leisure facilities as **relevant community spaces**, accessible to all and offering opportunities for the delivery of a wide range of activities, services, support and entertainment to local communities and people.
- A commitment to work with a wide range of **partner organisations and individuals as co-creators and co-deliverers*** of leisure facilities so that they best reflect the differing needs of local communities.

* including existing leisure operators (independent trusts, schools), Town / Parish Councils, voluntary sector, etc.

Evidence used for screening of the service change

The Council commissioned a detailed and comprehensive Needs Assessment from independent expert leisure consultants, Strategic Leisure Ltd., in 2016. This provides a wide range of evidence in support of making conclusions on the future shape of leisure facility provision and on where Council support is best directed.

This assessment, along with responses received on the initial draft Indoor Sports Facilities Strategy in 2016, suggest that the future design of indoor leisure facilities should be based on four key considerations:

1. Usage of the facilities
2. Population including population density and its demographic make up
3. Deprivation
4. Accessibility

(1) Indoor leisure facilities usage and trends

It is difficult to interpret the past usage figures described in Table 2 beyond a general comment that the usage of leisure facilities in Shropshire remains relatively static overall although the larger “destination” facilities managed by the Shropshire Community Leisure Trust have shown a year on year increase.

While nationally participation in swimming has declined it remains the single largest participation activity. The continuing growth of high street discount gyms suggests the ongoing growth potential for health and fitness.

(2) Population

(a) Population Density

Unsurprisingly this analysis confirms the sparsely populated nature of much of Shropshire. A strictly pragmatic approach would place all indoor leisure facility provision within the areas of main population - Shrewsbury, Oswestry, Market Drayton, Whitchurch, Bridgnorth and Ludlow – but this fails to recognise issues of accessibility and convenience to isolated and dispersed communities.

Indoor leisure facilities will continue to provide a “universal” offer from which no one is excluded. However, we also anticipate that the activities provided within our leisure facilities will support (1) the needs of both ends of the age spectrum, young and older people, and (2) people who live within disadvantaged communities. This is considered further below.

(b) Population density of over 55s and 65s

We recognise that traditional activities provided within leisure facilities may not always appeal to the recreational and health motivations of older people, and that they need to be considered as part of a range of opportunities that increase physical activity levels.

According to the 2011 Census, a larger percentage of Shropshire’s population was aged 55+ (34.55%) compared to the West Midlands (28.58%) and England (27.97%). Above average numbers of over 55s lived in built-up areas such as Church Stretton (50.92%), Much Wenlock (47.26%), Bishop’s Castle (40.83%), Bayston Hill (39.67%), Ludlow (38.88%), Albrighton (38.87%), Bridgnorth (36.75%), Wem (35.66%), Ellesmere (34.89%) and Craven Arms (34.61%).

(c) Population of 0-4 and 5-14 year olds

Using physical activity to raise the aspirations and to support health improvements in young children and young adults is an important aim of this Strategy. Requirements for high quality physical education are embedded within the National Curriculum including instruction in swimming and water safety. Access for schools to swimming lesson is an important consideration.

Leisure facilities additionally form part of a much wider mix of outdoor and indoor facilities, many of them community based, that provide for the needs of young people.

Whilst in the 2011 Census 5.13% of Shropshire's population was aged 0 to 4, built-up areas with a larger percentage of very young people included Market Drayton (6.71%), Whitchurch (6.22%), Oswestry (5.92%) and Shrewsbury (5.84%).

Leisure facilities within the main market towns generally have the potential to meet the needs of 5 to 14 year olds (10.96% of population of Shropshire), but there are also concentrations of school age children within smaller built-up and rural areas.

(3) Deprivation

Our leisure facilities will be part of a range of opportunities that increase physical activity levels, and use physical activity and sport to raise aspirations, support health improvements, tackle inequality, grow the economy, create more jobs and underpin the continued social, physical and economic regeneration of neighbourhoods.

(a) Overall deprivation

Whilst the Local Authority is one of the least deprived in England, an analysis of small-area geographies indicates that there is a more complex picture of deprivation at the local level.

Two leisure facilities are located in areas that fall within the overall top 30% of the most deprived areas in England (Shrewsbury Sports Village and Oswestry Leisure Centre). A further two Leisure Hubs (Quarry Swimming and Fitness Centre, Shrewsbury and Bishops Castle, SpArC) are located in areas falling within the top 50% most deprived LSOAs in England.

