

**Shropshire Council**  
**Equality, Social Inclusion and Health Impact Assessment (ESHIA)**  
**Stage One Screening Record 2024**

**A. Summary Sheet on Accountability and Actions**

<b>Name of proposed service change</b>
Shrewsbury Sports Village Transformation

<b>Name of the officer carrying out the screening</b>
Peter Gilbertson Senior Project Management Officer - Property Services Group

<b>Decision, review, and monitoring</b>
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<b>Decision</b>	<b>Yes</b>	<b>No</b>
Initial (Stage One) ESHIA Only?	X	
Proceed to Stage Two Full ESHIA or HIA (part two) Report?		X

*If completion of a Stage One screening assessment is an appropriate and proportionate action at this stage, please use the boxes above, and complete both part A and part B of of this template. If a Full or Stage Two report is required, please move on to full report stage once you have completed this initial screening assessment as a record of the considerations which you have given to this matter.*

<b>Actions to mitigate likely negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations</b>
<p>The Shrewsbury Sports Village (SSV) was developed in 2005 and provides a range of sports facilities with a focus on traditional sports, such as football, badminton, and netball.</p> <p>The Shrewsbury Sports Village Transformation is a proposed service change that aims to address the current and future needs and demands for sports and leisure facilities in Shrewsbury and the surrounding area, by creating a modern, accessible, and sustainable hub that offers a wide range of activities and opportunities for all ages and abilities.</p> <p>The project involves maintaining the current facilities at the SSV and adding new ones, such as a main competition standard pool and learner pool, a toning suite, a soft play area, and two new multi-use studios.</p> <p>The project also involves enhancing the accessibility, sustainability, and social value of the facilities, by providing aids and adaptations for people with disabilities, using energy-efficient and low-carbon technologies, and creating opportunities for health and well-being promotion, community engagement, and economic growth.</p>

Ahead of consultation, and as with ESHIAs carried out for Whitchurch Swimming Centre, the equality and health and well being impacts across the nine Protected Characteristic groupings defined in the Equality Act 2010 were anticipated to be positive. This includes consideration for Shropshire as a large and sparsely populated rural county in which market towns provide a sense of place and belonging as well as an access point for facilities and services, including leisure facilities.

There were also positive impacts anticipated in relation to our tenth grouping in Shropshire, around social inclusion, provided that efforts are made to consider the needs of people in low-income households with regard to pricing structures. Further potential positive impact was anticipated for groupings such as those undergoing gender reassignment, and those for whom single sex swimming opportunities are necessary in order to ensure compatibility with and respect for the requirements of their faith. This may be maximised through attention to changing room configurations, and swim time opportunities.

This follow up impact assessment records that public feedback confirmed that the proposals are seen as having anticipated positive or neutral impacts on people in the Protected Characteristic groupings and other groupings of consideration in Shropshire, as well as on the health and wellbeing of individuals and communities in Shropshire. The proposal aims to provide facilities that appeal to all age ranges, from babies to older people, and that are accessible and inclusive for people with a range of disabilities including neurodiverse conditions such as autism, people undergoing gender re-assignment, and those in the Protected Characteristic grouping of pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

This then brings in those with caring responsibilities as well, so it was heartening that the plans for a new soft play area, children's splash party, and café and seating areas were welcomed by respondents.

The average age of respondents was fairly consistent with the average age in Shropshire and overall, there was also a good mix of respondents across age groups, including those over 60. Some children and young people responded to the main survey, but 80 completed the youth survey. The responses may therefore be seen as representative in terms of the demographics of the county.

The Council also seeks to take due regard of the needs of people and households that we may consider to be vulnerable by virtue of their circumstances, including young people leaving care, and households on low incomes or in fuel poverty. With travel and transport access a key issue for respondents, this corroborates the need to ensure consideration of financial challenges as well as availability of public transport. Additionally, the safeguarding concerns expressed by respondents are also noted and will need to continue to be factored into efforts to ensure that the SSV presents as a safe environment for all.

