

## Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

### Version Control

Version	Author	Job title	Date
V3	Chris Saunders	Head of Leisure, Tourism, Culture	26/04/2024

### 1. Details of the initiative

	<b>Title of the Initiative:</b> Pontardawe Swimming Pool closure
<b>1a</b>	<b>Service Area:</b> Leisure Tourism, Heritage and Culture
<b>1b</b>	<b>Directorate:</b> Director of Education, Leisure & Lifelong learning
<b>1c</b>	<b>Summary of the initiative:</b> To agree the planned closure of Pontardawe Swimming Pool (PSP) at the end of August 2024 to ensure the public and staff safety and to agree the demolition of the facility.  PSP is in a very poor state of repair (built in 1974) and having had the life extended by emergency propping up works in 2022/23, further deterioration has taken place, and the building is now life expired. It is possible that an urgent closure may be required should inspections identify further deterioration.

	<p>To ensure public and staff safety a planned closure at the end of August 2024 is proposed, giving as much time as possible to redeploy staff, communicate with user groups, complete the school year and summer programming and for changes to the Neath Leisure Centre programme to be made to accommodate displaced users from PSP.</p> <p>The cost to demolish PSP is estimated to be in the region of £500k and boarding up and making safe in region of £50k, both to be funded via the revenue budget. Should the building not be demolished the ongoing management costs of security, insurance and utilities would be in the region of £25k per year which would also need to be funded from ongoing revenue budgets.</p> <p>To agree to undertake a feasibility study for the potential replacement of the swimming pool on a future site and potential funding for a replacement facility. The feasibility study would look at all potential options with technical and architectural input, financial modelling and a business plan. It would also seek to identify funding options and would cost in the region of £30k. At this early stage it is estimated the cost of a new facility would be in the region of £10-12m, but no funding is currently identified, the feasibility study will investigate any funding options. This would be incorporated into the revenue budget model being prepared to identify the costs and savings for the closure.</p>
<b>1d</b>	<b>Is this a 'strategic decision'?</b> Yes
<b>1e</b>	<p><b>Who will be directly affected by this initiative?</b></p> <p>Celtic Leisure Ltd – staff will be required to be re-deployed to other Celtic Leisure sites.</p> <p>Current users of the PSP swimming pool.</p> <p>An analysis of the current users identified that the those impacted the most are primarily women and children and those with health challenges, older residents and those with no access to personal transport.</p> <p>The PSP membership review identified that the facility reaches beyond the NPTCBC boundary and into neighbouring authorities, especially the north-east of Swansea.</p> <p>Demand will primarily be displaced to Neath Leisure Centre which will impact on users and programmes and that Neath Leisure Centre cannot fully accommodate all the demand. Given this, it is likely that some users of Neath Leisure Centre will need to be displaced to Aberavon LC which will potentially impact on programmes and users at Aberavon LC.</p> <p>Membership analysis shows that some people are prepared to travel beyond the 20-minute drive time catchment to use PSP and those people are not just travelling for swimming club and swimming lessons. It is a well-used community resource, and, in some instances, people are travelling past their nearest pool to access PSP.</p>

	<p>PSP is a resource for children to learn to swim (a life skill) and given that NPTCBC is a coastal location, it is imperative that young people and residents have the facilities to learn.</p> <p>Swimming and water activity can be undertaken throughout the full age profile (cradle to grave) and is an important activity for those with physical and learning disabilities. There will be a reduction in hydrotherapy bookings and casual swimming time available in the area.</p> <p>The closure of the pool will have an impact on schools: travel to neighbouring pools may result in higher transport costs and increased time away from the classroom. This may negatively impact on the perceived value of swimming given the impact on time away from school.</p> <p>The closure of PSP has the potential to result in a decline in the health and wellbeing of Swansea Valley residents, especially if a proportion of resident's cease participating in swimming.</p> <p>However, it is proposed to undertake a feasibility study for the potential replacement of the swimming pool on a future site and potential funding for a replacement facility. The feasibility study would look at all potential options with technical and architectural input, financial modelling and a business plan.</p>
<p><b>1f</b></p>	<p><b>When and how were people consulted?</b></p> <p>Given this is a decision to ensure users and the staff are kept safe there has been no direct public consultation, although the public is fully aware of the challenges faced at PSP given the closure of the pool in November 2022 due to structural defects.</p> <p>In November 2022 the Council made the decision to undertake temporary works to keep the facility open for a fixed period of time. It was anticipated that the remedial work would be sufficient to extend the operating life of the facility for a two-year period.</p> <p>In January 2023 – the swimming pool re-opened after temporary repairs (£141k). It was communicated publicly and the associated Arup report as clear that the works were for a maximum period of two years and that on-going checks may result in an earlier than planned closure.</p> <p>Recent inspections have indicated that there is further deterioration of the building to the extent that it requires closure of the facility.</p> <p>Subject to approval of this report, officers will commence discussions with the clubs and other users of the facility to ensure smooth transition to alternative facilities.</p> <p>Further dialogue will also take place with Pontardawe Town Council and communications will be prepared to ensure local residents are clear about the reasons for closure. It is likely that the community views this as a loss of a local asset and will want to know about and understand proposals for a potential replacement facility.</p>