(b) Health Deprivation and Disability

Shropshire is also one of the least deprived upper-tier authorities in England for Health Deprivation and Disability.

Leisure facilities in Shrewsbury (Shrewsbury Sports Village and Quarry Swimming and Fitness Centre), Oswestry (Oswestry Leisure Centre) and Ludlow (South Shropshire Leisure Centre) are located in areas that are ranked within the top 50% of the most health deprived areas in England.

(c) Barriers to Housing and Services

When Barriers to Housing and Services (a "proxy" for rural deprivation) is considered, Shropshire is within the more deprived half of upper-tier Local Authorities in England (62nd out of 152).

Leisure facilities near Market Drayton (The Maurice Chandler Sports Centre) and in Bishops Castle (SpArc) are both located in areas that are ranked within the 10% most deprived areas in England. The leisure facilities within Bridgnorth (Oldbury Wells School Hall) is located within an area ranked within the 40% most deprived areas in England. Otherwise leisure facilities in the main market towns – Ludlow, Oswestry and Shrewsbury - are located in areas that are ranked in less deprived half of areas in England.

One consequence of Shropshire's rurality is that leisure facilities within rural communities will always struggle to attract sufficient usage to support self-sustaining businesses. Potential local authority supported and facilitated provision must be a balance between providing reasonable accessibility and the size of potential catchments.

(4) Accessibility

In designing future indoor leisure facility provision we ideally want to provide residents with:

- Access to sports halls, swimming and fitness within a 20-minute drive time³ of where they live.
- Access to “destination leisure facilities”, places that offer additional facilities and the potential for regional events within a 25-minute drive time of where they live.

In applying this approach, we recognise that people’s actual pattern of usage of leisure facilities is more complicated than this simple analysis suggests. For example, not everyone has access to their own transport, public transport options are limited in rural areas, some people will combine leisure usage with work, some residents will access leisure facilities in neighbouring authority areas, alternative accessible facilities may exist within local communities, etc. However, the strategy sets out to adopt an approach that, as best as possible, enables the greatest amount of access to leisure centres to the population as possible, notwithstanding that because of the rural nature of the county it will be impossible to ensure full 100% coverage.

Specific consultation and engagement with intended audiences and target groups for the service change

Key stakeholder contributions have been provided by Energize the County Sports Partnership, Sport England and Telford & Wrekin Council.

A public consultation was undertaken on a draft Strategy between 29th July and 30 September 2016. 90 individual responses were received and 13 formal responses were received from various organisations. 5 Shropshire Council members also responded. Respondents were weighted towards Church Stretton and Bishops Castle reflect relatively high profile local concern at the future of facilities within these towns.

Significant changes were made to the Strategy following the first consultation and in particular a detailed proposed hierarchy of leisure facility provision was developed.

A further public consultation was carried out on a revised draft Strategy between 20th March and 8th May 2017. 119 responses and eight stakeholder responses were received. Responses were again heavily skewed towards Bishops Castle and to a lesser extent Church Stretton. 70% of respondents agreed with the vision, principles and aims and 56% with the proposed minimum leisure facility provision set out within the Strategy.

87% of respondents use a leisure facility at least once a week, while only 6.7% of respondents do not use leisure facilities at all.

73% of respondents use leisure facilities for swimming, 54% for health and fitness and 30% for badminton, indoor football, etc.

We have below reviewed the main themes emerging from the second public consultation and provided a Council response.

Theme	Council response
Reclassify Church Stretton Leisure Centre as a Leisure Hub	Church Stretton is 27 minutes’ drive time from Shrewsbury, which explains why this location is identified as a “Community Leisure Centre within a hierarchy of leisure facility provision. Council funding will be provided on a tapered basis for the next five years.

³ Sport England use a 20-minute drive time catchment in the Facilities Planning Model tool which is based on observed behaviour through benchmarking work.