**Actions to mitigate likely negative impact or enhance positive impact of the service change in terms of health and wellbeing considerations**

To enhance the positive impact of the service change on the equality, social inclusion, health, and other considerations, the following actions are proposed:

- Commission a social value assessment to quantify the value of the anticipated health and other benefits to the community and use the results to inform the business case and the public consultation.
- Work closely with the Council's Public Health, Climate Change, and Economic Development teams, and other relevant partners and stakeholders, to maximise the opportunities and synergies of the service change.
- Monitor and evaluate the performance and impact of the new facilities and use the data and feedback to inform continuous improvement and innovation.

If approved, the project will commission an assessment of the health benefits of the proposals which will be incorporated into the Business Case. The benefits being sought will be documented as part of the business case and will be monitored once opened through the operator, who will be required to collect data and report on the usage of all the facilities. These results will be reviewed at monthly service reviews.

A post-implementation review will be undertaken of the project to assess whether the benefits are being realised and document any lessons learned to inform future Council projects.

**Actions to review and monitor the impact of the service change in terms of equality, social inclusion, and health considerations**

The public consultation has enabled assessment of a depth of responses from stakeholders and members of the public, and the results are being reported to the Cabinet and thus to the public.

As per the recommendations to Cabinet around equality, social inclusion and health considerations, the proposal should ensure that the design and operation of the leisure centre are in line with the best practices and standards for accessibility, inclusivity, and sustainability.

The proposal should monitor and evaluate the actual impacts of the leisure centre on people in the Protected Characteristic groupings and other groupings, recognising intersectionality between groupings eg Age and Disability, as well as on the health and wellbeing of individuals and communities in Shropshire, and report the results and any actions taken to address any issues or gaps.

To mitigate the potential low negative impact on some groups who may prefer the current facilities or may face barriers to accessing the new ones, the following actions are proposed:

- Engage with the existing and potential service users and stakeholders and seek their feedback and suggestions on the design and operation of the new facilities, as part of the public consultation process.
- Provide clear and timely information and communication about the service change and address any concerns or queries that may arise.
- Ensure that the new facilities are affordable and accessible for all groups, and offer a range of pricing and membership options, discounts, and concessions.
- Ensure that the new facilities are inclusive and welcoming for all groups and offer a variety of programmes and activities that cater for different needs, preferences, and abilities.
- Ensure that the new facilities are well connected and integrated with the existing transport network and infrastructure and offer adequate parking and drop-off facilities

### **Associated ESHIAs**

The provision of new sports, fitness and leisure facilities will support the Economic Growth Strategy 2022-2027 for Shropshire, for which ESHIAs were produced pre and post consultation, as well as linking with ESHIAs in relation to the regeneration of Shrewsbury, and more widely with the following Council-wide strategies.

- A Vibrant Shropshire: Cultural Strategy 2021-2031
- Climate Change Strategy and Action Plan
- Leisure Facilities Strategy 2020-2038
- Shropshire Plan

Providing new and financially viable swimming and fitness facilities in Shrewsbury will address the following strategic goals and policies for Shropshire Council:

- Health and Wellbeing Priorities: identified in the Shropshire Sustainability and Transformation Plan 2016-2021 – including tackling: dementia, rising obesity, child poverty and the aging population.
- The Shropshire Plan - Healthy people We'll tackle inequalities, including rural inequalities, and poverty in all its forms, providing early support and interventions that reduce risk and enable children, young people, adults, and families to achieve their full potential and enjoy life. We'll support Shropshire residents to take responsibility for their own health and wellbeing, choosing healthy lifestyles and preventing ill-health, reducing the need for long-term or hospital care.

