



## Tackle inequality so people have a fair chance

### INTEGRATED IMPACT ASSESSMENT TEMPLATE

										<p><b>Proposal to close Gateshead Leisure Centre (GLC) as part of the Leisure Service Review</b>          GLC provides three swimming pools, learn to swim lessons, aquafit, a gym, fitness classes, squash court, sports hall, sauna, steam room, clip 'n' climb (currently not in use), soft play, Changing Places toilets, car charging points and room/studio hire.</p> <p>GLC is located in Saltwell Ward, Central Gateshead at NE8 4JA</p> <p>Key information:</p> <ul style="list-style-type: none"> <li>Built in 1935, refurbished in 1975 and 2009</li> <li>Large leisure centre in a central location with good transport links</li> <li>Net direct cost to the Council projected for 2022/23 (excluding mgt &amp; support costs): £674,000</li> <li>lifecycle maintenance costs (up to 5 years): £1,906,055</li> <li>total number of visits (not individual users includes repeat visits) for 2019/20: 490,167</li> <li>nearest public leisure centre: Heworth (2.3 miles) or Gateshead International Stadium (1.3 miles)</li> </ul>
	Age	Race	Sex	Gender reassignment	Disability	Religion or Belief	Pregnancy and Maternity	Sexual Orientation	Marriage and Civil Partnership	
<b>Equality impact:</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y	<b>Description of potential mitigation</b>



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#### Service User activity - Data quality

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.

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.

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.

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 GLC as their preferred site the GO member is more likely to use the facilities at GLC.

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.

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.

For all protected characteristics we acknowledge there will be a negative impact if GLC closes.

Mitigation against this negative impact would be access to the nearest alternative leisure facility;

- GO Members and all residents / general public could access any of the other Council operated leisure facilities in the borough
- The next nearest GO leisure facility is Gateshead International Stadium (1.3 miles) for Gym access and Heworth Leisure Centre (2.3 miles) for pool access.

OR

- Non council facilities – various town centre privately operated Gyms
- 

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

GLC is close to Saltwell Park which is an open space which can be used for physical activity and leisure.

Public consultation responses for GLC users (3,562 responses)



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### Age

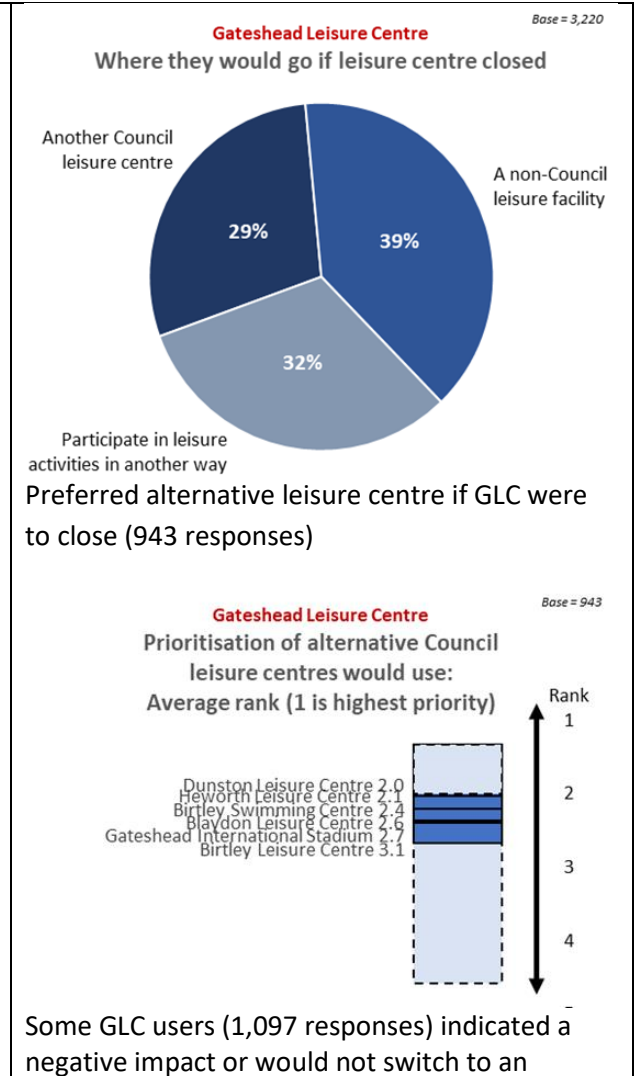
- Gateshead has a population of around 196,100 people, living in 88,999 households (ONS Census 2022) Latest Age profile of Gateshead residents is;

Age Groups 2021	0-19	20-44	45-64	65+
Gateshead	42,600	61,000	52,700	39,800
Saltwell ward	3,106	5,242	2,128	1,106
Percentage of Gateshead population	21.7	31.1	26.9	20.3
Percentage of Saltwell ward population	26.8	45.3	18.4	9.5

### 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.

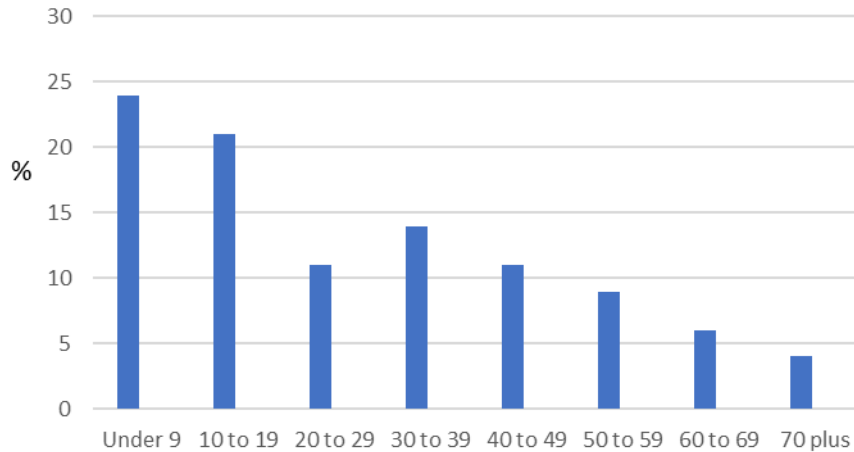




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### INTEGRATED IMPACT ASSESSMENT TEMPLATE

Age group of membership



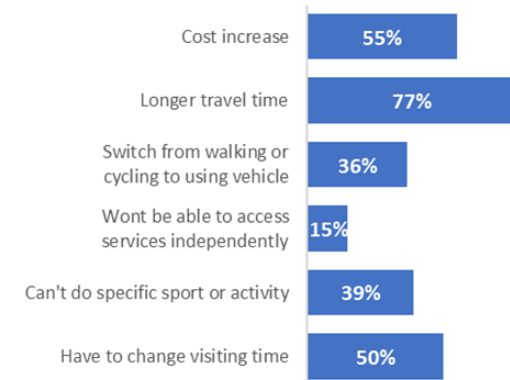
In 2019/20 14.5% of Gateshead residents were registered members of leisure services, at a ward level this ranges from 9% in Crawcrook to 19% in Low Fell. Analysis of Go Members postcode of residence is shown in the table below

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.