	<p>We recognise that it meets some of the “criteria” for a Leisure Hub, but it otherwise falls short of being a “destination” location. Local residents will be able to access regional competitions and more varied provision within Shrewsbury while continuing to be able to access local provision.</p>
<p>Should be supporting leisure facility provision within the Shifnal / Albrighton area</p>	<p>Our mapping work shows that residents of Shifnal will be able to access existing provision within Telford, Madeley and Bridgnorth all within 20 minutes. However, although Idsall Sports Centre is not identified as a Tier 2 Community Leisure Centre the Council will be working hard with the school and other partners to ensure long term community access.</p> <p>The Council does not support any indoor leisure provision within Albrighton. We do recognise that in the event of the closure of Idsall Sports Centre (13 minutes’ drive time) residents will not have any access to any local provision either in Shropshire or across the border.</p>
<p>Provision in Wem should be identified as either a Leisure Hub or a Community Leisure Centre</p>	<p>Our mapping work shows that in the event of Wem Swimming & Lifestyle Centre closing residents will be able to access provision within Whitchurch within an 18-minute drive time. However, the Council is aware of the support of the Town Council for the trustees of the independently run Swimming Centre and of their plans to invest in improved provision; we are confident that provision will continue to serve the needs of the local community without the need of long term support from Shropshire Council.</p>
<p>Clarification of five-year implementation plan, specific levels of revenue support and capital investment and availability of council officer support</p>	<p>Once the Strategy is approved it is the Council’s intention to work with a broad range of interested parties to develop a co-ordinated and jointly owned five-year implementation plan within the context set out in the Strategy and the Council’s financial position. We feel that joint production of the plan will give it a better chance of being successfully delivered by all parties.</p> <p>The Strategy sets out the Council’s proposed support for leisure facility provision within different time periods for different groupings. However, the Council also recognises that revenue support to existing leisure facilities currently supported by the Council is subject to a range of existing operating agreements; and that following the end of these agreements individual bespoke discussion will be required within the context of the objectives of all parties.</p> <p>The Council also recognises that long term solutions for future provision may require some initial investment both to rectify existing building problems and to support future commercial opportunities. We will seek to adopt an “invest to save approach and to access external investment and the Council’s capital programme where appropriate.</p> <p>The Council recognises the need to provide “professional support” to “community organisations considering taking on more local “responsibility” for provision. The Leisure Services Manager will act as the first point of contact.</p>
<p>Should be emphasising the positive community health, social and economic wellbeing</p>	<p>The Council recognises this significant point and has developed the Strategy within the context of the provision of a range of opportunities that increase physical activity levels, and use physical activity and sport to raise aspirations, support health improvements, tackle inequality in communities, grow the economy, create more jobs and underpin the</p>

<p>opportunities supported by leisure provision</p>	<p>continued social, physical and economic regeneration of neighbourhoods.</p> <p>The Council also recognises that the active involvement of public and stakeholder bodies who benefit from leisure facility provision should be actively sought in the development of a detailed five-year implementation plan,</p>
<p>Facilities should be more local than 20-minute car drive</p>	<p>The Council recognises that in an ideal world every community and resident would have access to local leisure facility provision. However, local authority support provision is relatively expensive and the ongoing pressure on public finances make it impossible to provide and sustain a comprehensive offer.</p> <p>The Council recognises that it does not have to do everything, and that residents have access to leisure facilities in neighbouring authority areas and that there are many other options available to residents within their communities including private discount gyms, health spas, community halls, school community facilities, etc.,</p> <p>The Council also recognises that, in the context of physical activity, leisure facilities do not appeal to everyone and that many people choose to exercise in other ways.</p>
<p>Need to understand the needs of rural communities with respect to lack of alternatives, transport and cost</p>	<p>The Strategy recognises the rural nature of Shropshire and picks this up within a detailed Equality and Social Inclusion Impact Assessment (ESIIA).</p> <p>The Strategy recognises that the way that people access leisure provision is much more complicated than this simple analysis suggests, for example, not everyone has access to a car, and public and community transport options, while available are more limited in rural areas. For a list of available community transport options in Shropshire visit: https://travelshropshire.co.uk/bus/community-transport.aspx</p>
<p>Have you consulted with users and will they be willing to travel 20 minutes both ways?</p>	<p>Over 90% of respondents to the consultation used leisure facilities, with 87% using them more than once a week.</p> <p>The development of specific proposal for individual facilities will need to be subject to separate consultation within the context of the development of an ESIIA.</p>

Following the second consultation, we have confirmed three groupings (tiers) within the hierarchy of provision. A number of individual points will be picked up within the context of the development of a detailed implementation plan.