- The Shropshire Plan - Healthy Economy: We'll develop Shropshire as a vibrant destination that attracts people to live in, work in, learn in and visit. We'll deliver excellent connectivity and infrastructure, and increasing access to social contact, employment, education, services, and leisure opportunities.
- The Shropshire Plan - Healthy Environment: We'll deliver the council's Corporate Climate Change Strategy and Action Plan, promoting the means to tackle climate change and reduce our carbon footprint, including the adoption of low-carbon energy for our assets and for communities.

**Actions to mitigate likely negative impact, enhance positive impact, and review and monitor the overall impacts with regard to climate change impacts and with regard to economic and societal impacts**

**Climate change**

The service change is likely to have a high positive impact on climate change mitigation. Pools and leisure centres are large users of power and traditionally produce large volumes of CO2. The new facility will be all electric so has the potential to be Carbon Neutral. The new facility would be designed and built to sustainable building principles, including striving to achieve the BREEAM excellent standard and make use of photovoltaic cells and air source heat pumps amongst other environmental initiatives.

**Socio-economic impacts**

Economic: The service change is likely to have a high positive impact on the local economy, as the provision of new sports, fitness and leisure facilities will enhance Shrewsbury and the surrounding area as a destination for investment and attract people to live and work in the area. The project will also create new jobs and training opportunities, both during the construction and operation phases, and support the local supply chain and businesses. The project will also generate additional income and savings for the Council and the operator.

Societal/wider community: The service change is likely to have a high positive impact on the wider community, as the new facilities will offer a range of activities and opportunities that will appeal to different groups and interests, and foster social inclusion, cohesion, and participation. The project will also enhance the place-shaping role of the Council and the operator and create a local hub for meeting and social interaction. The project will also support the safeguarding and human rights of the service users, by providing a safe and respectful environment that meets the needs and expectations of different groups.

**Scrutiny at Stage One screening stage.**

<b>People involved</b>	<b>Signatures</b>	<b>Date</b>
<i>Lead officer for the proposed service change</i> <b>Peter Gilbertson</b> <b>Senior Project Management Officer - Property Services Group</b>	<i>Peter Gilbertson</i>	29 <sup>th</sup> July 2024
<i>Officer carrying out the screening.</i> <b>Peter Gilbertson</b> <b>Senior Project Management Officer - Property Services Group</b>	<i>Peter Gilbertson</i>	29 <sup>th</sup> July 2024
<i>Any other internal service area support*</i>		
<i>Any external support**</i> <b>Mrs Lois Dale</b> <b>Performance and Research Specialist: Rurality and Equalities</b>	<i>Lois Dale</i>	29 <sup>th</sup> July 2024

*\*This refers to other officers within the service area*

*\*\*This refers to support external to the service but within the Council, e.g., the Performance and Research Specialist for Rurality and Equalities, Public Health colleagues, the Feedback and Insight Team, performance data specialists, Climate Change specialists, etc.*

**Sign off at Stage One screening stage.**

<b>Name</b>	<b>Signatures</b>	<b>Date</b>
<i>Lead officer's name</i> <b>Peter Gilbertson</b> <b>Senior Project Management Officer - Property Services Group</b>	<i>Peter Gilbertson</i>	29 <sup>th</sup> July 2024
<i>Service manager's name</i>	<i>Grant Wilson</i>	30/7/24

*\*This may either be the Head of Service or the lead officer*

## **B. Detailed Screening Assessment**

### **Aims of the service change and description**

There are currently two leisure facilities in Shrewsbury owned by Shropshire Council and managed by Shropshire Community Leisure Trust:

- **Shrewsbury Sports Village** - opened 2005. Facilities include air-conditioned fitness suite, 8-court sports hall, spin studio, indoor bowls centre, bouldering & climbing wall, dance studio, functional fitness area and cafe. Outdoor facilities include 16 football pitches, full-size artificial turf pitch, floodlit cycle track, 4 floodlit multi-use tennis/netball courts and a skate park.
- **Quarry Swimming & Fitness Centre** – first opened in 1864 the site underwent extensive modernization, and an extension was completed in 1968/69. This added a new main pool with a further refurbishment in 1994. Facilities include four swimming pools, fitness centre, small studio, and café.