**Gateshead Leisure Centre**

Base = 1,097

Impact of having to use another Council leisure centre or facility



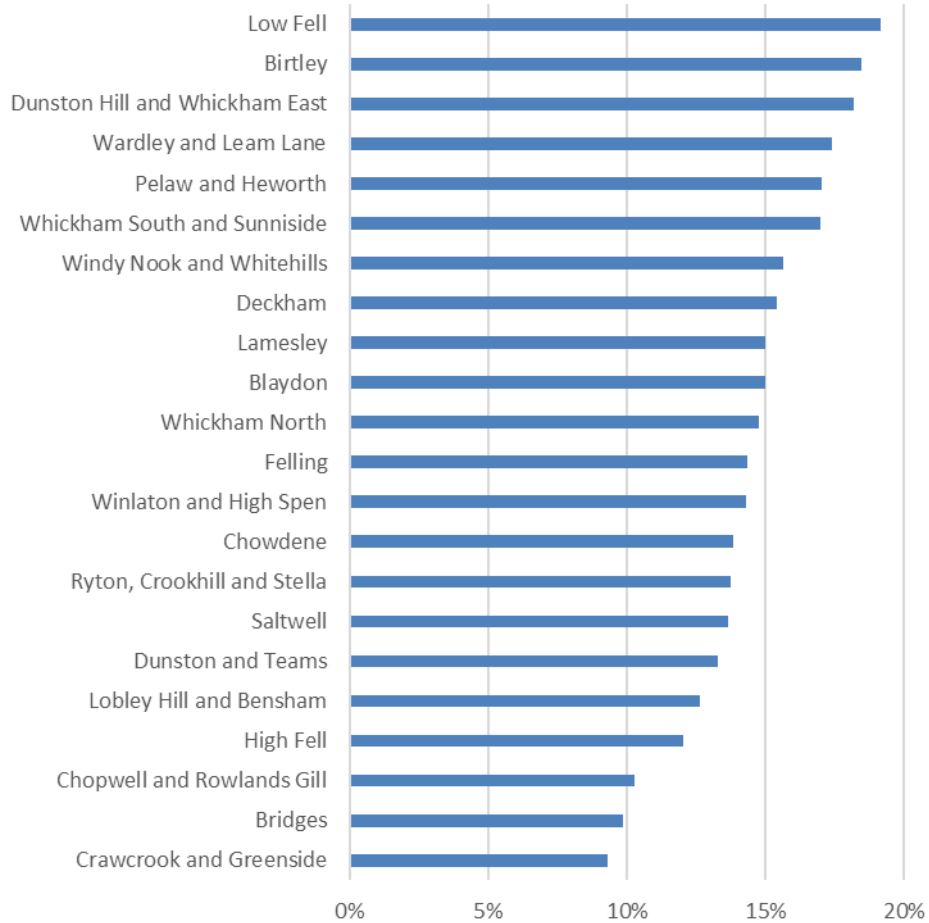
This may mean that some current leisure centre users become less active or that they will have to find alternative ways to exercise.



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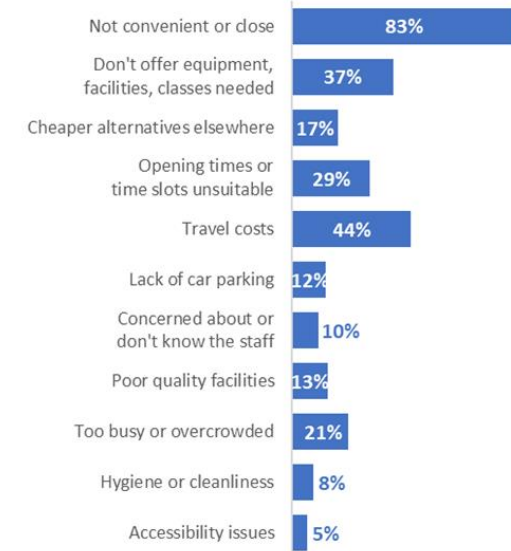
## INTEGRATED IMPACT ASSESSMENT TEMPLATE

Users as a Percent of Ward Population



Gateshead Leisure Centre  
Reasons would not use another Council leisure centre

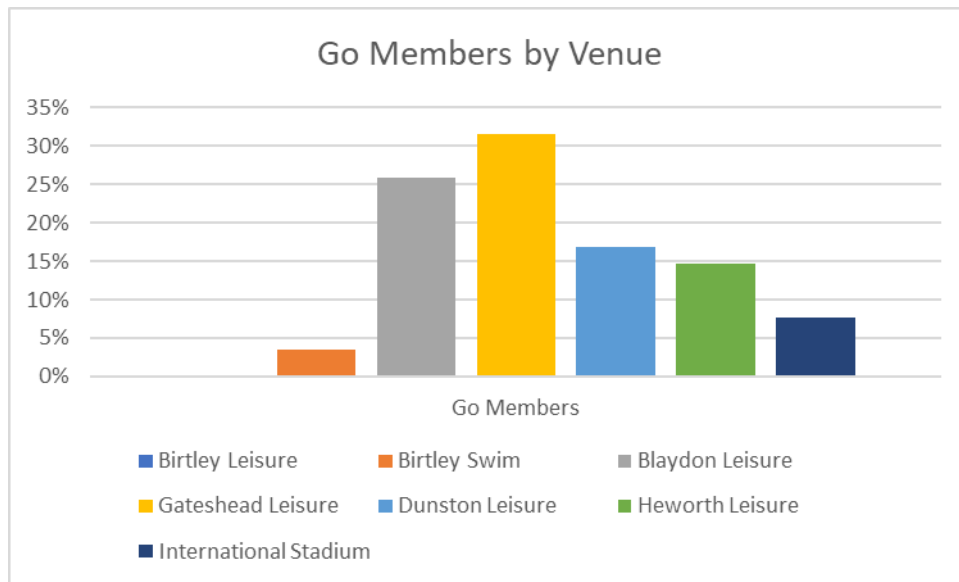
Base = 2,500





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

- Saltwell ward where GLC is based has 11,582 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 GLC.