Potential impact on Protected Characteristic groups and on social inclusion

Using the results of evidence gathering and specific consultation and engagement, please consider how the service change as proposed may affect people within the nine Protected Characteristic groups and people at risk of social exclusion.

1. Have the intended audiences and target groups been consulted about:
 - their current needs and aspirations and what is important to them;
 - the potential impact of this service change on them, whether positive or negative, intended or unintended;
 - the potential barriers they may face.
2. If the intended audience and target groups have not been consulted directly, have their representatives or people with specialist knowledge been consulted, or has research been explored?
3. Have other stakeholder groups and secondary groups, for example carers of service users, been explored in terms of potential unintended impacts?
4. Are there systems set up to:
 - monitor the impact, positive or negative, intended or intended, for different groups;
 - enable open feedback and suggestions from a variety of audiences through a variety of methods.
5. Are there any Human Rights implications? For example, is there a breach of one or more of the human rights of an individual or group?
6. Will the service change as proposed have a positive or negative impact on:
 - fostering good relations?
 - social inclusion?

Initial assessment for each group

Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column. Please add any extra notes that you think might be helpful for readers.

Protected Characteristic groups and other groups in Shropshire	High negative impact <i>Part Two ESIIA required</i>	High positive impact <i>Part One ESIIA required</i>	Medium positive or negative impact <i>Part One ESIIA required</i>	Low positive or negative impact <i>Part One ESIIA required</i>
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg young person with disability)			Some potential negative impact across all age spectrums in some parts of Shropshire, where residents are potentially further distance from accessible community facilities.	
Disability (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)				The Strategy recommends a proactive approach to investment in the creation of “fit for purpose” leisure facilities that provide accessible and inclusive spaces.
Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				It is recognised that any review of facilities, including the creation of new or improved facilities, will need to consider the configuration of changing facilities for this group, providing greater privacy. Programming flexibility could also usefully look at bespoke activity sessions

<p>Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)</p>				N/A
<p>Pregnancy and Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>				Very few leisure facilities provide child care opportunities, which may prevent parents from accessing provision
<p>Race (please include: ethnicity, nationality, culture, language, gypsy, traveller)</p>				It is recognised that any review of individual facilities, including the creation of new or improved facilities, will usefully need to consider the configuration of changing facilities for this group, providing greater privacy. Programming flexibility could also usefully look at bespoke activity sessions
<p>Religion and belief (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)</p>				It is recognised that any review of individual facilities, including the creation of new or improved facilities, will usefully need to consider configuration of changing facilities for this group, providing greater privacy. Programming flexibility could also usefully look at bespoke activity sessions
<p>Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>				It is recognised that any review of individual facilities, including the creation of new or improved facilities, will usefully need to consider configuration of changing facilities for this group, providing greater privacy. Programming flexibility could also usefully look at bespoke activity sessions
<p>Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)</p>				N/A
<p>Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people you consider to be vulnerable)</p>			Rurality and lack of access to a car and / or public transport may prevent some residents from accessing leisure facilities, as may the financial costs for residents in low income households.	

			<p>The Strategy sets out a Council supported offer based on providing access to 96% of residents within a 20 minute drive time of a facility.</p> <p>However, it is important to note that provision in Shropshire will continue to be defined going forward by local mixed and varied opportunities including village halls, high street gym fitness providers, schools, community and civic centres, etc.</p>	
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Guidance on what a negative impact might look like

High Negative	Significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available: urgent need for consultation with customers, general public, workforce
Medium Negative	Some potential impact, some mitigating measures in place but no evidence available how effective they are: would be beneficial to consult with customers, general public, workforce
Low Negative	Almost bordering on non-relevance to the ESIIA process (heavily legislation led, very little discretion can be exercised, limited public facing aspect, national policy affecting degree of local impact possible)

Decision, review and monitoring

Decision	Yes	No
Part One ESIIA Only?	√	
Proceed to Part Two Full Report?		√

If Part One, please now use the boxes below and sign off at the foot of the page. If Part Two, please move on to the full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change
Potentially restricting direct Council financial support for leisure facilities to a limited number of locations has the potential to have a negative impact on participation with resultant negative effects on individual health and wellbeing outcomes.