	<p>There will also be a need for Celtic Leisure to realign the programming of both Aberavon and Neath leisure centres to enable Neath LC to accommodate displaced demand from PSP. A key example of this is that some school and club use at Neath LC could be moved to Aberavon LC to accommodate increased demand.</p> <p>Celtic Leisure will also need to commence consultation with its staff team at PSP to discuss their relocation...</p> <p>There is strong local support for the replacement of PSP, a change.org petition was raised in November 2023 and to date, 2,410 have signed the petition (as of 22/4/2024). <a href="https://www.change.org/p/secure-a-new-swimming-pool-for-pontardawe">https://www.change.org/p/secure-a-new-swimming-pool-for-pontardawe</a> This is likely to increase once the permanent closure is communicated.</p>
<b>1g</b>	<p><b>What were the outcomes of the consultation?</b></p> <p>The closure for temporary works (November 2022) was necessary for safety reasons and it was communicated publicly that this would extend the life of the pool by a maximum of two years. Given recent technical inspections of the facility, the time has come to implement a permanent closure due to the deteriorating structure.</p>

## 2. Evidence

What evidence was used in assessing the initiative?
<p>In August 2022, the Council appointed Arup to undertake a review of PSP and advise on the future longevity of the structural frame. The final report was issued in November 2022 and was very clear that even with urgent remedial works and the propping scheme, the building life would only be extended by a period of up to two years. If the facility was propped, this meant that the only solution was demolition because the props cannot be removed to undertake refurbishment works.</p> <p>In 2022/23 a significant propping up scheme was implemented in the basement areas to bring the building back into safe public use for a temporary period. Regular inspections continue to monitor the condition very closely.</p> <p>However, in January 2024 further spoiling of the reinforced concrete was noted and precautionary measures were implemented to ensure the safety of the staff entering the basement area.</p> <p>With the building condition continuing to decline and a two-year timescale advised by Arup in November 2022, a full closure at the end of August 2024 is recommended. A planned closure at the end of August 2024 will allow enough time to redeploy staff and communicate with the various user groups, making alternative arrangements wherever possible. However, with ongoing</p>

regular inspections, it is still possible there will need to be an urgent closure and this will be kept under close review during the course of the next few months.

Repairing the existing building will be economically unviable, because of depth of the chloride contamination in the concrete. Additionally, the propping works that took place to extend the building life in 22/23 cannot be removed safely to enable access to undertake refurbishment works and therefore there is no other option than to demolish the building. In addition, the mechanical and electrical services throughout the facility have also reached end of life.

A review of the pool use was undertaken with the following parameters:

- A supply and high-level desk-based needs assessment for Pontardawe Swimming Pool (PSP) and across Neath Port Talbot County Borough (NPTCBC) area.
- To understand the catchment for existing users of the facilities.
- To understand the impact and loss of the Pontardawe Swimming Pool.
- To understand any displacement and mitigation opportunities there are within nearby facilities in the event of a forced closure to minimise impact to the community.
- To determine if there is a need to replace the pool.