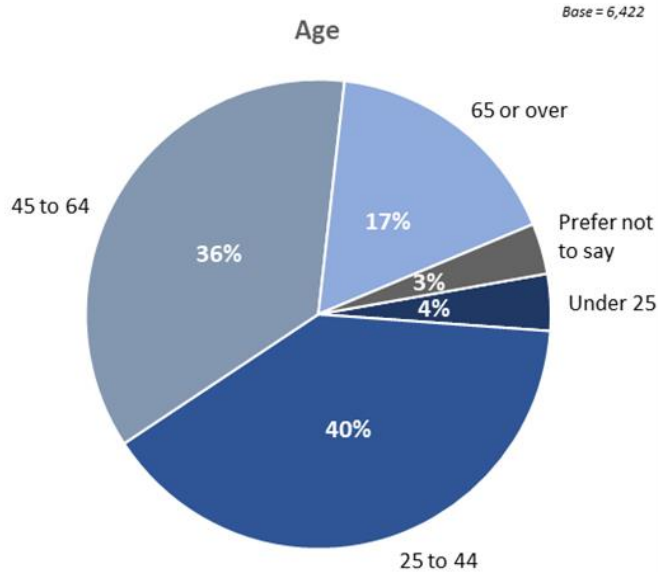
Source: Physical Activity Needs Assessment 2021. [Physical-Activity-Needs-Assessment-2021](#)

Public Consultation responses (9,519 respondents) 83% indicated they were Gateshead residents and 74% were leisure centre users.



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The proposal to close GLC 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 GLC would reduce the overall pool capacity in Gateshead (removing a main pool, small pool and beginner pool) and will reduce the number of hours available for swimming activities.

- **Learn to swim lessons**

Gateshead Council run paid for swimming lessons for children over 5. The availability would be reduced if GLC closes and pool numbers reduce and access times change. These would no longer be delivered from GLC.

Currently learn to swim lessons are delivered at GLC two evenings a week and on a weekend morning.

Swimming lessons for under 5s are delivered via adult and baby, adult and toddler and duckling (3/4yo) classes.

##### Swimming:

Current swimming pool capacity allows some schools to provide more lessons to a wider age range than the national curriculum requires.

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.

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





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In 19/20 an average of 547 swimming lessons were delivered each month at GLC.  
During 22/23 an average of 458 swimming lessons have been delivered each month at GLC. Note the capacity to deliver swimming lessons in 22/23 has reduced due to staffing shortages and reduced opening hours of GLC.

There are 524 pre-registrations for swimming lessons at GLC (waiting list for spaces to become available). 8 of these are for children with SEND. 40% are for under 5s swimming lessons, 43% are for over 5s CYP swimming lessons.

A GO survey of parents who booked swimming lessons pre-covid (Sep 21) found for GLC 72% travelled by car, 21.3% walked and 6% took the bus.

- **Private pool hire**

Beth Jacob Youth Club hire the small pool at GLC for weekly sessions - Tuesday (50 CYP) and Sunday (150 CYP).  
Talmudical College - hire the pool on a Friday morning every week for male only Jewish swimming (60 young adults)

Leaders of the Jewish community 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 GLC; Brighton Avenue, Caedmon Community, Carr Hill Community, Corpus Christi RC, Kelvin Grove, South Street Community, St Joseph's RC, St Peter's RC and St Aiden's CE.

3 specialist schools (primary and secondary ages) book school swimming lessons at GLC; Cedars Academy, Dryden School and Gibside School.

754 KS2 or older pupils currently attend GLC weekly in term-time for school swimming lessons.  
Of these 12 schools who use GLC, 8 currently walk to the site.

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 leisure, working with schools and any future service provider.

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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Academic Year	2019-20	2021-22	2022-23
Average no. pupils attending GLC per week in term-time	562	814 (included additional catch up sessions post-covid)	754

Local schools, particularly those who currently walk to GLC, 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 LC including GLC. Some schools who attend GLC 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.

- **Swim clubs**

Post covid only one of the swimming clubs has rebooked pool hire at GLC. The Kestrels swim club book a session in the main pool at GLC once a week. Children attending this club have disabilities and the majority attend Cedars Academy, a specialist school in Low Fell. Cedars Trust attended an additional needs focus group to discuss impact of potential LC closures and this feedback is published in the Launchpad Research report.

- **Public swimming sessions**

Closure of GLC 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.



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In 19/20 an average of 5,993 casual swimming activities were delivered each month at GLC  
 During 22/23 an average of 6,297 casual swimming activities have been delivered each month at GLC. Note GLC has been operating reduced opening hours in 22/23 due to staffing vacancies.

A GO survey of casual swimmers pre-covid (Jul 21) found for GLC 58.6% travelled by car, 35.5% walked, 4% took the bus and 2% 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.

#### **Non-swimming:**

- Children’s activities delivered by external providers – some businesses book space on a regular basis in the sports halls at GLC to deliver classes and activities to CYP such as Karate. These classes are well attended by families from across Gateshead and non residents.
- Go Bears Den soft play - this is the only soft play provision within Go Gateshead. Post covid it has operated at reduced capacity with time limited session at fixed times across the day. From April 2022 - March 2023 we had 18,352 visits to GO Bear Den
- Clip n’ Climb (currently not in use due to staffing issues) This is the clip n’ climb provision in Go Gateshead. It has not reopened post covid. Pre covid it was well used by families and CYP
- Junior gym access – there are 57 memberships at GLC for Go Kids (0-7), Go Kids plus (8-13) and Go Unlimited junior members
- 60 memberships are Children who are in the care of the council and get free access to all Go Gateshead facilities
- Delivery of children’s school holiday programmes – sports halls, use of soft play, pool time facilitated by Go Gateshead staff.
- Children's party bookings – sports hall bookings, soft play, use of party rooms

#### **Non Swimming:**

Residents and members of the public can still access alternative Go Gateshead venues for non swimming leisure activities (gym, classes)

Alternative soft play and clip n’ climb venues are available within Gateshead, however costs may vary and not all are as accessible on public transport as GLC

The delivery of school holiday programmes will continue however will be based in alternative local venues.