The two centres are not a long-term viable solution for Shrewsbury's swimming and fitness needs, for several reasons:

- **Financial viability of both sites** - Neither the Quarry nor Sports Village sites recover sufficient revenue to be financially viable. A more modern energy efficient facility would reduce operating costs and a better balance of revenue generating facilities would be financially viable and potentially remove the need for subsidy and potentially generate promotive revenue to the Council.
- **End of life of the Quarry Pool Site** - The age of the facilities at The Quarry are a particular issue, with the latest condition survey (August 2022) demonstrating investment needed in the site of £2.77m. Failures in the building fabric and the age of the mechanical and electrical systems, fixtures and fittings are now causing revenue losses because of closures for repair, and it is becoming increasingly difficult to maintain.
- **Poor Utilisation of the Sports Village** – The Shrewsbury Sports village is strongly focussed on traditional sports particularly football. But it is currently under-utilised for large periods of time. Diversifying and enhancing the range of facilities would make the site more appealing to a wider demographic, provide better social value to the Shrewsbury community and generate greater revenues.
- **Development of a competition standard pool for the County** – There is currently no pool available in Shropshire which can host major swimming competitions. Currently the County Championships are held at Wolverhampton, with parents and swimmers having to travel out of County to participate. A modern 25 metre pool with sufficient seating and space for

spectators and participants, along with easy access and parking is required.

- **The need to meet carbon reduction targets** – The Council has committed to ensuring all new buildings meet sustainable building standards and to reduce its carbon footprint. Leisure facilities are one of the Council's largest users of power and producers of CO2. Developing new energy efficient and electric facilities and would be a significant step towards meeting the Council's carbon targets.
- **The need to meet accessibility standards** – with new standards for accessibility at leisure centres and public buildings and an aging population, there is a need for new leisure facilities which met these standards and adopt new access features.
- **The need to refresh and broaden the Council's health and fitness provision** – Health and wellbeing of the whole community are a key objective of the Shropshire Plan. Current facilities at the SSV are limited in scope, which reduces levels of participation by large proportions of the population. More modern and more diverse offerings are needed to improve health and fitness participation levels.

The proposal is to provide a sustainable swimming and fitness centre based at the Shrewsbury Sports Village to address these issues. The proposal is to develop a single storey extension to the existing Shrewsbury Sports Village. The proposal will maintain the current facilities at the Sports Village but add additional Must have features:

- 25 metre x 8 lane pool – suitable for Competitions and general swimming
- 17 x 10 metre learner pool with moveable floor and Children's party module
- Seating in pool hall for at least 150 spectators
- Changing village plus Changing Places facility.
- New Reception area and Lobby
- New Children's soft play area adjacent to cafe
- New Café overlooking pool with at least 50 covers.
- New 130 station fitness-suite.
- Multi-purpose studio with access to kitchen - divisible into 2 areas for events
- New Dance Studio
- New 30 station cycle spin studio
- Refurbish existing Dry changing facilities.
- Install Photovoltaic Cells and Air source heat pumps
- Achieve the BREEAM Excellent or at the very least Very Good standard.
- Maintain all other existing internal and external facilities inc: Main Hall with 8 badminton courts, 16 football pitches and football changing, Football Academy offices, bowls hall, cycle track and 8 Netball courts.



The project is aligned with the Shropshire Council's strategic priorities and policies on health and well-being, equality and social inclusion, climate change, and economic development.

The facility will be based in the Sundorne District of Shrewsbury and is adjacent to the surrounding districts of Harlescott, Castlefield and Monkmoor – all of these Districts are amongst the most deprived areas of Shrewsbury and Shropshire with lower than average household incomes and car ownership. This facility will provide an important boost the economic, Health and wellbeing opportunities of the population in these districts across all age ranges and genders.