This review identified the need to replace PSP on the basis that:

- Neath Port Talbot is a coastal location, the need to be able to swim as a life skill is imperative.
- There is a strong local support for the swimming pool.
- Swimming and water activity can be undertaken throughout the full age profile (cradle to grave) and is an important activity for those with physical and learning disabilities.
- The closure of the pool has an impact on local schools; travel to neighbouring pools will result in higher transport costs and increased time out of the classroom. This will negatively impact on time spent in the classroom.
- There is a need to replace the PSP with a modern, fit for purpose facility. However, there is not a need for a like for like replacement, including the performance requirements.
- The replacement swimming pool needs to meet the current and future needs of Pontardawe and the surrounding areas and does not need to be specified to competition standard.
- There is a need to ensure the future provision is viable and sustainable in the longer term, with a range of other facilities to help off-set the cost of the pool operation.

The conclusions are:

- There is an identified need to replace PSP.

- There is an identified need to increase the health and wellbeing of the general population and to meet modern user demands.
- There is a need to create an offer which can accommodate health and wellbeing activity, as well as swimming lessons for schools and children.
- Not investing in the future leisure provision in the area has the potential to result in a decline in the health and wellbeing of Swansea Valley residents.
- The location of a new swimming pool needs to be considered to ensure it is both viable and accessible.
- Although Neath LC will be able to accommodate some of the displaced demand from PSP it is likely only to be relevant for those residents with access to personal transport.
- The next steps are a feasibility report into the replacement swimming pool in Pontardawe. This should include consultation with national governing bodies of sport, the users of PSP and the general public to ascertain the needs and demands for a new replacement facility.
- Given the level of usage from Swansea residents, NPTCBC should ensure that any future reprovision is recognised as a cross boundary facility and any funding bids for financial support should recognise this.
- Should the opportunity arise, NPTCBC could consider this as a potential project for future rounds of LUF funding given the strategic planning and cross boundary evidence that this project provides.

### 3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age		✓		Usage analysis identified that the general membership (not inc swimming club and academy) is from high proportion of people over 66. There was also a higher than average number of members in the 31-35, 35-40 and 41-45 age range. The swim academy is dominated by the younger age groups peaking at 5-9 years old. Whilst the swimming club is mainly in the age ranges 9-13 years old. These users may have to travel further to access alternative sessions
Disability		✓		All users will be affected by the closure of the swimming pool. Usage analysis identified the facility closure will reduce the opportunities available for people with disabilities. (Specifically, the reduction in hydro sessions). These users may have to travel further to access alternative provision.
Gender reassignment		✓		All users will be affected by the closure of the swimming pool. These users may have to travel further to access alternative provision.
Marriage & civil partnership		✓		All users will be affected by the closure of the swimming pool. These users may have to travel further to access alternative provision.
Pregnancy and maternity		✓		All users will be affected by the closure of the swimming pool. Reduction in opportunities for mothers and babies (baby dolphin sessions). These users may have to travel further to access alternative provision..
Race		✓		All users will be affected by the closure of the swimming pool. These users may have to travel further to access alternative provision..
Religion or belief		✓		All users will be affected by the closure of the swimming pool. These users may have to travel further to access alternative provision.
Sex		✓		All users will be affected by the closure of the swimming pool, although females are the highest number of users and therefore will be affected more. In the swimming club female usage is double that of males. The swimming lessons is more balanced

			but females are still the biggest users. For the membership (ex club and lessons) usage numbers are more balanced through adulthood where female usage once again significantly outweighs that of males. These users may have to travel further to access alternative provision.
Sexual orientation		✓	All users will be affected by the closure of the swimming pool. These users may have to travel further to access alternative provision.

**What action will be taken to improve positive or mitigate negative impacts?**

The programme at Neath Leisure Centre will be reviewed and increased sessions made available where possible. There is some spare capacity in the swim academy and other sessions at Neath LC to pick up the additional users however, this not infinite.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

<b>Public Sector Equality Duty (PSED)</b>	<b>+</b>	<b>-</b>	<b>+/-</b>	<b>Why will it have this impact?</b>
To eliminate discrimination, harassment and victimisation			✓	All users will be affected by the closure of the swimming pool. However, this is unlikely to impact on discrimination, & harassment. The public facility will be closed reducing opportunity for community cohesion.
To advance equality of opportunity between different groups		✓		All users will be affected by the closure of the swimming pool but given female usage is so prevalent there will be an impact.
To foster good relations between different groups			✓	All users will be affected by the closure of the swimming pool. However this is unlikely to affect this element.