Fully Implement the Gateshead Physical Activity Strategy objectives placing an emphasis on community-based activity and creating active environments

Ensure new place-based opportunities and environments to be active will be co-created with children and young people.

Work with schools to adopt a whole school approach to physical activity

Work with the SSP and schools to establish alternative delivery models in the community



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#### Impact on Older People:

- Gym and fitness class users who are over 50 on weekdays who may attend regularly for social interaction and physical activity
- Provision of rehabilitation classes in studios within GLC (HIA)
- Swimming pool use by over 50s as a low impact exercise and aqua fit classes
- move easy classes

In addition, a proportion of daytime exercise classes are utilised by customers of retirement age. Some low impact exercise classes and rehabilitation sessions are targeted at older residents, including those with health issues.

Closure of GLC 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 GLC 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)

#### Older People:

Leisure centres offer a range of low impact classes and activities that are often attended by older people. Offers include; swimming, 'Light circuits' and Move easy classes. These classes will continue but in fewer GO venues

There are a range of community venues in Gateshead from which community providers can offer their classes as well as range of alternative providers in the market as well as funded places on offer the remaining leisure sites

Alternative venues are being identified for the delivery of rehab and over 50's exercise in the community.

#### Religion and Belief

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

Closure of GLC would have a negative impact on the Orthodox Jewish community in Gateshead.

There are alternative LC in Gateshead with swimming pools and sports halls, however travel to these facilities would be more difficult for a community who live, work and learn in close proximity to GLC. Go Gateshead are working with the Jewish community to offer alternative locations for their sport and leisure activities.



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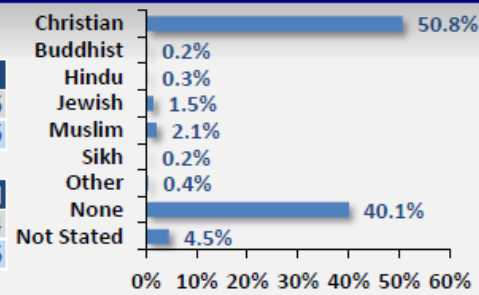
### Religion

	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

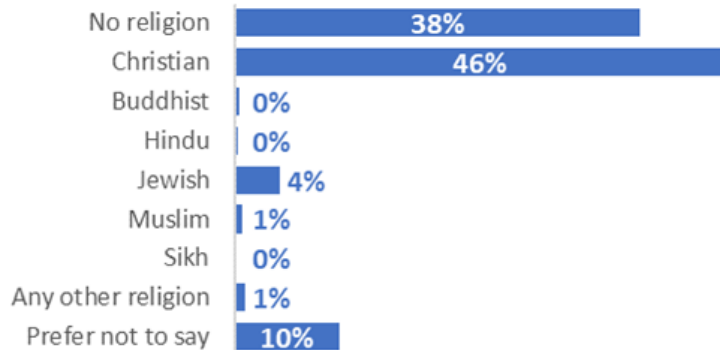
(Source : Census 2021, ONS)



- Consultation responses (religion profile – 6,298 survey respondents)

### Religion

Base = 6,298



### Impact

Jewish Community Council of Gateshead submitted an impact statement as part of the public consultation with a focus on potential closure of GLC and in particular the loss of access to the swimming pool. This highlighted lack of pool provision in any of the local schools with a Jewish community reliance on GLC pool for swimming and physical activity. The low level of car ownership within the local community makes use of alternative facilities more difficult and cost of public transport is a barrier for large families. Cultural and religious reasons were given as issues faced

It is unlikely mitigation of this impact through alternative LC use would be utilised due to the barriers the Jewish community have put forward in terms of travel cost / transport options and cultural issues with the use of other LC sites. Pool capacity in Gateshead will be reduced if GLC closes and it is unlikely the community would be able to access pool hire in another LC to the same extent due to competing pressures across the service.

Go Gateshead will consider demand for single sex swimming sessions as it reviews pool timetables in other venues if GLC were to close. There will be male and female only sessions offered as part of new pool timetables at alternative swimming pools in Gateshead.



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by the Orthodox Jewish community for not using other LC sites such as Blaydon and Heworth where building design has highly visible pool space.

Beth Jacob youth club provides swimming lessons at GLC for Jewish children and young people through weekly small pool hire at GLC. Stated impact of closure would be an inability to provide learn to swim lessons for the community.

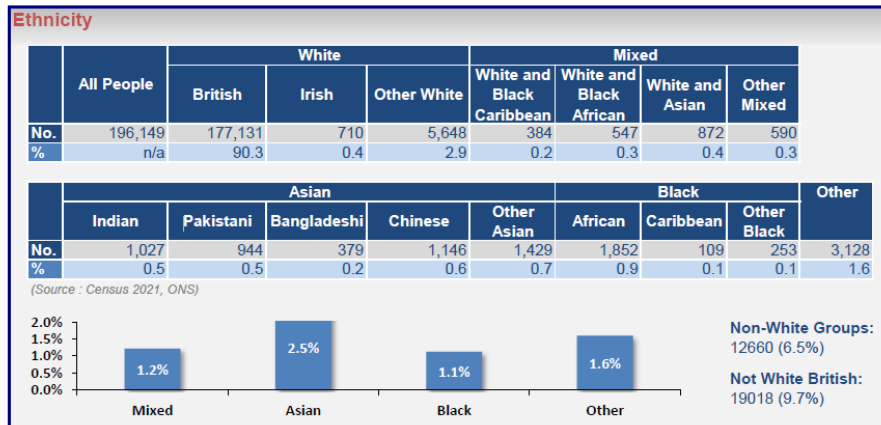
A meeting was held with the leaders from the Jewish Community to engage them on this proposal and encourage participation in the public consultation.

