



# Tackle inequality so people have a fair chance

## INTEGRATED IMPACT ASSESSMENT TEMPLATE

### Appendix 6i

|  |     |      |     |                     |            |                    |                         |                    |                                |  |
|--|-----|------|-----|---------------------|------------|--------------------|-------------------------|--------------------|--------------------------------|--|
|  |     |      |     |                     |            |                    |                         |                    |                                | <p><b>Proposal to close Birtley Swimming Centre (BSC) as part of the Leisure Service Review</b></p> <p>BSC provides three swimming pools, learn to swim lessons, waterslide (currently not in use), aquafit, a Changing Places toilet and room hire.</p> <p>BSC is located in Birtley Ward, South Gateshead at DH3 2PA</p> <p>Key information:</p> <ul style="list-style-type: none"> <li>• Built in 1972.</li> <li>• Net direct cost to the Council projected for 2022/23: (excluding mgt &amp; support costs £430,000.</li> <li>• Lifecycle maintenance costs (up to 5 years): £172,000.</li> <li>• Total number of visits (not individual users, includes repeat visits) during 2019/20: 152,942.</li> <li>• Nearest public leisure centre: Chester-le-Street (2.4 miles). Washington Leisure Centre (3.6 miles)</li> </ul> |
|  | Age | Race | Sex | Gender reassignment | Disability | Religion or Belief | Pregnancy and Maternity | Sexual Orientation | Marriage and Civil Partnership |  |



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| Equality impact:   | Y | Y | Y | Y | Y | Y | Y | Y | Y | Description of potential mitigation  |
|--|---|---|---|---|---|---|---|---|---|--|
| <p><b>Service User activity - Data quality</b></p> <p>It is difficult to provide a fully accurate overview of who uses the Go Gateshead service and their activity due to data collection issues. Individuals who have a form of leisure membership with Go Gateshead provide information about their age, postcode and sex on registration. Data is not routinely collected from GO members on all other protected characteristics; currently it is not possible to identify service usage by the protected characteristics of; sexual orientation, disability, religion and ethnicity. We would not routinely ask council services to collect personal data which is not required for service delivery.</p> <p>There is no specific information available for analysis in respect of persons who just walk into a centre and pay for casual use of an activity e.g to swim, use a gym etc as a non-member.</p> <p>It is also the case that a GO member might access a site and use multiple classes, swim or gym activity, exactly what and how frequently is not monitored.</p> <p>GO members indicate a preferred leisure centre site on registration but membership gives access across all our sites so the analysis below is assuming that indicating BSC as their preferred site the GO member is more likely to use the facilities at BSC.</p> <p>Information about the use of facilities by sports clubs and groups is also very limited due to the fact that the service only have the information about the person who is placing the booking for a court or pitch, not the information about the club members who subsequently use that facility.</p> <p>The Health Equity Audit (HEA) completed in 2018, highlighted issues with leisure Services data collection and made recommendations for change. The 2021 leisure review has noted these are still outstanding issues for improvement.</p> |   |   |   |   |   |   |   |   |   | <p>For all protected characteristics we acknowledge there will be a negative impact if BSC closes.</p> <p>Mitigation against this negative impact would be access to the nearest alternative leisure facility;</p> <ul style="list-style-type: none"> <li>- GO Members and all residents / general public could access any of the other Council operated leisure facilities in the borough.</li> <li>- The next nearest GO leisure facilities are Gateshead LC (4.6 miles) followed by Dunston and Heworth LC (6.2miles)</li> <li>- The next nearest leisure facility is Birtley Leisure Centre (0.4 miles) for Gym access. However this is operated by a private company so Go members cannot access directly.</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>- Non council facilities – various privately operated Gyms in Birtley town centre</li> </ul> <p>Nearer alternative public leisure access could also be in Chester le Street or Washington as Birtley is located close to the boundary of Gateshead and other neighbouring local authorities.</p> |



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#### Age

- Gateshead has a population of around 196,100 people, living in 88,999 households (ONS Census 2022) Latest Age profile of Gateshead residents is;

| Age Groups 2021                       | 0-19   | 20-44  | 45-64  | 65+    |
|---------------------------------------|--------|--------|--------|--------|
| Gateshead                             | 42,600 | 61,000 | 52,700 | 39,800 |
| Birtley ward                          | 1,686  | 2,133  | 2,235  | 1,974  |
| Percentage of Gateshead population    | 21.7   | 31.1   | 26.9   | 20.3   |
| Percentage of Birtley ward population | 21.0   | 26.6   | 27.8   | 24.6   |

#### GO Membership profile

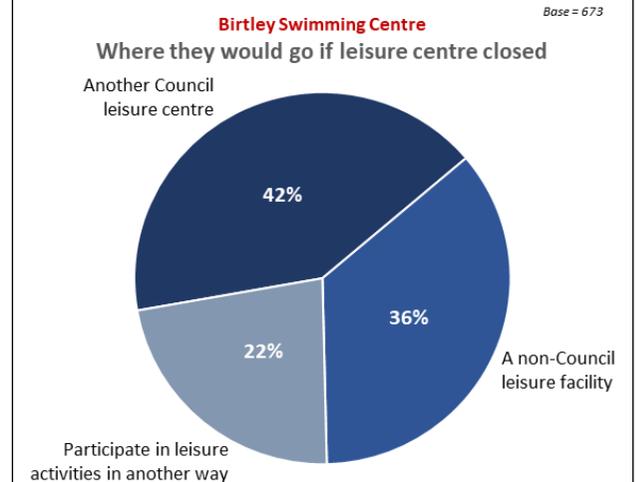
Data below is taken from the Physical Activity Needs Assessment for 2019/20 members which was the last full year data pre-covid. The overall service user (this data includes all different types of GO members) demographics is evenly split between female (49.9%) and male users (50.1%). As shown in the graph below, 80% of those with a recorded membership are Gateshead residents.

In 2019/20 Go Gateshead membership was highest in the younger age groups, 45% are under 20 years old, this is due to the fact that a number of young people are signed up to children's swimming classes, where a Go Gateshead card enables access to swimming classes at a reduced rate.

There are also various exercise classes and fitness activities run in community venues (school halls / church halls / community centres) in the local area open to the public without the need for membership

BSC is close to local areas of open space which can be used for physical activity and leisure.

Public consultation responses for BSC users (723 responses)



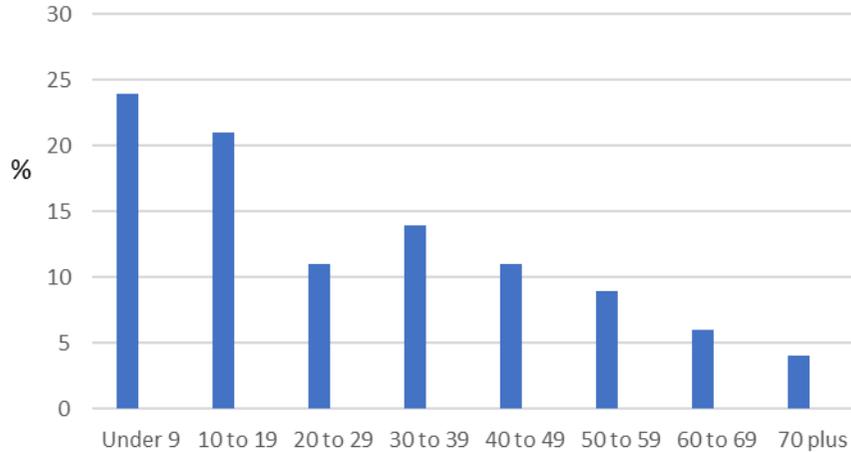
Preferred alternative leisure centre if BSC were to close (287 responses)