Cabinet approval for the Public Consultation was granted on 17<sup>th</sup> January 2024 – and the consultation was held between 15<sup>th</sup> March and 9<sup>th</sup> May 2024.

### Intended audiences and target groups for the service change

The Shrewsbury Sports Village was developed in 2005 to focus upon traditional sports including badminton, football, netball and tennis. This project seeks to broaden the appeal of the Shrewsbury Sports Village to attract a wider and more representative Public to use the facility:

- Women – all ages
- Men – all ages
- Babies, children and young people
- People with disabilities, whether physical disabilities, sensory or mobility disabilities, mental health, or disabilities including neurodiverse conditions and Crohn’s disease
- People in older age groups
- People of different religions and faiths

### Evidence used for screening of the service change

The Shrewsbury Sports Village is within the Sundorne District- this and the surround Districts are amongst the most deprived in the County – as evidenced below:

Area ID	Ranking	Area Name	Total Households	Mean Income
E05008157	1	Copthorne	1,776	£59,389
E05008178	3	Porthill	2,151	£53,959
E05008181	10	Radbrook	2,652	£53,072
E05008180	37	Quarry and Coton Hill	2,274	£46,596
E05008173	59	Monkmoor	1,986	£39,245
E05008190	60	Sundorne	1,776	£38,831
E05008150	61	Castlefields and Ditherington	2,386	£38,392
E05008160	62	Harlescott	2,102	£37,220

The surrounding Districts are amongst the most deprived in the County:

District	Code	Year	Population	Deprivation Score	Rank
Harlescott	E05008160	2019	3493	37.61	1
Monkmoor	E05008173	2019	4231	27.25	2
Ludlow East	E05008166	2019	4012	25.13	3
Castlefields and Ditherington	E05008150	2019	5767	24.94	4
Sundorne	E05008190	2019	5484	24.17	5
Porthill	E05008178	2019	3936	10.89	57
Bayston Hill, Column and Sutton	E05008141	2019	12580	10.85	58
Bagley	E05008139	2019	4679	10.23	59
Shifnal South and Cosford	E05008189	2019	5740	9.42	60
Ruyton and Baschurch	E05009285	2019	3524	9.39	61
Radbrook	E05008181	2019	3591	8.29	62
Copthorne	E05008157	2019	4912	3.67	63

The Sundorne and surrounding districts have amongst the lowest car ownership levels in the County:

Area	Total: All households	No cars or vans in household	
Area	number	%	%
ward2022:Quarry and Coton Hill	2182	100	33
ward2022:Castlefields and Ditherington	2203	100	30.5
ward2022:Oswestry West	1805	100	27.1
ward2022:Monkmoor	1891	100	24.4
ward2022:Ludlow North	1991	100	23.9
ward2022:Harlescott	2024	100	23.5
country:England	23436085	100	23.5
ward2022:Belle Vue (Shropshire)	2171	100	23.4
ward2022:Ludlow East	1772	100	22.9
ward2022:Sundorne	1624	100	22.5

The results of the Public Consultation are summarised below:

The consultation ran from 15th March to 8th May 2024 and consisted of two online surveys: one for the general public and one for children and young people. A full report of the Consultation and the results is presented in Appendix 1. The aim of the consultation was to gather feedback on the proposed inclusion of a swimming pool and other facilities at the Sports Village.

The consultation was run by in-house teams and conducted through two online surveys: one for the general public and one for children and young people. The surveys were available on the Shropshire Council website and promoted through social media, press releases, posters, and flyers. Paper copies of the surveys were also available at the Quarry Swimming and Fitness Centre, Shrewsbury Sports Village, and other council facilities. The consultation team also held a series of two-day drop in-sessions to answer public questions directly, these were held at the Sports Village, Lantern Centre, Darwin Centre and Quarry Pool and Fitness Centre.

Face to face meetings were also held with the Shrewsbury Town Council, Indoor Bowls Club and a number of Head Teachers from primary schools in Shrewsbury.