**What action will be taken to improve positive or mitigate negative impacts?**

A feasibility study will be undertaken into the potential replacement of a swimming pool however, in the short term, the pool cannot be replaced and must close for health and safety reasons.

#### 4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>There are no direct financial savings aligned with making this decision as the current revenue budget will be used to manage and demolish the premises.</p> <p>A planned closure at the end of August will help to maximise the revenue and minimise the costs over the winter period.</p> <p>Over 35% of the pool users are travelling from outside NPT boundaries to access Pontardawe Pool and approximately 30% in total are travelling past other pools to get to there. Usage of more local pools might help reduce travelling time.</p>
Negative/Disadvantage	<p>Whilst capacity can be provided at Neath Leisure Centre to accommodate much of the current programme it is anticipated there will be reduced demand, mainly because of the travel time and therefore a sensitivity allowance will need to be factored into the income models.</p> <p>A detailed financial model needs to be completed to identify the costs and savings for the closure and whether this will result in a reduced subsidy being provided by the Council.</p> <p>Demolition is estimated to be in the region of circa £500k and boarding up and making safe in region of £50k, funded by the current revenue budget. Should the building not be demolished the ongoing management costs of security, insurance and utilities would be in the region of £25k per year which would need to be funded from ongoing revenue budgets.</p> <p>The feasibility costs of approximately £30k would be incorporated into the revenue budget model being prepared to identify the costs and savings for the closure. It is anticipated a new swimming pool facility of similar size to the current facility would cost between £10m &amp; £12m.</p> <p>There is no allowance within the medium-term financial plan, or any identified third-party funding or grants. However, officers will continue to engage with relevant stakeholders to identify appropriate capital funding as and when opportunities arise.</p>
Neutral	<p>It is anticipated some of the income and most of the employees will be transferred to other sites.</p> <p>Celtic Leisure is currently contracted to manage the Pontardawe Swimming Pool and it is anticipated the management of the building will remain with them for the short term prior to demolition, to ensure the benefit of business rate relief is maximised</p>



**What action will be taken to reduce inequality of outcome**

A feasibility study needs to be commissioned to determine what a future facility needs to incorporate (health and wellbeing / community facilities) to understand the capital and revenue business plans and review funding opportunities.

This will enable the Council to have a clear understanding of what is required should any funds become available and be able to respond swiftly to any funding opportunities.

Every effort will be made to ensure appropriate programming at other sites to accommodate the displaced users.

**5. Community Cohesion/Social Exclusion/Poverty**

	+	-	+/-	Why will it have this impact?
Community Cohesion		✓		Closure of a well-used public facility
Social Exclusion		✓		Reduced opportunity for people without personal transport and those with health inequalities.
Poverty		✓		Potentially increased costs to participate for those residents that will be required to travel outside the local community to access alternative provision.

**What action will be taken to improve positive or mitigate negative impacts?**

Neath Leisure Centre will undergo a programme review to absorb as much demand as possible from PSP. This includes extending hours of operation to increase capacity. A feasibility study will be undertaken to look at the possibility of a replacement facility.

## 6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language			✓	The proposal has no impact on the ability to restrict people’s opportunities to use the Welsh language.
– treating the Welsh and English languages equally			✓	At no time will the Council or Celtic Leisure be treating the Welsh language no less favourable than English.

### What action will be taken to improve positive or mitigate negative impacts?

The decision to close the swimming pool will be communicated via the Council in both English and Welsh.

## 7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity	✓			<p><b>Reduced chemical use:</b> Closure of the pool eliminates the need for chlorine and other chemicals used to treat the water.</p> <p><b>Water conservation:</b> Swimming pools use significant amounts of water to fill and maintain levels. Closing the pool would reduce pressure on local water resources which could benefit aquatic ecosystems.</p> <p>The closure of the swimming pool will reduce the Council's energy consumption and carbon emissions (gas and electricity). Even if the swimming pool is replaced like for like, with the modern construction and technologies, there would be a reduction in energy consumption overall.</p> <p><b>Travel:</b></p> <p>With approximately 30% of Pontardawe pool users travelling past other pools there is an opportunity to reduce travelling times and associated carbon emissions.</p>
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓			<p>Potential for land restoration if the site is filled in and revegetated, it could create a new habitat for native plants and animals that were displaced when the pool was built.</p>

### What action will be taken to improve positive or mitigate negative impacts?

The closure and demolition of Pontardawe Swimming Pool will improve the biodiversity in the area.