A focus group took place with members across the Jewish Community, including schools and youth clubs to understand potential impact of leisure centre closures. This feedback is published in the Launchpad Research report as part of the Consultation feedback report. Themes from this session include;

- The need for single sex swimming sessions without public viewing to meet cultural requirements
- Current pool hire for swimming lessons for CYP, reduced capacity post covid impacting on CYP access to the pool
- Hire of sports halls by Male College students
- Current access has barriers to booking activities such as soft play sessions as Jewish community families have limited online access

### Race

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

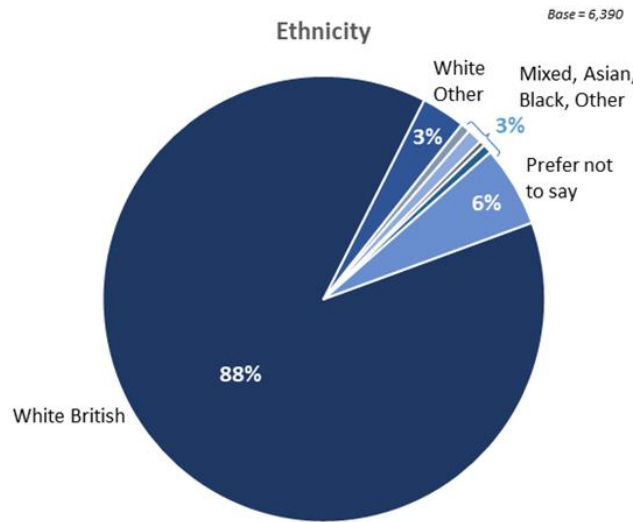




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- Consultation responses (ethnicity profile –6,390 survey respondents)



**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.

**Sex and Gender Reassignment**

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.

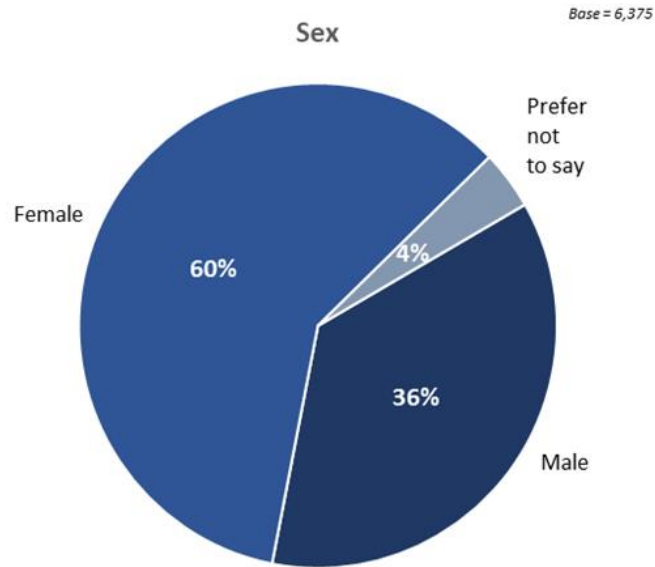
Leisure service will engage with partners and assess demand for provision of single sex swimming sessions in other leisure centre locations when planning swimming pool timetables post closure of GLC.



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Public consultation responses – 83% of 9,519 respondents were Gateshead residents. Profile of survey respondents was;



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%).

Currently there is a weekly single sex swimming session (one male only and one female only) delivered at GLC. So there could be a disproportionate impact on either sex if these were withdrawn or not available within the remaining LC.

There will be male and female only sessions offered as part of new pool timetables at alternative swimming pools in Gateshead.





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<p>During 2022 there have been an average of 250 attendances per month (average of 61 participants per week) at the female only session at GLC (45 minute session once a week, weekday evening)</p> <p>During 2022 there have been an average of 169 attendances per month (average of 40 participants per week) at the male only session at GLC (45 minute session once a week, weekday evening)</p> <p>We do not operate single sex fitness classes, however we know that the vast majority of our fitness class users are female and class membership is self selecting.</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>	
<p><b>Pregnancy and Maternity</b></p> <p>The proposed closure of GLC could impact on people who are pregnant or on maternity leave who use GLC.</p> <p>Pregnant women may not be able to access services at GLC 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.</p> <p>There are weekly parent and baby and parent and toddler swimming sessions taking place within GLC.</p> <p>Buggy boot camps for parents with babies/toddlers are delivered in the community as well as at GLC.</p>	<p>Alternative venues will be used to continue to deliver activities and provision in local community spaces, outdoor public spaces or via the network of family hubs.</p> <p>These activities are also delivered at other GO Gateshead venues across Gateshead and would be open to services users and members of the public.</p>
<p><b>Disability</b></p> <p>Gateshead demographics – disability (ONS Census 2021 &amp; ONS 20/21 Annual Population Survey)</p>	<p>We recognise there will be a negative impact on people with disabilities if GLC is closed.</p> <p>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</p>



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#### Disability

	People whose daily activities are limited	Working age (16-64) disabled	Confidence Interval (+/-)
No.	42,584	40,500	n/a
%	21.7	31.6	4.0

(Source : Activities limited - Census 2021, ONS / EA Core or work limiting disabled - Annual Population Survey Jul 2021 - Jun 2022, 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.

Themes from this session include;

- Impact on KS2 to KS4 swimming, specialist schools currently hire larger pool at GLC for learn to swim sessions to deliver KS2 National Curriculum requirements.
- Impact on swimming pathway for National Disability Swimming Competitions
- Impact on sports achievements of children and young people with disabilities.
- Impact on adult social care support to adults with disabilities due to loss of a central hub, within access of public transport interchange.

Cedars Trust specialist education provision for young people aged 3 to 19 years with varying degrees of additional educational, physical, and emotional needs and Gateshead Kestrels - community sports and physical activity club that caters for people with disabilities both participated in this session.

Quote from this feedback; *"Gateshead Leisure Centre is very well equipped for people with disabilities, they have hoists, suitable changing rooms, and wide facilities to accommodate wheelchairs. The centre also is unique because it can cater for children at all stages of swimming at the same time, utilizing the small and large pools together for all children."*

The Phoenix Centre is located within part of GLC, providing activities for young adults with complex learning and physical disabilities. This service provides people with additional needs to access to a room within GLC to meet and is used as a hub daily.

Public consultation responses – 83% of 9,519 respondents were Gateshead residents. Profile of survey respondents was;

limited in available time within the school day and transport costs involved of alternative locations.

Service users of GLC 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 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.