A copy of the consultation materials from the website and used at briefings and drop in sessions is presented in Appendix 2.

The surveys asked respondents about their current use sports facilities in Shrewsbury, their satisfaction with the proposed facilities, and their views on the overall proposals. The surveys also included demographic questions and an opportunity for respondents to provide additional comments.

**Respondent Profile:** In total, 1,367 responses were received to the surveys. 1,287 responded to the main survey either online or through paper copies, and 80 to the youth version of the survey. Most of the survey respondents (95%) submitted their responses as members of the public, but many respondents also identified themselves as speaking on behalf of organisations and groups in Shropshire such as sports groups or Town and Parish Councils. The average age of respondents was fairly consistent with the average age in Shropshire and overall, there was also a good mix of respondents across age groups, including those over 60. Some children and young people responded to the main survey, but 80 completed the youth survey.

**Current Usage:** Most respondents (69%) were users of one or both of the existing sports facilities in Shrewsbury. However, 31% of respondents do not currently use either centre. Respondents to the youth survey were more likely to be users of the Quarry alone, than they were to be users of the Sports Village alone, though 28% of the youth respondents also reported not using either centre.

**Views on Swimming Proposals:** Regarding the proposals for the inclusion of a swimming pool at the Sports Village, the majority of respondents from both surveys (73% in the main survey and 89% of youth survey respondents) were “very satisfied” or “satisfied” with the proposals. There was a minority in the main survey of 19% who were either “dissatisfied” or very dissatisfied” but this figure in the youth survey was only 2%.

**Regarding Pool seating -** a majority of respondents from both surveys (56% in the main survey and 76% of youth survey respondents) reported feeling that this aspect of the proposals was “adequate” though a significant minority of respondents in both surveys reported having “no opinion” on this feature of the proposals, albeit it is an essential component for holding competitions.

**Use of Other Facilities:** Of the other new facilities proposed for inclusion, the 130 station health and fitness suite was the most popular among both main survey respondents and youth respondents, with 60% and 41%, respectively, saying they would be most likely to use these facilities.

The two new gym and dance studios were also popular among both respondent groups, with 38% and 34%.

The group cycling studio also had interest from respondents of both surveys, with 23% of main survey respondents and 19% of youth survey respondents saying they would most likely use this.

The new wellness and toning centre which is aimed at older people and those with mobility issues was fairly popular among main survey respondents, with 39% saying they would be most likely to use this facility. As expected only 9% of youth survey respondents said they would most likely use this facility.

Among the additional features proposed for the new centre, the café and seating area was the most popular, with 89% of main survey respondents and 99% of youth survey respondents saying they would be most likely to use this feature.

The new soft play area and the children's splash party were also popular among both respondent groups, with 29% and 34% of main survey respondents and 53% and 55% of youth survey respondents, respectively, saying they would be most likely to use these features.

The Changing Places facility for people with severe disabilities and access needs was also well received, with 19% of main survey respondents and 26% of youth survey respondents saying they would be most likely to use this feature. There were a number of wheelchair users who specifically travelled to the drop-in sessions to discuss the facilities and all who spoke to staff were pleased to see what was being proposed for improved accessibility particularly the easy access steps and pool pods.

Views on Facility Mix: When asked whether they felt that there was an adequate mix of facilities proposed for the new centre, most respondents in both the main survey (84%) and the youth survey (99%) said yes. However, the most common comments on the facilities were those requesting the additions they would be likely to use, such as a climbing wall, squash courts, pickleball courts, competition athletics track, as well as diving boards and more fun activities for teens. etc

Overall Satisfaction with the Proposals: The majority of respondents in both surveys were either “very satisfied” or “satisfied” with the proposals overall (90% of youth survey respondents and 70% of respondents to the main survey). While a minority of respondents to the main survey were “dissatisfied” or “very dissatisfied” (21%) - Those who are opposed to the proposals have strong views against them.