## 8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
<p>i. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead</p>	<p>The pool building is in a poor state structurally. Repair is not viable and the only option is closure and demolition for health and safety reasons.</p> <p>The closure of the swimming pool may result in a potential decline in the health and wellbeing of residents in the Swansea Valley.</p> <p>The next steps would be to agree a feasibility study on a future site and potential funding for a replacement facility.</p> <p>A new facility will be designed to meet modern user requirements and utilise modern day technologies to be efficient and forward looking to future.</p> <p>A new swimming pool building would have a lifespan of c.40 years.</p>
<p>ii. <b>Prevention</b> – preventing problems occurring or getting worse</p>	<p>Given the building is life expired, once the pool is closed it will be necessary to secure the property and then demolish it. By demolishing the building as soon as possible after the facility closure the risk to the public and staff is removed.</p> <p>To address the long-term decline in the health and wellbeing of Pontardawe residents and the loss of a life skill to a coastal area, a replacement swimming pool is required (not necessarily like for like).</p>
<p>iii. <b>Collaboration</b> – working with other services internal or external</p>	<p>There will be a need to co-ordinate across NPTCBC officers, Celtic Leisure and neighbouring authorities.</p> <p>It is anticipated some of the users will move to alternative leisure sites out of the NPTCBC area (e.g. to Ystradgynlais LC and Morrision LC). Discussions will commence with neighbouring authorities as part of the planning arrangements.</p>



	<p>Given the level of usage from Swansea residents, NPTCBC should ensure that any future reprovision is recognised as a cross boundary facility and any funding bids for financial support should recognise this.</p> <p>Should the opportunity arise, NPTCBC could consider this as a potential project for future UK or Welsh government funding given the strategic planning and cross boundary evidence that this project provides.</p>
<p>iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population</p>	<p>This decision is made on the grounds of Health and Safety and therefore no consultation has taken place.</p> <p>The feasibility study will be influenced by:</p> <ul style="list-style-type: none"> <li>• NPTCBC officers,</li> <li>• Celtic Leisure staff</li> <li>• Key stakeholders – e.g. Sport Wales, Swim Wales</li> <li>• PSP user groups</li> <li>• Other strategic stakeholders (health and wellbeing, community, Council Members etc).</li> </ul>
<p>v. <b>Integration</b> – making connections to maximise contribution to:</p>	<p>There will be a need to decant members and users from Pontardawe Swimming Pool to the Neath Leisure Centre.</p> <p>A transition plan will be devised as to what changes will need to be made and when, to ensure as smooth a transition as possible and that staff and PSP members are integrated and feel welcomed.</p>
<p><b>Council’s well-being objectives</b></p>	<p>Well-being Objective 1 – <b>All children have the best start in life</b> – The closure of the swimming pool will reduce children’s opportunity to participate in swimming activity at Pontardawe Swimming Pool. There will be reduced opportunity for residents in the Swansea Valley to access swimming lessons and learn a life skill. There may be an increase in waiting time to access swimming lessons outside of the school swimming programme due to the level of demand and availability of programme time at Neath LC.</p> <p>There may also be increased travel resulting in a reduction in time in the classroom which may result in some schools re-considering whether to provide swimming lessons as part of the curriculum.</p>

	<p>Well-being Objective 2 – <b>All our communities will be thriving and sustainable</b> – this proposal will reduce opportunity for the community to access a public facility in the local area. It will, however, reduce costs to the Council as the swimming pool required financial support.</p> <p>Well-being Objective 3 – <b>Our local environment, culture and heritage can be enjoyed by future generations</b> – The closure of PSP will result in a carbon emission reduction from the facility itself. In addition, there will be a further reduction to those people choosing to drive past their nearest pool to access PSP. However, the need for Pontardawe staff, residents and schools to increase travel and transport to access alternative provision may increase carbon emissions.</p> <p>Well-being Objective Aim 4 – <b>There are more green, secure and well-paid jobs and skills across the area are improved</b> – Celtic Leisure has identified that there will be no requirement for redundancies and that staff can be re-deployed into existing vacant roles. There will however be a need to re-locate staff to alternative sites within the portfolio.</p>
<p><b>Other public bodies objectives</b></p>	<p>Sport Wales</p> <ul style="list-style-type: none"> <li>• To create an active nation where, as many people as possible are inspired to be active through sport.</li> <li>• For everyone, from people who don't see themselves as sporty people to people who win medals.</li> <li>• For life and it responds to the needs of people at different stages of their life.</li> <li>• Focuses on creating a wide range of positive experiences so everyone can enjoy sport.</li> </ul> <p>Swim Wales Strategy 2023 (currently being updated)  By 2026 aquatics in Wales will offer a true active journey for life., with an offer for all communities supported at every life stage and every life age, to be the activity or sport of choice for everyone, for years to come.</p>