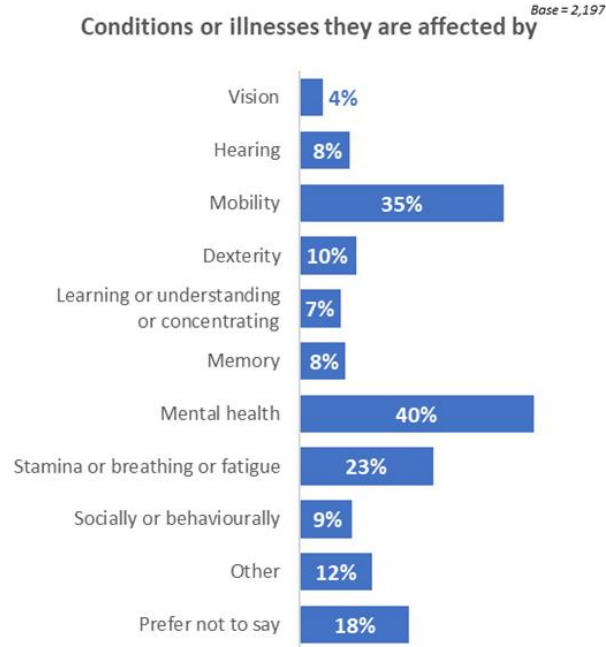
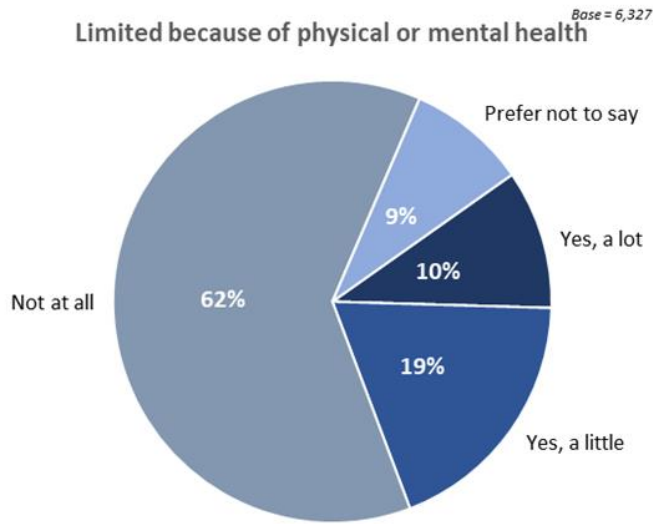
The next nearest changing places toilet provision for members of the public is Gateshead Central Library (100m) and Gateshead Civic Centre (0.5 miles)

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.



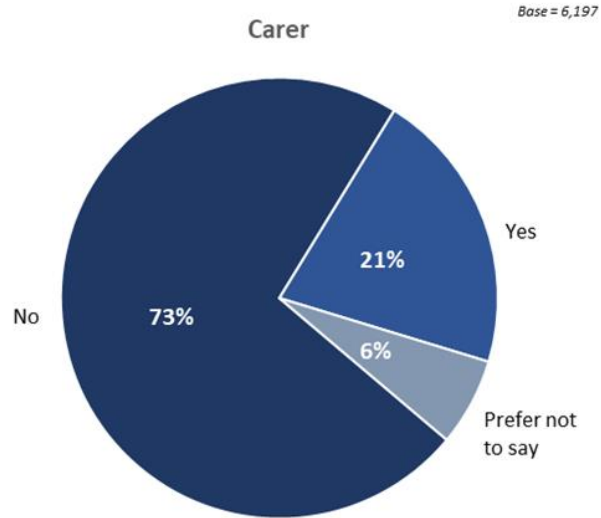
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The proposed closure of GLC could negatively impact on people with disabilities.

Of the 3,562 respondents to the Leisure survey who completed it as GLC users, 84 described impact of LC closure as relating to disability or additional needs and 32 comments were made about not feeling comfortable using another centre. 15 comments stated their independent access would be affected.

There are group activities specifically for users with disabilities and medical needs running within GLC. These include;

- pulmonary & cardio rehabilitation sessions with the NHS trust,
- sports sessions for adults with additional needs,
- 3 specialist schools book facilities,
- SEND swimming sessions for children and young people and their families
- Council play service organise sessions for children with disabilities in school holidays
- A swimming club for children with SEND linked to a special school also book pool hire.



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### **INTEGRATED IMPACT ASSESSMENT TEMPLATE**

We have 39 young carers registered as GLC members, with open access passes provided by social services. This gives access to all activities and facilities at a reduced rate.

We have 480 Leisure Passes for Disabled Children registered as GLC 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.

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.

Gateshead Leisure facilities are equipped to support people with disabilities but there will be fewer sites available.

Leisure centre closures will mean that those wishing to access a site may have to travel further with associated costs and mobility issues. This is a potential barrier to participation.

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.

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



# Tackle inequality so people have a fair chance

## INTEGRATED IMPACT ASSESSMENT TEMPLATE

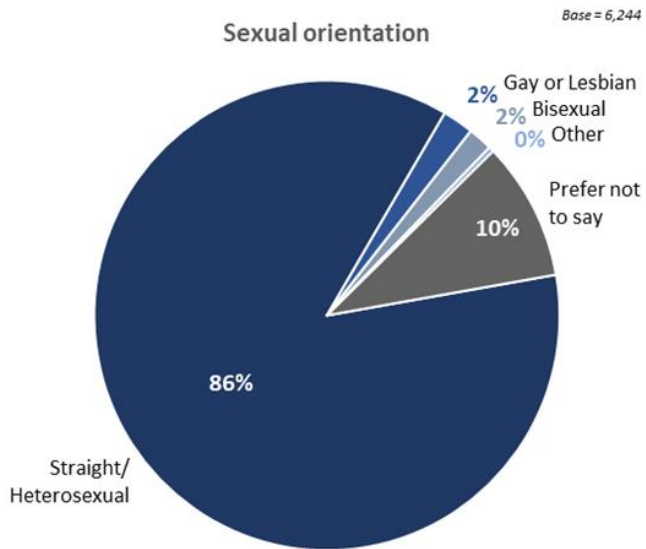
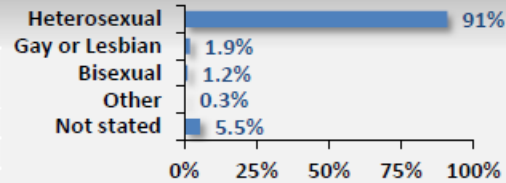
### Sexual orientation

Gateshead demographics – sexual orientation (ONS Census 2021)

#### Sexual Orientation

	Heterosexual	Gay or Lesbian	Bisexual	Other	Not stated
No.	147,379	3,087	1,939	470	8,874
%	91.1	1.9	1.2	0.3	5.5

(Source : Census 2021, ONS)



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.