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## INTEGRATED IMPACT ASSESSMENT TEMPLATE

Age group of membership

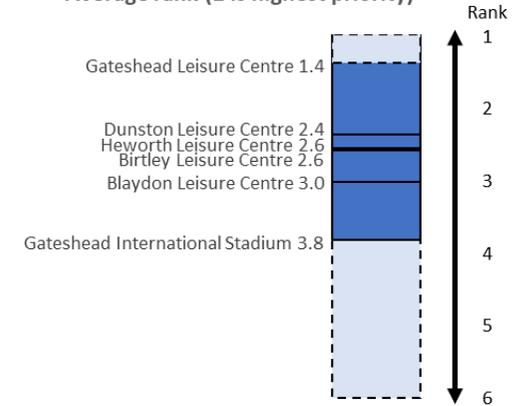


In 2019/20 14.5% of Gateshead residents were registered members of leisure services, at a ward level this ranges from 9% in Crawcrook to 19% in Low Fell. Analysis of Go Members postcode of residence is shown in the table below

**Birtley Swimming Centre**

Base = 287

Prioritisation of alternative Council leisure centres would use:  
Average rank (1 is highest priority)



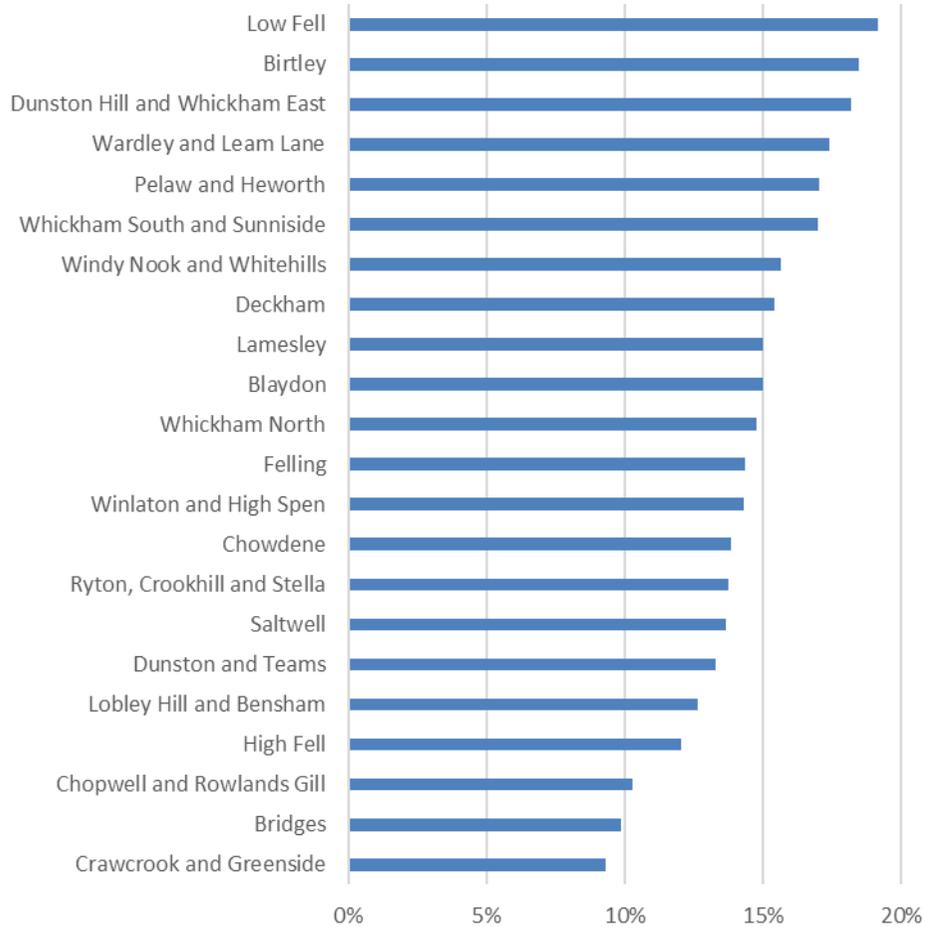
Some BSC users (269 responses) indicated a negative impact or would not switch to an alternative leisure centre if their preferred site is closed due to various reasons including cost pressures, time constraints, travel problems, social aspects and perception of a different place.



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## INTEGRATED IMPACT ASSESSMENT TEMPLATE

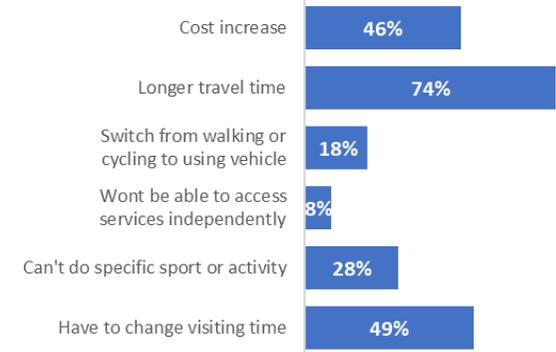
Users as a Percent of Ward Population



**Birtley Swimming Centre**

Base = 269

Impact of having to use another Council leisure centre or facility



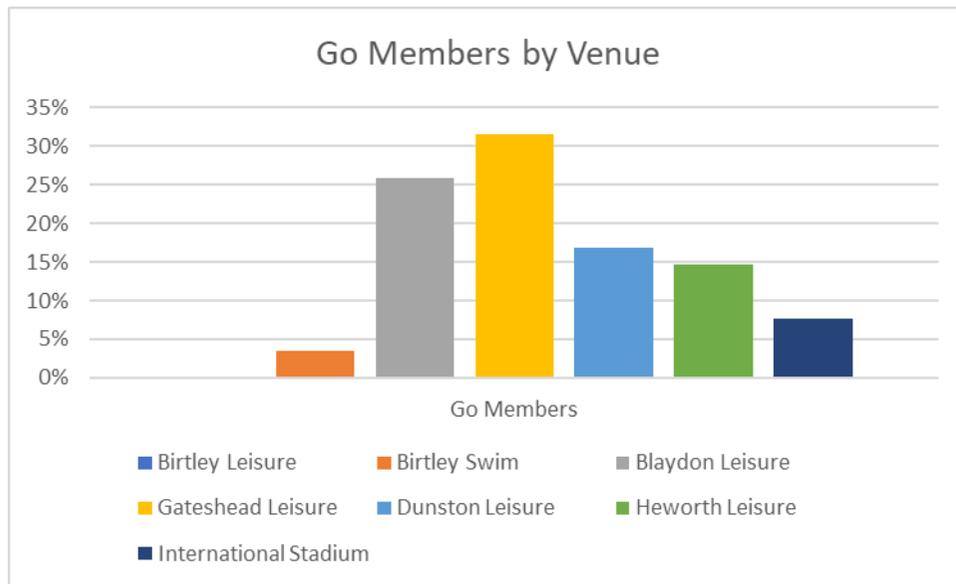
This may mean that some current swim centre users become less active or that they will have to find alternative ways to exercise.