The main themes that emerged from the comments were:

<b>Table 8. Themes – Other Comments on Whether Proposals Meet Objectives</b>	<b>Count</b>	<b>%</b>
Concerns about accessibility of transport/traffic/enough parking	215	27%
Happy with proposals overall	118	15%
Concerns about cost	95	12%
Concerns about closure of Quarry	92	12%
Certain facilities/sports missing or plans don't go far enough	71	9%
Investment in Shrewsbury and not elsewhere	44	6%

Happy with ease of access	39	5%	
Happy with inclusion of competition pool/seating	37	5%	
Not enough information provided/not enough research done	33	4%	
Prefer single sex changing rooms	16	2%	
Other	33	4%	

Transport and Travel Access was a key issue: Most respondents from both surveys reported that they find the Sundorne site accessible, and a majority of respondents said that they were satisfied with the proposals for parking. Respondents to the main survey ranked increasing car parking spaces above public transportation and cycling and walking routes as the top transportation access priority. Despite the general satisfaction levels with access to the Sundorne site, travel and transportation access recurred throughout the report as an important barrier for many respondents to attending the site. Public transport access was identified as a problem for many, as was concerns about parking, traffic and the accessibility and safety of active travel routes to the site. Some respondents raised concerns about the proposals encouraging more driving in town and concerned about the associated environmental impact. More work on car parking and public transport will need to be commissioned in the detailed design stages if the project is approved.

In their comments on the Equalities Impact Assessment, respondents raised important points about how the proposals might better meet the needs of those with Autism or sensory impairments as well as those with complex disabilities, as well as safeguarding and equalities concerns about unisex changing rooms.

There were 92 (15%) of respondents who expressed concern about the potential closure of the Quarry. The Consultation materials all stressed that no decision has been made regarding the future of the Quarry facility, and this message was stressed throughout the public consultation. Concerns about the Quarry are reflected in 19% of respondents to the main survey expressing a dissatisfaction with the Pool. However, this does not reflect the views of all Quarry users as 44% of respondents did identify themselves as Quarry users and this dissatisfaction was not evident in the youth survey.

Changing Rooms: The proposal is for a single communal Changing Village with high levels of privacy in the cubicles and showers which is the standard approach to new pool facilities across the UK. There will also be single sex toilets and two separate group changing rooms. There were, however, 2% of respondents who were concerned about the single sex aspect of this proposal.

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






The Consultation was held between 15<sup>th</sup> March and 9<sup>th</sup> May 2024. The target engagement groups were as follows:








- Youth groups: These include youth clubs, scouts, guides, theatre and dance schools, and schools, where presentations, workshops, and surveys will be delivered to capture the views and needs of young people.
- Local councils: These include Shropshire Council, Shrewsbury Town Council, and parish councils, where emails, newsletters, and meetings will be used to communicate and consult with the elected representatives and staff.
- Sports clubs: These include swimming, football, rugby, and other sports clubs, where emails, newsletters, and meetings will be used to communicate and consult with the members and staff.
- Health service: These include public health bodies, GP surgeries, hospital, and ambulance trust, where emails, newsletters, and meetings will be used to communicate and consult with the staff and patients.
- Commerce: These include supermarkets, major employers, chamber of commerce, BID, and rotary, where emails, newsletters, and meetings will be used to communicate and consult with the staff and customers.
- Residents: the facility will appeal to members of the public with an interest in health and wellbeing either of themselves or family groups regardless of age, religion or belief, ethnic origin, disability or gender. To encourage youth participation a dedicated Youth version of the survey was prepared and promoted at the Drop-in sessions and with the Swimming Clubs and local schools.