## Tackle inequality so people have a fair chance

### INTEGRATED IMPACT ASSESSMENT TEMPLATE

<p>This impact relates to activity that generally takes place within the leisure centre building.</p>	
<p><b>Health impact: (eg physical health, mental health, wellbeing, substance misuse)</b>          - A separate Health Impact Assessment (HIA) has been undertaken by the Public Health Team (published with the Leisure Review cabinet report)          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</p> <p><b>Service users:</b>          Of the 3,562 respondents to the Leisure survey who completed it as GLC users, 484 described impact of LC closure as having a negative impact on physical or mental health. 258 comments were made stating they may/would stop leisure activity and 156 indicated an impact on exercise or fitness.</p>	<p>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</p>





## Tackle inequality so people have a fair chance

### 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. 28.43 FTE being based within GLC. The following posts are included within this review; Duty Officer, Receptionist, Leisure Attendant/Pool Lifeguard, Gym Instructor, Fitness Coaches, 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 LC may close, and the additional stress and anxiety this will result in until a future operating model with a reduced number of LC 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 LC 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



## Tackle inequality so people have a fair chance

### INTEGRATED IMPACT ASSESSMENT TEMPLATE

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 GLC has 40% 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 only other LC with a higher percentage of its 1 mile catchment population within the top 30% most in need areas is Heworth at 42%.

Currently 57% of households in Gateshead live within 1 mile of the current 6 council operated leisure centres. Closure of GLC alone would mean this would change to 43%. Closure of GLC and Birtley Swimming Centre would mean this would change to 42%.

The average annual income of those living within 1 mile of GLC is £35,054 (CACI Paycheck 2022). This compares with a Gateshead average of £37,634.

39% of people within 1 mile of GLC are economically inactive (Census 2021), compared with a Gateshead average of 42%.

**Service users:**

Of the 3,562 respondents to the Leisure survey who completed it as GLC users, 484 described impact of LC closure as being physical or mental health and 328 comments were made about impact on travel and transport.

We have 334 GO Active Access members registered at GLC (residents on means tested benefits who receive discounts on using our 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.

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

8 of our schools who book learn to swim lessons currently walk to GLC. 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.



## Tackle inequality so people have a fair chance

### INTEGRATED IMPACT ASSESSMENT TEMPLATE

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%).

Some council services for example Elections team and Emergency planning team hire GLC sports halls for election activity e.g. counts or as rest centres for members of the public when there are local emergencies declared.

**Workforce:**

Of the 166 staff who are currently At Risk of Redundancy, 93% are Grade E and below. These posts have recently 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.

**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

**Environmental impact: (does the proposal impact on climate change and the Council's commitment to be carbon neutral by 2030?)**

There will be an impact on the council's leisure centre portfolio. Property implications of closing GLC are highlighted in the Cabinet report.

A full climate emergency and environmental sustainability assessment has been developed and published for the proposal to close GLC. Summary of the findings are set out below;

Closure of GLC would:

- Reduce GC overall heat and energy consumption, equating to 165 tonnes of carbon per annum;
- Likely increase less sustainable travel for staff relocating to alternative locations;
- Reduce overall water consumption for GC, equating to 15 tonnes of carbon per annum;
- A renewable energy solar array on roof of GLC is connected to the District Energy scheme. Any future decision on the site could mean a need to relocate this solar array (cost implication) to continue to use it elsewhere. In the short term it could continue to generate solar power for the network even if the building is closed;



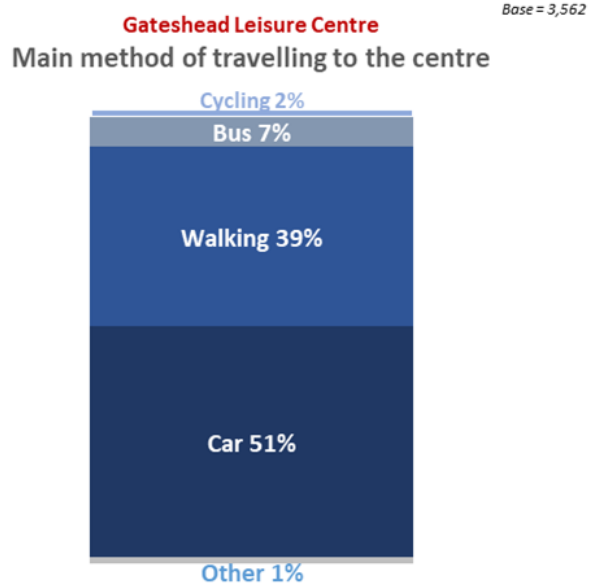
## Tackle inequality so people have a fair chance

### INTEGRATED IMPACT ASSESSMENT TEMPLATE

- 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 including impact of any site changes in the longer term.

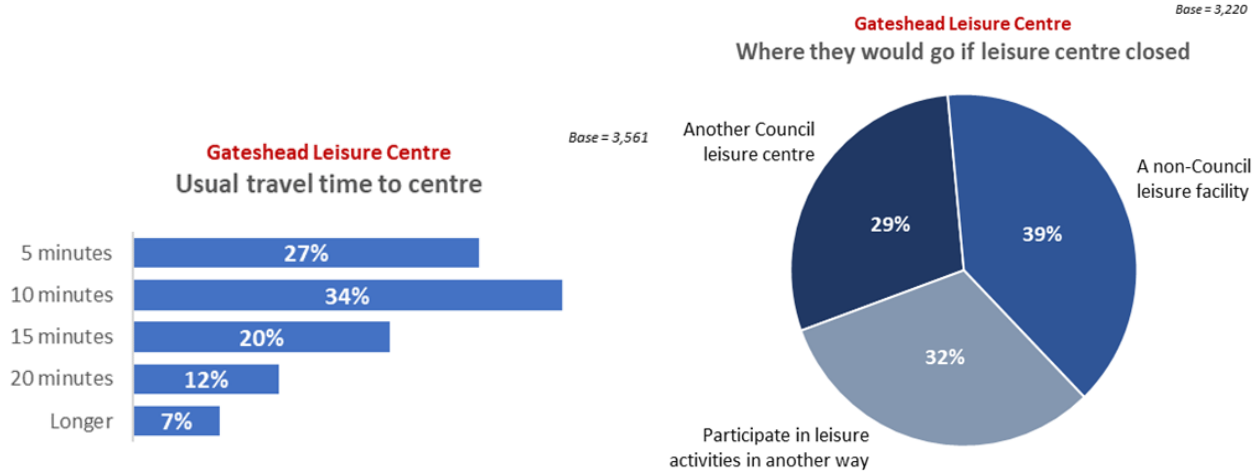
There could be a negative impact on carbon emissions for increased transport costs (private or public transport) to access alternative LC if GLC were to close. 8 of our schools who book learn to swim lessons currently walk to GLC.