However, it is not the Council's intention for any existing leisure facilities that provides community access to close. Rather the Council, through its role as an enabler and facilitator, is seeking to support the development of locally supported community focused facilities. Our approach is based on a belief that it is local communities and people that must make leisure facilities sustainable and successful. It is noteworthy that since 2009, when the Council directly managed or financially supported the management of 24 leisure facilities no facilities have closed to general public use, although in some cases use is restricted.

As the Council continues to move to develop sustainable local management arrangements we will seek opportunities for one off investment and tapered revenue support. The Council will continue to invest through its staff and experts, where appropriate, in supporting the development of new sustainable ways of managing local provision.

There will be ongoing efforts made to engage with people in the Protected Characteristic groupings, particularly where low levels of responses to public consultation have been received to date. Any review of individual facilities, including the creation of new or improved facilities, will consider configuration of changing facilities for groupings of Gender Reassignment, Race, Religion and Belief, and Sex, for providing greater privacy. Programming flexibility could also usefully look at bespoke activity sessions. Engagement with people in these Protected Characteristics groupings will be therefore be actively welcomed and sought.

Public consultation identified continuing concern from members of the public about provision that recognises rurality issues in particular, with specific comment on the need to understand the needs of rural communities with respect to lack of alternatives, transport and cost. Social inclusion issues including rural access will be an area of focus in developing the implementation plan for the Strategy, alongside consideration of the demographics including ageing population.

Actions to review and monitor the impact of the service change

The Strategy once confirmed will be supported by a detailed five-year implementation plan to cover the period 2018/19 to 2022/23, which will be reviewed in the context of the Council's financial position. Any proposals for the decommissioning of leisure facilities will be brought back to Cabinet for determination supported by individual Equality and Social Inclusion Impact Assessments where appropriate.

The equalities impact of the service change will be monitored through the collection of comprehensive usage data etc., and ongoing efforts will be made to encourage participation by people in the Protected Characteristic groupings, particularly where low levels of responses to public consultation have been received to date.

Usage of indoor leisure facility provision will be monitored and kept under review. However, the focus will change to reflect a broad range of metrics that reflect the varied usage of spaces and services and the co-creation and delivery of new management arrangements.

The potential impact of the on-going redesign of indoor leisure facilities will continue to be reviewed and monitored, including in the context of the council's statutory duties under the [Equality Act 2010](#) and [section 149: Public Sector Equality Duty](#) in shaping policy, in delivering services, and in relation to their own employees.

Alongside this the Council will continue to look at best practice elsewhere, encourage comments and ideas from local residents and actively encourage the participation of local community groups in the development of alternative approaches for delivering indoor leisure facilities.

The Strategy, its delivery and review, is set in the context of Shropshire Council's three high-level outcomes and Performance Management Framework:

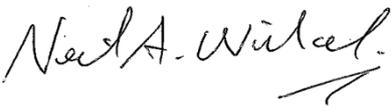
- Healthy people
- Resilient communities
- Prosperous economy

Our ambition is to add value to the physical activity levels, health wellbeing and sporting excellence of the people of Shropshire.

Specifically, we aim to have:

- Fit for purpose and relevant leisure centres that lie at the heart of their communities.
- A better understanding of the needs and aspirations of the people of Shropshire.
- Enabled local people, communities and partner organisations to be more involved with service creation and delivery.
- A vibrant mixed economy of leisure facilities, delivered efficiently based on the needs and aspirations of the people of Shropshire.
- Raised physical activity levels amongst all sections of the community and improved the health and wellbeing of Shropshire residents
- A skilled and qualified workforce with a strong voluntary basis
- Understood, and be able to demonstrate, the value and impact of indoor leisure facilities.

Scrutiny at Part One screening stage

People involved	Signatures	Date
Lead officer carrying out the screening Neil Willcox Locality Commissioning Manager		06 June 2017
Any internal support*		
Any external support** Mrs Lois Dale Rurality and Equalities Specialist		05 June 2017
Head of service		

*This refers to other officers within the service area

**This refers either to support external to the service but within the Council, eg from the Rurality and Equalities Specialist, or support external to the Council, eg from a peer authority

Sign off at Part One screening stage

Name	Signatures	Date
Lead officer's name		
Head of service's name		

Peter Davis Leisure Services Manager	<i>Peter Davis</i>	06 June 2017
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