**Initial equality impact assessment by grouping (Initial health impact assessment is included below this table)**

*Please rate the impact that you perceive the service change is likely to have on a group, through stating this in the relevant column.*

*Please state if it is anticipated to be neutral (no impact) and add any extra notes that you think might be helpful for readers.*

<b>Protected Characteristic groupings and other groupings locally identified in Shropshire</b>	<b>High negative impact <i>Stage Two ESHIA required</i></b>	<b>High positive impact <i>Stage One ESHIA required</i></b>	<b>Medium positive or negative impact <i>Stage One ESHIA required</i></b>	<b>Low positive, negative, or neutral impact (please specify) <i>Stage One ESHIA required.</i></b>
<u>Age</u> (Please include children, young people, young people leaving care, people of working age, older people. Some people may belong to more than one group e.g., a child or young person for whom there are safeguarding concerns e.g., an older person with a disability)		 Facilities proposed to appeal to all age ranges – from babies to older people		
<u>Disability</u> (please include cancer; HIV/AIDS; learning disabilities; mental health conditions and syndromes; multiple sclerosis; neurodiverse conditions such as autism; hidden disabilities such as Crohn's disease; physical and/or sensory disabilities or impairments)		 Single storey- with changing places and access.		
<u>Gender re-assignment</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			 Swimming changing will be unisex	
<u>Marriage and Civil Partnership</u> (please include associated aspects: caring responsibility, potential for bullying and harassment)		 Facilities for family activities and parent focused		
<u>Pregnancy and Maternity</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				




			Easy access steps to pools & Cafe	
<u>Race</u> (please include ethnicity, nationality, culture, language, Gypsy, Roma, Traveller)			 Range of fitness and leisure opportunities	
<u>Religion or Belief</u> (please include Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Nonconformists; Rastafarianism; Shinto, Sikhism, Taoism, Veganism, Zoroastrianism, and any others)			 Swimming sessions for women compatible with requirements of faith	
<u>Sex</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			 Unisex Changing Village	
<u>Sexual Orientation</u> (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)			 Unisex Changing Village	
<u>Other: Social Inclusion</u> (please include families and friends with caring responsibilities; households in poverty or on low incomes; people for whom there are safeguarding concerns; people you consider to be vulnerable; people with health inequalities; refugees and asylum seekers; rural communities)			 Range of fitness and leisure opportunities; consideration around safety of environment	
<u>Other: Veterans and serving members of the armed forces and their families</u>			 Range of fitness options with easy access and toning for injured veterans	
<u>Other: Young people leaving care</u>			 Range of fitness and leisure opportunities	



### **Initial health and wellbeing impact assessment by category**

*Please rate the impact that you perceive the service change is likely to have with regard to health and wellbeing, through stating this in the relevant column.*

*Please state if it is anticipated to be neutral (no impact) and add any extra notes that you think might be helpful for readers.*

<b>Health and wellbeing: individuals and communities in Shropshire</b>	<b>High negative impact</b> <i>Part Two HIA required</i>	<b>High positive impact</b>	<b>Medium positive or negative impact</b>	<b>Low positive negative or neutral impact (please specify)</b>
<p><b>Will the proposal have a <i>direct impact</i> on an individual's health, mental health and wellbeing?</b></p> <p>For example, would it cause ill health, affecting social inclusion, independence and participation?</p>		 Wide selection of public fitness and leisure opportunities		
<p><b>Will the proposal <i>indirectly impact</i> an individual's ability to improve their own health and wellbeing?</b></p> <p>For example, will it affect their ability to be physically active, choose healthy food, reduce drinking and smoking?</p>		 Wide selection of public fitness and leisure opportunities		
<p><b>Will the policy have a <i>direct impact</i> on the community - social, economic and environmental living conditions that would impact health?</b></p> <p>For example, would it affect housing, transport, child development, education, employment opportunities, availability of green space or climate change mitigation?</p>		 Opportunity for local jobs – a low carbon facility and healthy activities available to all		

**Will there be a likely change in *demand* for or access to health and social care services?**

For example: Primary Care, Hospital Care, Community Services, Mental Health, Local Authority services including Social Services?



Fitness options to encourage healthy lifestyles will reduce demands for health services

**Report ends.**