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- Birtley ward where BSC is based has 8,028 residents (ONS MYE 2020) - however analysis of GO Gateshead membership indicates that individuals travel widely across the borough to visit different sites. This is driven by the type of activity they wish to access, where they work, social aspects and which classes are available etc. When GO members sign up they indicate which site they want as their main site. Analysis of that data shows that the majority of members are linked to Gateshead Leisure Centre.



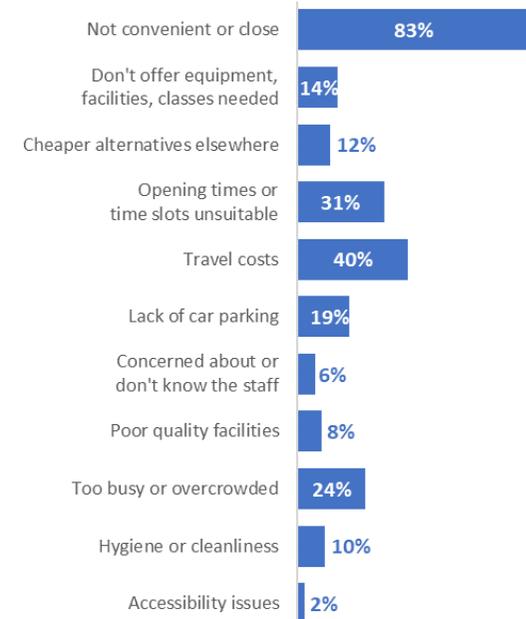
Source: Physical Activity Needs Assessment 2021. [https://www.gatesheadjsna.org.uk/media/35594/Physical-Activity-Needs-Assessment-2021/pdf/Physical\\_Activity\\_Needs\\_Assessment\\_2021.pdf?m=638073192315470000](https://www.gatesheadjsna.org.uk/media/35594/Physical-Activity-Needs-Assessment-2021/pdf/Physical_Activity_Needs_Assessment_2021.pdf?m=638073192315470000)

Public Consultation responses (7,419 respondents) 85% indicated they were Gateshead residents and 73% were leisure centre users.

### Birtley Swimming Centre

Base = 414

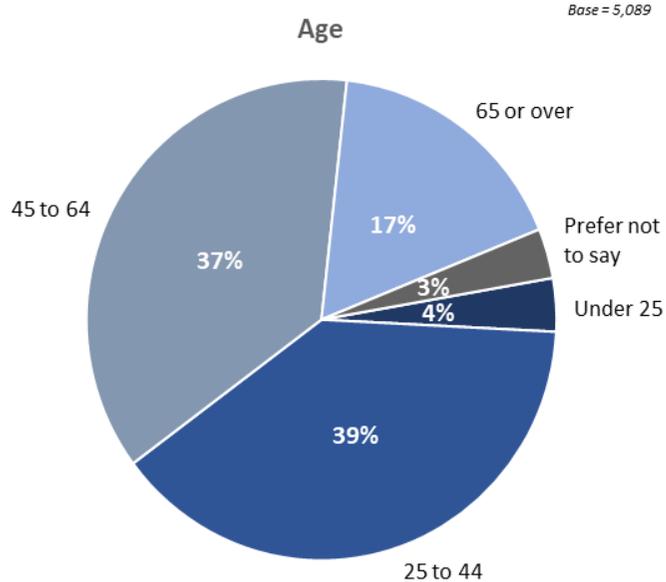
Reasons would not use another Council leisure centre





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The proposal to close BSC operated by the council impacts on a variety of age groups because the activities and programmes specifically targeted at certain age groups would cease to be delivered at that location.

#### Impact on Children and Young People:

##### Swimming:

The Council is the only provider of public pools in the borough. Reduced swimming capacity means that different types of swimming activities would need to be prioritised. Closing BSC would reduce the overall pool capacity in Gateshead (removing a main pool, small pool and improver pool) and will reduce the number of hours available for swimming activities.

- Learn to swim lessons

##### Swimming:

Current swimming pool capacity allows some schools to provide more lessons to a wider age range than the national curriculum requires. Reduced swimming pool capacity may mean this is no longer possible.

Modelling shows that the offer of school swimming at the nationally required level will still be possible to support with a reduced number of pools in Gateshead.



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Gateshead Council run paid for swimming lessons for children over 5. The availability would be reduced if BSC closes and pool numbers reduce and access times change. These would no longer be delivered from BSC. Currently learn to swim lessons are delivered at BSC one evening a week. Swimming lessons for under 5s are delivered via adult and baby, adult and toddler and duckling (3/4yo) classes.

In 19/20 an average of 650 swimming lessons were delivered each month at BSC.

During 22/23 an average of 241 swimming lessons have been delivered each month at BSC. Note the capacity to deliver swimming lessons in 22/23 has reduced due to staffing shortages and reduced opening hours of BSC.

There are 578 pre-registrations for swimming lessons at BSC (waiting list for spaces to become available). 10 of these are for children with SEND. 32% are for under 5s swimming lessons, 57% are for over 5s CYP swimming lessons.

A GO survey of parents who booked swimming lessons pre-covid (Sep 21) found for BSC 91% travelled by car, 8% walked and 1% took the bus.

- **Swim Clubs**

Birtley Amateur Swimming Club hire the small and main pool at BSC for an evening session weekly. Birtley Swimming Club offers a learn to swim programme and lifesaving programme. Swimming clubs attended a focus group to discuss impact of potential LC closures and this feedback is published in the Launchpad Research report.

- **School swimming lessons**

9 primary schools book school swimming lessons at BSC; Barley Mow, Birtley East, Fell Dyke, Glynwood, Kells Lane, Kibblesworth Academy, Portobello, Ravensworth Terrace and St Anne's RC.

No specialist schools (primary or secondary) book school swimming lessons at BSC.

358 KS2 or older pupils currently attend BSC weekly in term-time for school swimming lessons.

Of these 9 schools who book BSC, 3 currently walk to the site for school swimming lessons, for a total of 4 sessions.

There may also be financial implications to schools if the price per swim increases in a future model.

Swimming is the only sport to be included within the national curriculum physical education programme of study. All primary schools must provide swimming and water safety lessons in either Key Stage 1 or 2.

Each pupil is required to be able to do the following:

Perform safe self-rescue in different water based situations

Swim competently, confidently and proficiently over a distance of at least 25 metres

Use a range of strokes effectively, for example, front crawl, backstroke and breaststroke.

We will develop a plan to enable an equitable approach to access to the leisure centres, working with schools and any future service provider.



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### INTEGRATED IMPACT ASSESSMENT TEMPLATE

| Academic Year  | 2019-20 | 2021-22  | 2022-23 |
|--|---------|--|---------|
| Average no. pupils attending BSC per week in term-time | 454     | 478 (included additional catch up sessions post-covid) | 358     |

Local schools, particularly the 3 who currently walk to BSC, will face increased costs for transporting children to swimming sessions at alternative venues. There may also be pressures on school staffing levels to accommodate changed arrangements and barriers in terms of time out of the school day to travel further to an alternative pool.

Some schools attended a focus group session to discuss impact of potential LC closures and this feedback is published in the Launchpad Research report. They heard views from various primary schools, Gateshead College, and The Gateshead Schools Sports Partnership; all expressed significant concerns over the potential closure of leisure centres including BSC. Some schools who attend BSC are within low income catchment areas, with many of their children having limited opportunities to be able to access sports. School headteachers present expressed potential negative impact of not being able to take their pupils swimming – lacking a key life skill, low confidence levels, motor skills development, impact on children with additional needs. All schools expressed their concerns over budget constraints, inability of parents to contribute to additional costs and general lack of budget to accommodate additional transportation costs should they have to travel to alternative sports facilities.