## Tackle inequality so people have a fair chance

### INTEGRATED IMPACT ASSESSMENT TEMPLATE



Of all 6 LC Gateshead had the highest percentage of respondents who walked to the centre and lowest percentage who travelled by car. Of those respondents who would use another LC if GLC were to close they indicated they would use Dunston or Heworth LC. They indicated an impact of this would be increased travel time (77%) and switch mode of transport from walking or cycling to using a vehicle (36%). GLC had the highest reported switch of mode of transport across all 6 LC.

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

GLC has renewable energy solar array installed which has a positive impact on alternative energy production, reducing our energy costs in the leisure service.

Closure of GLC with this infrastructure would reduce the benefit currently seen to the council as equipment such as solar panels may have to be relocated. The impact on the existing energy networks and Gateshead Energy Company will depend on the future use of the building in the longer term.



## Tackle inequality so people have a fair chance

# INTEGRATED IMPACT ASSESSMENT TEMPLATE

**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 GLC in a more deprived ward in Gateshead closing a valued community asset used by Gateshead residents. Risk of future anti-social behaviour on site if the centre closes.

Potential cumulative impact on service users during the current cost of living crisis. Potential additional costs in accessing LC 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 GLC with enhanced opening hours and public access to the other LC 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 LC 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)**

Phase 2:

The public online consultation for all service users, residents, stakeholders and employees reopened for 13 weeks from **Tuesday 7 February 2023 until Monday 8 May 2023**.

One additional drop-in event took place in Birtley Children's Centre in March 2023.

- 2,100 additional responses received, 1,642 from Gateshead residents, and 1,607 from leisure service users
- 784 respondents answered specific questions relating to GLC

Phase 1:

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**.



## **Tackle inequality so people have a fair chance**

### **INTEGRATED IMPACT ASSESSMENT TEMPLATE**

In addition to the online survey, we held 7 drop-in events covering a range of times and in all LC. 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 LC 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 LC should remain open.

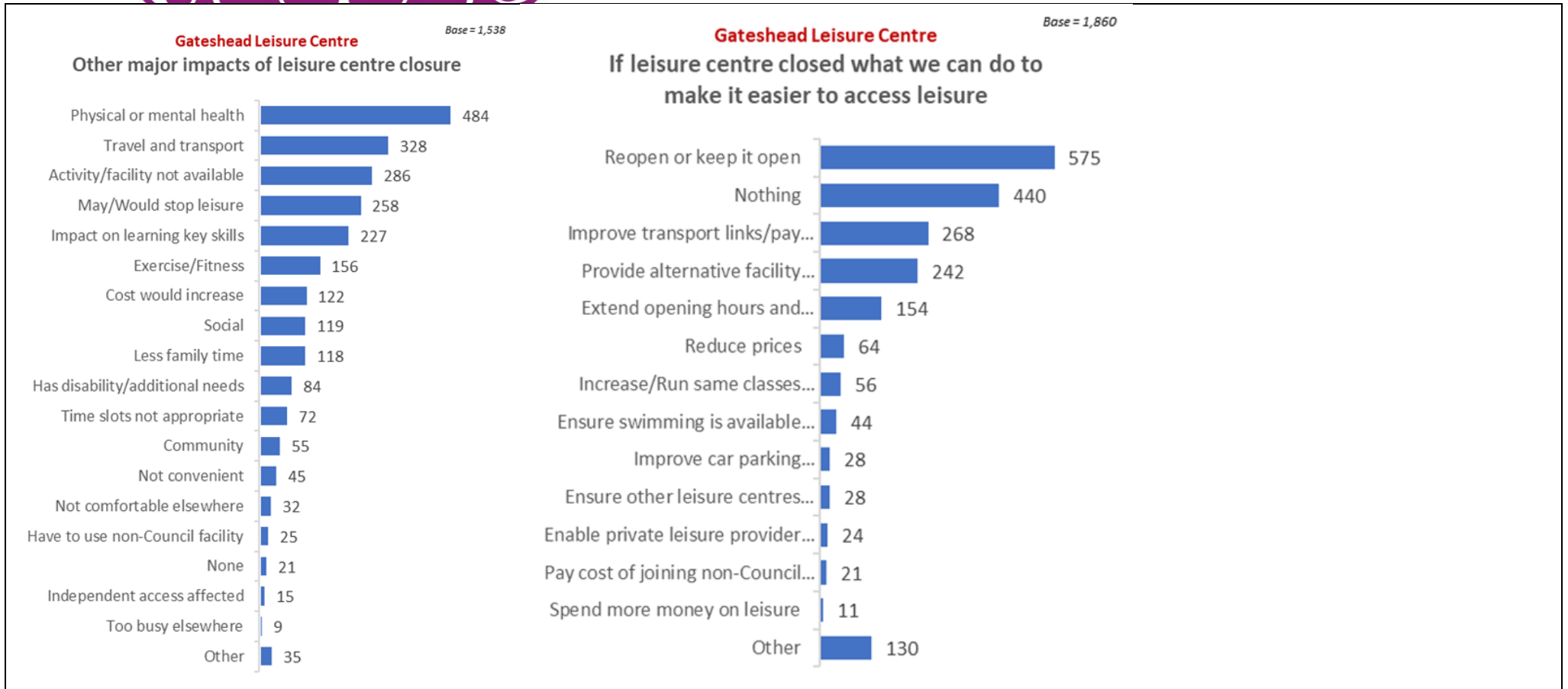
- 7,419 respondents to the public consultation, 85% indicating they were Gateshead residents and 74% were Leisure service users.
- 2,778 respondents answered specific questions relating to GLC.
- 83 organisations submitted a formal response to the public consultation.





# Tackle inequality so people have a fair chance

## INTEGRATED IMPACT ASSESSMENT TEMPLATE



Signed: Service Manager : (completing officer) Lynn Littler

Date: 26 May 2023

Signed: Service Director: (approved) Michael Lamb

Date: 26 May 2023