## 9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

NPTCBC to communicate the intended closure date of PSP stating there may be a requirement to close sooner subject to building inspections. The rationale for closure will be communicated to the public. Plans to undertake a feasibility study to be shared with an emphasis that there are currently no capital funds set aside for the replacement.

Celtic Leisure will embark on a campaign to notify individuals of alternative facilities that will be available.

There are no council workforce impacts associated with this report. Celtic Leisure staff will be re-deployed to other leisure sites following the closure.

It is anticipated some of the users will move to alternative leisure sites at Ystradgynlais and Morrision and discussions will commence with neighbouring authorities as part of the potential replacement planning arrangements.

## 10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
<b>Equalities</b>	All users will be affected by the closure of the swimming pool. Main users impacted will be children, women and older people.
<b>Socio Economic Disadvantage</b>	There may be some overall savings by the closure of the pool in the medium term however, there is a need to allocate the existing budgets to demolishing the building and to the commissioning of a feasibility study.
<b>Community Cohesion/ Social Exclusion/Poverty</b>	For some residents the need to travel to access provision will exclude them from participating. Also, there will not be the capacity at Neath LC to accommodate all demand. Some children in the Swansea Valley may not be able to learn to swim.
<b>Welsh</b>	There is no impact on the Welsh language.
<b>Biodiversity</b>	The closure and demolition of Pontardawe Swimming Pool will improve the biodiversity in the area as a result of a reduction in water and utilities consumption.
<b>Well-being of Future Generations</b>	The closure and demolition of the pool negatively impacts residents. It presents opportunities to work with partners to understand what opportunities there may be for the replacement of the swimming pool (not necessarily like for like). There is the opportunity to seek a new facility that meets modern user needs, be energy efficient and incorporate health and wellbeing / community needs.

### Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities

- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified



Please provide details of the overall conclusion reached in relation to the initiative.

To ensure compliance with health and safety obligations associated with the users and staff at Pontardawe Swimming Pool, to agree for the closure of the facility at the end of August 2024 (an urgent closure may be required), to seek approval for the demolition of Pontardawe Swimming Pool and to make arrangements for the commissioning of a feasibility study for a replacement facility.



## 11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Communicate the closure to Celtic Leisure Ltd	NPTCBC	Immediately	Informed
Communicate the closure (and reasons for the closure) to user groups.	NPTCBC / Celtic Leisure Ltd	Immediately	Informed
Communicate the closure and impact to neighbouring authorities where demand may be displaced.	NPTCBC	Immediately	Informed
Inform the public.	NPTCBC – public and press notification, Celtic Leisure to notify customers.	Immediately	Informed
Make arrangements for the deployment of staff.	Celtic Leisure Ltd	Immediately	Informed
Make arrangements for the decanting of PSP activity to Neath LC and Aberavon LC.	Celtic Leisure Ltd	1 month	Transition plan and actions developed

Make arrangements for the demolition of PSP	NPTCBC	August 2024	Demolition of the facility
Undertake a feasibility study into the potential replacement of the swimming pool. This will include potential site, business plan, capital costs and funding opportunities.	NPTCBC - Head of Leisure, Tourism, Heritage and Culture	April 2025	Full report

## 12. Sign off

	Name	Position	Signature	Date
<b>Completed by</b>	Chris Saunders	Head of Leisure, Tourism, Heritage and Culture		<b>30/04/2024</b>
<b>Signed off by</b>	Andrew Thomas	Director of Education, Leisure & Lifelong Learning		<b>30/04/2024</b>