- **Public swimming sessions**

Closure of BSC will reduce swimming pool capacity and availability in the borough. This will impact on the number of children swimming as part of a family leisure activity at weekends, evenings or in school holidays.

In 19/20 an average of 4,393 casual swimming activities were delivered each month at BSC.

During 22/23 an average of 1,878 casual swimming activities have been delivered each month at BSC. Note BSC has been operating reduced opening hours in 22/23 due to staffing vacancies.

There are 14 passes for Children in the care of the council registered at BSC.

The new service model will offer fully staffed facilities across a reduced number of venues with longer opening hours if there is demand for those services. This will improve early and late access to swimming.

Access for swimming clubs will be facilitated and lessons and private hire opportunities will continue within the new business plan. Decisions will be made about how to divide the remaining pool time between booked lessons and open public swimming.



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### INTEGRATED IMPACT ASSESSMENT TEMPLATE

A GO survey of casual swimmers pre-covid (Jul 21) found for BSC 87% travelled by car, 11% walked, 1% took the bus and 1% cycled.

The public consultation results expressed concerns and views in relation to school and private swimming lessons indicating that they are highly valued alongside general public swimming and that residents may want them to be prioritised above other types of swimming activities. It also raised concerns regarding reduced capacity of pools across the borough and how access could be managed to meet demand.

#### **Impact on Older People:**

Swimming pool use by over 50s as a low impact exercise.

Closure of BSC will mean that those LC users may have to travel further with associated costs and mobility issues. This is a potential barrier to participation in older people. Some older people will be less likely to be motivated to go out and they may feel the loss of social interaction at a local LC.

It is concluded that there could be a disproportionate impact on the following age groups if BSC closed:

- Families with young children (time, logistics, cost)
- Children and young people (limited access to current activities, issues of additional travel and cost)
- Older people who might find it difficult to travel (cost, fear of injury, unable to travel further independently)

#### **Religion and Belief**

- Gateshead demographic – Gateshead Equality Profile (ONS Census 2021)



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## INTEGRATED IMPACT ASSESSMENT TEMPLATE

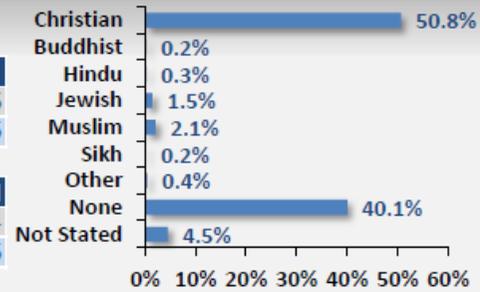
### Religion

|     | All People | Christian | Buddhist | Hindu | Jewish |
|-----|------------|-----------|----------|-------|--------|
| No. | 196,153    | 99,572    | 469      | 522   | 2,905  |
| %   | n/a        | 50.8      | 0.2      | 0.3   | 1.5    |

|     | Muslim | Sikh | Other | None   | Not Stated |
|-----|--------|------|-------|--------|------------|
| No. | 4,126  | 386  | 797   | 78,572 | 8,804      |
| %   | 2.1    | 0.2  | 0.4   | 40.1   | 4.5        |

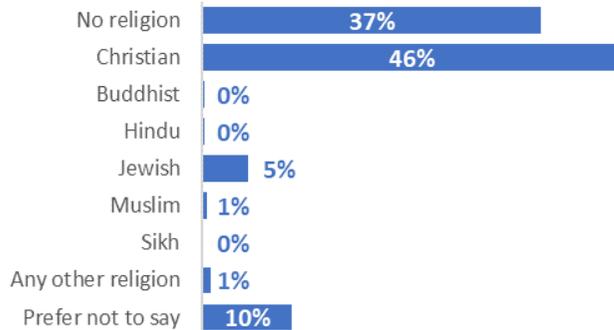
(Source : Census 2021, ONS)



- Consultation responses (religion profile – 4,980 survey respondents)

### Religion

Base = 4,980



### Impact

The closure of any Leisure facility would negatively impact across the range of protected characteristics of its identified user groups. There is no identified specific impact for individuals due to their race or ethnicity.

This impact relates to activity that generally takes place within the leisure centre building.

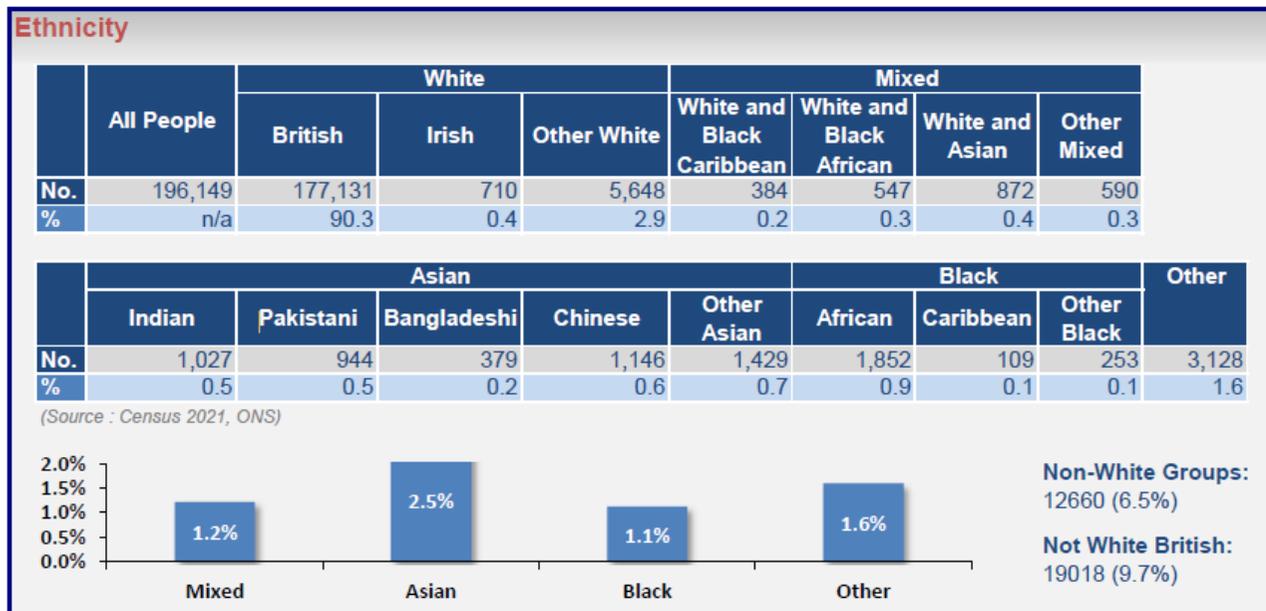


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## INTEGRATED IMPACT ASSESSMENT TEMPLATE

### Race

- Gateshead demographic – Gateshead Equality Profile (ONS Census 2021)



- Consultation responses (ethnicity profile –5,061 survey respondents)



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## INTEGRATED IMPACT ASSESSMENT TEMPLATE

| <p style="text-align: center;"><b>Ethnicity</b><br/><i>Base = 5,061</i></p> <table border="1"> <caption>Ethnicity Data</caption> <thead> <tr> <th>Ethnicity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>White British</td> <td>88%</td> </tr> <tr> <td>White Other</td> <td>3%</td> </tr> <tr> <td>Mixed, Asian, Black, Other</td> <td>3%</td> </tr> <tr> <td>Prefer not to say</td> <td>6%</td> </tr> </tbody> </table> <p><b>Impact</b><br/>The closure of any Leisure facility would negatively impact across the range of protected characteristics of its identified user groups. There is no identified specific impact for individuals due to their race or ethnicity.</p> <p>This impact relates to activity that generally takes place within the leisure centre building.</p> | Ethnicity  | Percentage | White British | 88% | White Other | 3% | Mixed, Asian, Black, Other | 3% | Prefer not to say | 6% |  |
|--|--|------------|---------------|-----|-------------|----|----------------------------|----|-------------------|----|--|
| Ethnicity  | Percentage   |            |               |     |             |    |                            |    |                   |    |  |
| White British  | 88%  |            |               |     |             |    |                            |    |                   |    |  |
| White Other  | 3%   |            |               |     |             |    |                            |    |                   |    |  |
| Mixed, Asian, Black, Other   | 3%   |            |               |     |             |    |                            |    |                   |    |  |
| Prefer not to say  | 6%   |            |               |     |             |    |                            |    |                   |    |  |
| <p><b>Sex and Gender Reassignment</b><br/>In terms of the sex of respondents, Census 2021 recorded 96,200 males and 100,000 females in Gateshead. This is a percentage split of 49.0% males to 51.0% females.</p> <p>Public consultation responses – 85% of 7,149 respondents were Gateshead residents. Profile of survey respondents was;</p>   | <p>Leisure service will engage with partners and assess demand for provision of single sex swimming sessions in other leisure centre locations when planning swimming pool timetables post closure of BSC.</p> |            |               |     |             |    |                            |    |                   |    |  |



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### INTEGRATED IMPACT ASSESSMENT TEMPLATE

| <p style="text-align: center;"><b>Sex</b><br/><i>Base = 5,052</i></p> <table border="1"> <caption>Sex Demographics</caption> <thead> <tr> <th>Sex</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>60%</td> </tr> <tr> <td>Male</td> <td>36%</td> </tr> <tr> <td>Prefer not to say</td> <td>4%</td> </tr> </tbody> </table> <p>The overall GO service user (this data includes all different types of GO members) demographics from 19/20 is evenly split between female (49.9%) and male users (50.1%).</p> <p>There are no single sex swimming sessions delivered at BSC. So there would not be a disproportionate impact on either sex if this swimming pool closed.</p> <p>A small number of responses to the public consultation highlighted concerns or issues if single sex swimming sessions were not available (currently only available at GLC).</p> | Sex  | Percentage | Female | 60% | Male | 36% | Prefer not to say | 4% |  |
|--|--|------------|--------|-----|------|-----|-------------------|----|--|
| Sex  | Percentage   |            |        |     |      |     |                   |    |  |
| Female   | 60%  |            |        |     |      |     |                   |    |  |
| Male   | 36%  |            |        |     |      |     |                   |    |  |
| Prefer not to say  | 4%   |            |        |     |      |     |                   |    |  |
| <p><b>Pregnancy and Maternity</b></p> <p>The proposed closure of Gateshead Leisure Centre could impact on people who are pregnant or on maternity leave who use BSC.</p>   | <p>These activities are also delivered at other GO Gateshead venues across Gateshead and would</p> |            |        |     |      |     |                   |    |  |



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### INTEGRATED IMPACT ASSESSMENT TEMPLATE

Pregnant women may not be able to access services at BSC to improve their health and wellbeing by undertaking activities and they may have to travel to access alternative sites, in particular for pool access which could not be replaced locally.

There are weekly parent and baby and parent and toddler swimming sessions taking place within BSC.

be open to services users and members of the public.

#### Disability

Gateshead demographics – disability (ONS Census 2011 & ONS 20/21 Annual Population Survey)  
NB Census 2021 information on disability is not yet published

| Disability |   |                              |                           |
|------------|---|------------------------------|---------------------------|
|            | People whose daily activities are limited | Working age (16-64) disabled | Confidence Interval (+/-) |
| No.        | 44,352                                    | 37,000                       | n/a                       |
| %          | 22.2                                      | 29.0                         | 3.6                       |

(Source : Activities limited - Census 2011, ONS / EA Core or work limiting disabled - Annual Population Survey Jul 2020 - Jun 2021, ONS)

We held a focus group with partners and stakeholders looking at Additional Needs. This feedback is published in the Launchpad Research report as part of the Consultation feedback report.

Public consultation responses – 85% of 7,149 respondents were Gateshead residents. Profile of survey respondents was;

We recognise there will be a negative impact on people with disabilities if BSC is closed.

Whilst other swimming pools in Go Gateshead could be used by specialist schools to deliver school swimming activities it is unlikely that capacity in the remaining pools will fully meet demand from all Gateshead schools who are limited in available time within the school day and transport costs involved of alternative locations.

Service users of BSC who have additional needs can use alternative Go Gateshead sites for all leisure activities and swimming pool access.

All other Go Gateshead sites in the service are fully accessible to service users with disabilities or health conditions.

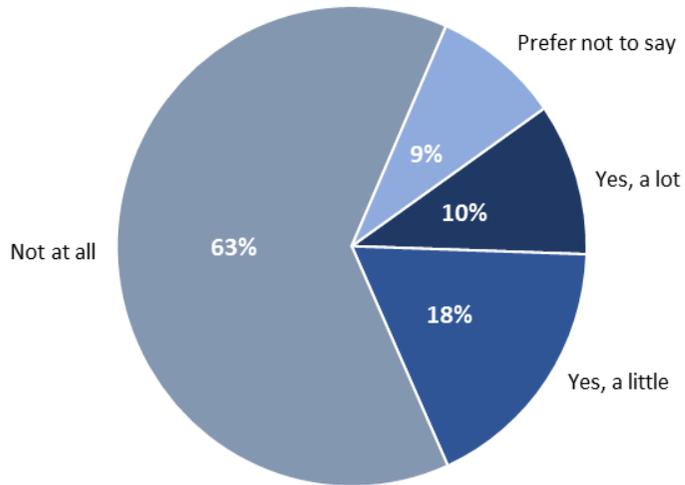
Responses to the consultation highlighted the issues faced by these service users and their families in changing venue, loss of familiarity of



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Limited because of physical or mental health Base = 5,011



staff and location and potential need for extensive travel training to enable users to access a new LC independently.

GO Members who are young carers or who hold a Leisure pass for disabled children could use these benefits at any other GO Gateshead site.

The next nearest changing places toilet provision for members of the public is a significant distance at Gateshead Central Library (4.5 miles) and Gateshead Civic Centre (5 miles)

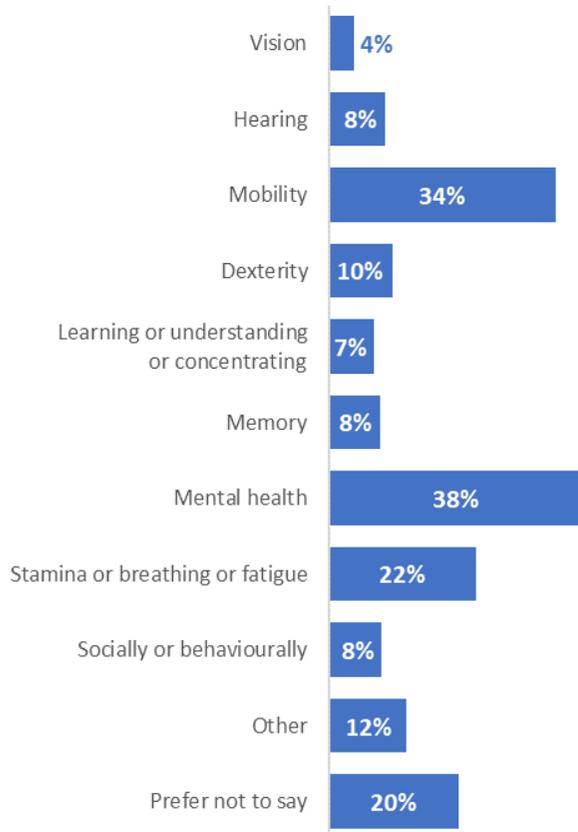
The majority of our other GO sites have changing places toilet provision, with the exception of Birtley Leisure Centre, which has an accessible disabled toilet only.



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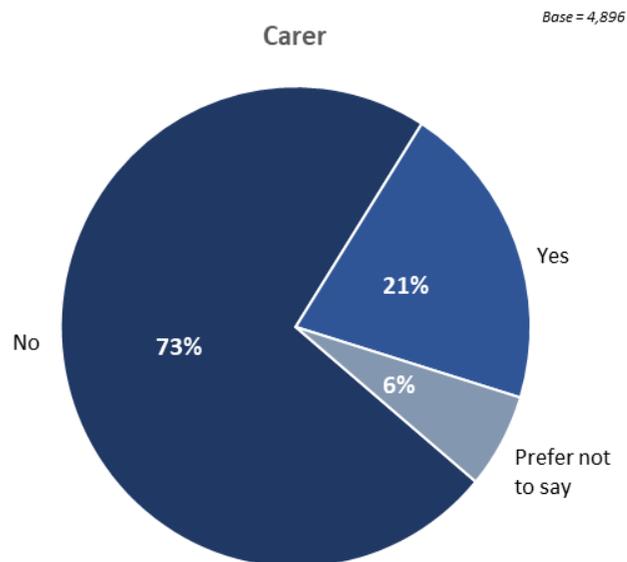
## INTEGRATED IMPACT ASSESSMENT TEMPLATE

Conditions or illnesses they are affected by Base = 1,693





## Tackle inequality so people have a fair chance INTEGRATED IMPACT ASSESSMENT TEMPLATE



The proposed closure of BSC could negatively impact on people with disabilities.

Of the 723 respondents to the Leisure survey who completed it as BSC users, 16 described the impact of LC closure as relating to disability or additional needs, a very small number of comments were made about not feeling comfortable using another centre or stated their independent access would be affected.

We have no young carers registered as BSC members, with open access passes provided by social services. This gives access to all activities and facilities at a reduced rate.

We have 75 Leisure Passes for Disabled Children registered as BSC members (their family members also get Leisure passes) This pass gives free swimming, free gym, free fitness classes, 50% discount swimming lessons, discounted clip and climb, free booked activities at GO venues.



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Individuals taking part in activities or using current facilities will be affected due to the loss of local provision and will have to identify alternative venues.

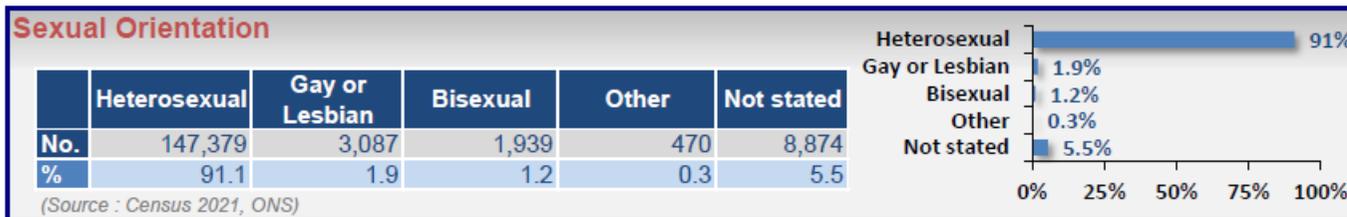
Service users with disabilities have reported benefit from accessing swimming at Go Gateshead sites.

Some of our customers with additional needs including neurodiverse conditions, are more likely to struggle with changes in routine or lack of familiarity to new places and will face barriers to accessing the same services at a different leisure centre.

BSC has a Changing Places toilet provision which would be closed if this leisure centre closed.

### Sexual orientation

Gateshead demographics – sexual orientation (ONS Census 2021)



The closure of any Leisure facility would negatively impact across the range of protected characteristics of its identified user groups. There is no identified specific impact for individuals due to their sexual orientation.

This impact relates to activity that generally takes place within the leisure centre building.

### Health impact: (eg physical health, mental health, wellbeing, substance misuse)

- A separate Health Impact Assessment (HIA) has been undertaken by the Public Health Team (published with the Leisure Review cabinet report)



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Physical activity levels can impact a range of important physical and mental health outcomes. Inequalities persist, and physical activity levels remain lower among those in deprived areas and those with long-term conditions and disabilities. Increasing levels of physical activity can be achieved in a number of ways, as set out in the Physical Activity Strategy for Gateshead.

There are many factors which influence physical activity levels. These can include national and local policy and systems; the physical environment such as access to open and green spaces; organisations and institutions such as GP social prescribing or schools that integrate physical activity initiatives into the school day; the social environment –people are more likely to be active if their friends and peers are also active; and individual choice.

The vast majority of Gateshead residents get exercise through informal means such as walking, cycling and commuting and this shows the importance of a system wide approach to physical activity. Leisure centre use contributes to some people’s overall physical activity. Any closure of a leisure facility will have an impact on those people who use that building, and the community in which it is based.

Some users of leisure centres which are closed may switch to alternative venues or forms of physical activity and sustain current physical activity levels. Others may experience increased barriers to making a change such as cost, travel, convenience or access and may experience reduced levels of physical activity as a result. Work to ensure that the impact of changes, on those with low incomes and protected characteristics must be a priority.

It is essential that a communications plan is developed to ensure that all stakeholders and members of the public are aware of the changes and that they know how and where to access services in the future.

### **Service users:**

Of the 723 respondents to the Leisure survey who completed it as BSC users, 54 described impact of LC closure as having a negative impact on physical or mental health. 26 comments were made stating they may/would stop leisure activity and 30 indicated an impact on exercise or fitness.

The implementation of the new Physical Activity Strategy and the refocussing of service offers into community settings will be critical to mitigate the impacts of closures. Maintaining positive relationships with existing clubs, stakeholders and partners is essential.

The development of the new leisure facilities model will take time to implement and during that time work to develop community-based activities must move forward at speed and in parallel with other Council initiatives like placed-based working, family hubs and promoting active travel.



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### INTEGRATED IMPACT ASSESSMENT TEMPLATE

**Workforce:**

Leisure service staff can work across the Go Gateshead sites. We currently have 105.58 FTE required posts across our 6 facilities. 13.6 FTE being based within BSC. The following posts are included within this review; Duty Officer, Receptionist, Leisure Attendant/Pool Lifeguard, Swimming Teachers/Coaches and Cleaners.

In the short term there is likely to be a negative impact on the health and wellbeing of existing employees within the Leisure service due to uncertainty of which Leisure centres may close, and the additional stress and anxiety this will result in until a future operating model with a reduced number of leisure centres is determined and certainty of future roles required to deliver the remaining Leisure service is known.

In the medium to long term, although we have mitigated against the risk of making potential redundancies, in order to avoid redundancies we will be required to redeploy staff to the remaining facilities which will result in a change of work location which could have a detrimental impact on work life balance due to shift changes and additional travel time to and from work and will therefore have a negative impact on the health and wellbeing of existing employees. There is also a risk that proposals to reduce the number of leisure centres will result in staff leaving the service to seek certainty in employment elsewhere. This would place additional pressure on a service with a high number of vacant posts and the current recruitment difficulties they are facing

In the longer term we aim to improve the health and wellbeing of employees by stabilising staffing rotas and increasing the number of casual staff to enable a better work life balance. In the longer term a positive impact on morale of leisure workforce currently being asked in some cases to work double shifts, cover shifts at short notice, and inability to take annual leave accrued.

Reducing the overall number of centres open will enable the longer-term stability of the remaining Leisure service. There are still 37.25 FTE permanent staff vacancies across the 6 leisure sites. It has therefore not been possible to maintain services across all sites, and we have had to make unannounced closures of sites when staffing falls below safe levels.

**Workforce:**

The Council continues to strive to avoid any compulsory redundancies from the rationalisation of leisure buildings. The service has continued to mitigate against any possibility of staff compulsory redundancies by appointing to vacancies on temporary basis to allow greater flexibility to redeploy substantive staff (permanent contracts) across facilities



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Staffing pressures are increasing as time passes, and it is becoming clear that to maintain services across all sites is no longer a practical or cost-effective solution.

**Socio Economic impact: (eg neighbourhood, ward, area of deprivation, household group, income, wealth)**

Gateshead is the 47th most deprived local authority in England, out of 317 local authorities. Around 32,700 (16%) people in Gateshead live in one of the 10% most deprived areas of England, and nearly 62,600 (31%) live in the 20% most deprived areas.

We know that BSC has 29% of the population in its 1 mile catchment area (assumed walking distance to local LC) within the top 30% most in need areas (analysis of all lower super output areas) in Gateshead. The other LCs with a higher percentage of its 1 mile catchment population within the top 30% most in need areas are Gateshead at 40% and Heworth at 42%.

Currently 57% of households in Gateshead live within 1 mile of the current 6 council operated leisure centres. Closure of BSC alone would mean this would change to 56%. Closure of BSC and GLC would mean this would change to 42%.

The average annual income of those living within 1 mile of BSC is £34,492 (CACI Paycheck 2022). This compares with a Gateshead average of £37,634.

45% of people within 1 mile of BSC are economically inactive (Census 2021), compared with a Gateshead average of 42%.

**Service users:**

Closure of BSC could result in increasing costs to individuals and families on low incomes who could need to travel further to participate in leisure activities.

**Workforce:**

The Council continues to strive to avoid any compulsory redundancies from the rationalisation of leisure buildings. The service has continued to mitigate against any possibility of staff compulsory redundancies by appointing to vacancies on temporary basis to allow greater



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### INTEGRATED IMPACT ASSESSMENT TEMPLATE

|   |  |
|---|--|
| <p>We have 43 GO Active Access members registered at BSC (residents on means tested benefits who receive discounts on using LC). The 2017/2018 Health Equity Audit found that members receiving benefits and therefore holding a GO Access Card are far more likely to come from one of the more deprived areas of Gateshead.</p> <p>3 of our schools who book learn to swim lessons currently walk to BSC.</p> <p>A reduction in the number of swimming pools could mean a negative impact on schools due to increased budget pressures, who may have to book transport in order to access an alternative pool.</p> <p>We know that nationally people in lower socio-economic groups are the most likely to be inactive (33%) and the least likely to be active (54%).</p> <p><b>Workforce:</b><br/>Of the 168 staff who are currently At Risk of Redundancy, 93% are Grade E and below. These posts have just undergone a salary review under the council's agenda to address low pay (due to the cost of living crisis). Although the council have continued to mitigate against any potential compulsory redundancies, we must be mindful that redeploying a member of staff to a facility further away from their home will result in greater transport costs for them (ie public transport or fuel costs). Consideration will be given to reimburse these costs for the first 12 months following redeployment.</p> | <p>flexibility to redeploy substantive staff (permanent contracts) across facilities</p> |
| <p><b>Environmental impact: (does the proposal impact on climate change and the Council's commitment to be carbon neutral by 2030?)</b></p> <p>There will be an impact on the council's leisure centre portfolio. Property implications of closing BSC are highlighted in the Cabinet report.</p> <p>A full climate emergency and environmental sustainability assessment has been developed and published for the proposal to close BSC.</p> <p>Closure of BSC would:</p>  |  |



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### **INTEGRATED IMPACT ASSESSMENT TEMPLATE**

- Reduce GC overall heat and energy consumption, current total usage is 164 tonnes of carbon per annum;
- Likely increase less sustainable travel for staff relocating to alternative locations;
- Reduce overall water consumption for GC, equating to 1 tonnes of carbon per annum;
- Not provide any carbon offsetting;
- Result in a reduction of waste for this site (plastic / consumables);
- Likely increase in air pollution associated with increased car mileage from customers seeking alternative leisure facilities in less accessible locations.

Future use of any leisure assets will need to be considered separately including impact of any site changes in the longer term.

There could be a negative impact on carbon emissions for increased transport costs (private or public transport) to access alternative LC if BSC were to close. 3 of our schools who book learn to swim lessons currently walk to BSC.



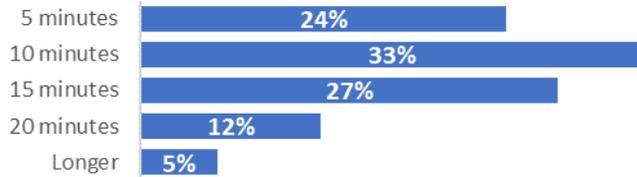
# Tackle inequality so people have a fair chance

## INTEGRATED IMPACT ASSESSMENT TEMPLATE

### Birtley Swimming Centre

#### Usual travel time to centre

Base = 718



### Birtley Swimming Centre

#### Main method of travelling to the centre

Base = 715



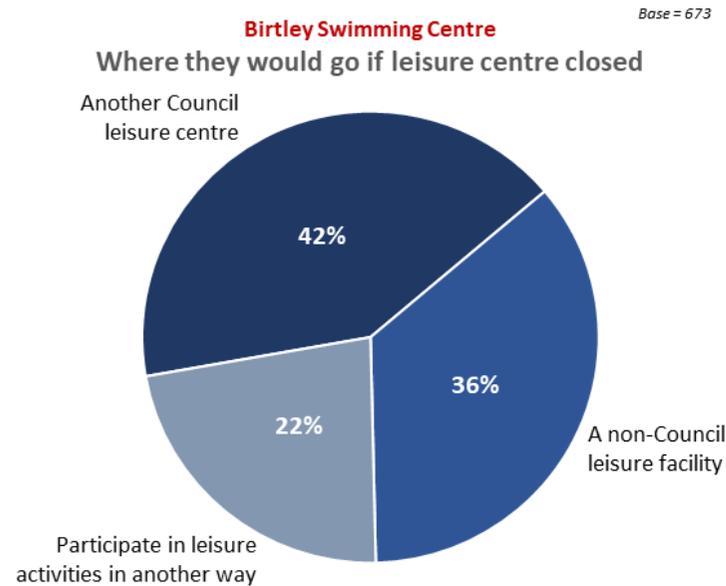
Of all 6 Leisure centres, Birtley had one of the lowest percentages of respondents who walked to the centre and a similar percentage who travelled by car to other GO venues, with the exception of Gateshead or Heworth LC who had lower journeys by car. Of those respondents who would use another LC if BSC were to close they indicated they



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### INTEGRATED IMPACT ASSESSMENT TEMPLATE

would use Gateshead LC, followed by Dunston, Heworth or Birtley LC in almost equal preference. They indicated an impact of this would be increased travel time (74%) and switch mode of transport from walking or cycling to using a vehicle (18%).



There could be a negative impact from decommissioning leisure centres, costs of any asbestos removal or costs of decommissioning swimming pools with chlorinated water.

**Cumulative impact: (consider impact based on successive budgetary decisions relating to the proposal, or is the proposal part of wider budgetary considerations that may collectively have an impact on service users, and is potentially at odds with the Thrive agenda)**

Potential for negative impact on delivery of our Thrive vision, due to the location of BSC in a more deprived ward in Gateshead closing a valued community asset used by Gateshead residents.



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### **INTEGRATED IMPACT ASSESSMENT TEMPLATE**

Potential cumulative impact on service users during the current cost of living crisis. Potential additional costs in accessing leisure centres such as transport costs may impact on affordability and be a barrier to using an alternative site.

Potential negative health impact as outlined in the health impact assessment.

Public Health and Wellbeing service will try to mitigate closure of BSC with enhanced opening hours and public access to the other leisure centres in Gateshead, with improved staffing levels to operate at maximum capacity. Delivery of the physical activity strategy will provide additional opportunities for residents to participate in physical activity outside of leisure centres through community venues and outdoor public spaces.

#### **Summary of consultation/data/research undertaken to inform the assessment:**

**(eg feedback and engagement with service users, trade unions, employees, partners, public, benchmarking, case studies)**

A public online consultation for all service users, residents, stakeholders and employees ran for 7 weeks from **Wednesday 2 November 2022 until Tuesday 20 December 2022**.

In addition to the online survey, we held 7 drop-in events covering a range of times and in all leisure centres. We also held some targeted focus groups for different types of stakeholders and communities of interest including schools, swim clubs, additional needs and the Jewish community.

A dedicated leisure consultation enquiries mailbox was available for queries and comments on the consultation process.

Analysis of this consultation was used to give insight into impact of the proposal to reduce the number of council operated leisure centres, particularly on those individuals and groups who share protected characteristics, to ensure we meet the requirements of the Equality Act 2010.

The full results and analysis of this consultation are within an appendix to the Cabinet report - January 23, to be given due regard as part of decision making on which Leisure centres should remain open.

- 7,419 respondents to the public consultation, 85% indicating they were Gateshead residents and 74% were Leisure service users.
- 723 respondents answered specific questions relating to BSC.
- 83 organisations submitted a formal response to the public consultation.

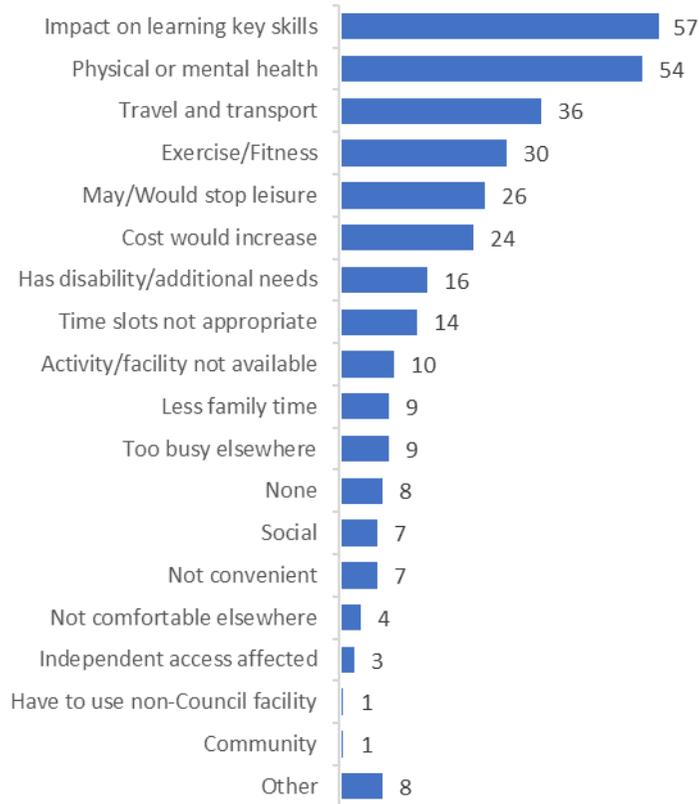


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## INTEGRATED IMPACT ASSESSMENT TEMPLATE

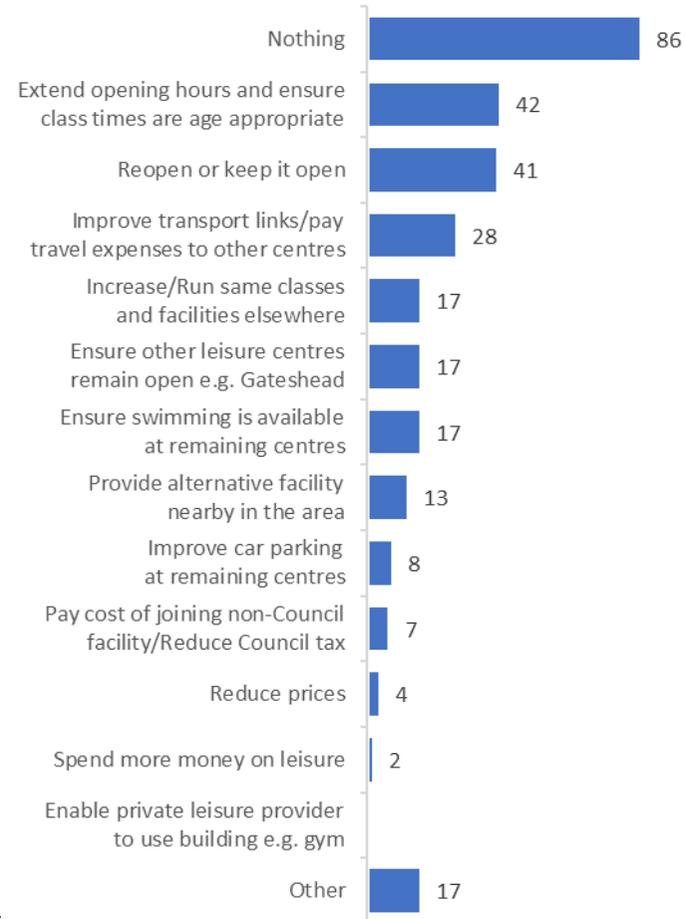
### Birtley Swimming Centre Base = 254

#### Other major impacts of leisure centre closure



### Birtley Swimming Centre Base = 318

#### If leisure centre closed what we can do to make it easier to access leisure





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**INTEGRATED IMPACT ASSESSMENT TEMPLATE**

Signed: Service Manager : (completing officer) Lynn Littler  
Date: 16 January 2023

Signed: Service Director: (approved) Michael Lamb  
Date: 16 January 2023