

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
1.1	Chris Saunders	Head of Leisure, Tourism, Heritage & Culture	30 August 2024

1. Details of the initiative

	Title of the Initiative: Future Provision of Leisure Services
1a	Service Area: Leisure, Tourism, Heritage & Culture
1b	Directorate: Education, Leisure and Lifelong Learning
1c	Summary of the initiative: To decide on the future delivery model for leisure services. The three Options for the future delivery of leisure services are, and the report seeks a determination from Members on the Option to be implemented: <i>(1) Proceed with the insourcing of Celtic Leisure from 1st April 2025; or</i> <i>(2) Agree a five-year extension of the Contract with Celtic Leisure from 1st April 2025 with the current terms and conditions.</i> <i>(3) Agree a five-year extension of the Contract with Celtic Leisure from 1st April 2025 with revised terms and conditions as per the Union's request.</i>
1d	Is this a 'strategic decision'? Yes
1e	Who will be directly affected by this initiative?

Option 1

Service Users:

If members pursue Option 1, whilst the disruption to service users will be minimum, communication will be key, users will be kept up to date on any change process, via social media, member's app, and email and via information issued by the Council. This will form part of the mobilisation plan. The service offered to users will not be affected as the service specification will not change irrespective of which Option is considered, and the output specification will be implemented whichever delivery model is decided on.

Celtic Leisure Staff:

There would clearly be workforce impacts on Celtic Leisure staff for all Options. The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) applies to Option 1 where the service reverts to in-house council provision. The Regulations set out who is entitled to transfer, what rights they transfer with them, and how the transfer should be managed.

The key elements are:

- Identifying: determine which employees are affected.
- Information: in good time prior to the transfer, the outgoing employer informs and consults with all affected employees, communicating the fact that the transfer is happening and how they can object.
- Consultation with staff: the outgoing employer will consult with all affected employees well in advance of the transfer. This will involve recognised trade unions. The incoming employer must remember to inform existing employees as well.
- Employee liability (due diligence) information: at least 28 days before the transfer of contract, the outgoing employer must make the incoming employer aware of key employee or due diligence information.
- Measures: the incoming employer will inform and consult on any planned measures towards the employees after the transfer considering any implications of the employees' terms and conditions of employment, including pensions. Liabilities that transfer from the outgoing employer to the new one include all statutory and contractual rights. So, if the old employer did something to trigger claims, liability will pass to the new employer, including claims of, for example, unfair dismissal and discrimination.

Responsibilities that transfer include:

- current terms and conditions of employment
- continuity of service
- redundancy payments, both statutory and contractual
- arrears of pay, holiday pay and sick pay and any accrued holiday entitlement

	<ul style="list-style-type: none"> • liabilities accruing prior to the date of transfer under employment protection legislation, including liability for unfair dismissal and discrimination • the terms of any collective agreement incorporated into the employment contract <p>Under Options 1 or 3 where there are significant additional costs involved it is likely there will need to be redundancies in Celtic Leisure and from across other council departments to fund the additional costs. Measures to support these employees can be agreed with the recognised trade unions of the council (to include UNITE as well as UNISON and GMB), e.g. to enable displaced employees from Celtic Leisure (those declared at risk of redundancy) to apply for vacant jobs in the council via the council's prior consideration scheme.</p> <p>If the service was transferred back to the Council (Option1), there will be an impact on the Council workforce, in particular support services in providing direct management and support to the services (which does not exist at present), with investment needed to provide these resources.</p> <p>Option 2 or Option 3</p> <p>In both Options 2 & 3 the Celtic Leisure contract is extended and staff will remain employed by Celtic Leisure. A desk based assessment on pay rates for standard leisure based jobs locally has established that the current Celtic rates of pay are broadly equivalent to the local industry standard.</p> <p>The terms and conditions of the Celtic Leisure staff are a matter for the company board to consider and agree. However, in Option 2 no additional funding is provided within the management fee to fund the Celtic staff to access the Local Government Pension scheme (LGPS) or have enhanced terms and conditions as per the request from the Unions.</p> <p>Option 3 would see increased staff funding which, subject to agreement from the Celtic Leisure Board would see access to the LGPS and enhanced terms and conditions for all Celtic staff</p>
1f	<p>When and how were people consulted?</p> <p>Over the past nine months, a working group was established with representatives from the Council, Celtic Leisure and Trade Unions to examine the Options available and provide challenge on the issues surrounding the insourcing.</p> <p>The agreed aim of the group was to <i>“provide a safe working space for the Unions, NPT Council and Celtic Leisure to understand discuss and challenge issues regarding proposed transfer of the Celtic Leisure contract back to the Council”</i>.</p> <p>At the initial meeting all parties agreed there must be a clear way forward developed to allow enough time to affect a smooth transition into the Council should that be the agreed way forward and provide the Celtic Leisure staff with certainty after a long period of instability. Everyone expressed a desire to safeguard jobs and continue to improve the standard of the services.</p>

	<p>At this stage there are no changes to service provision so accordingly there would be no requirement for consultation with service users. In addition, until members determine what Option they wish to pursue, the appropriate consultation with Celtic Leisure staff cannot take place.</p>
<p>1g</p>	<p>What were the outcomes of the consultation?</p> <p>As indicated above, no formal consultation was required for the existing determination but if Options 1 is pursued consultation will take place with staff members impacted by any proposals pursuant to TUPE.</p> <p>The working group challenged the costs of insourcing, particularly the pension and weekend working estimates. These were both reworked with the group accepting the methodology. The pensions costs were reduced by approximately 10% but with 213 staff in the NEST pension scheme compared to 78 in the Local Government Pension scheme the employers contributions of circa 22.4% mean the costs are still unaffordable standing at an additional £880k per annum</p> <p>The group also looked at weekend working enhancements and particularly if there is any flexibility and whether this should be offered across Celtic Leisure for all staff or just permanent employees. After detailed analysis the financial savings from both of these were negligible and would be at risk of being in breach of legislative and policy, with the creation of a two tier workforce. The working group also looked at the salaries of staff working across similar leisure providers in South Wales and found these were broadly comparable to what Celtic Leisure are currently offering.</p>

2. Evidence

What evidence was used in assessing the initiative?

There would clearly be workforce impacts on Celtic Leisure staff if Option 1 is considered. The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) will apply. In line with the aforementioned TUPE Regulations this will have to be subject to consultation with staff.

The working group challenged the costs of insourcing, particularly the pension and weekend working estimates. These were both reworked with the group accepting the methodology. The pensions costs were reduced by approximately 10% but with 213 staff in the NEST pension scheme compared to 78 in the Local Government Pension scheme the employers contributions of circa 22.4% mean the costs are still unaffordable, standing at an additional £880k per annum.

The group also looked at weekend working enhancements and particularly if there is any flexibility and whether this should be offered across Celtic Leisure for all staff or just permanent employees. After detailed analysis the financial savings from both of these were negligible and would be at risk of being in breach of legislative and policy, with the creation of a two tier workforce. The working group also looked at the salaries of staff working across similar leisure providers in South Wales and found these were broadly comparable to what Celtic Leisure are currently offering.

The proposed management fee has been put together in direct consultation with Celtic Leisure on an open book basis and pursuant to the contractual arrangements in place.

Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age			x	<p>Irrespective of which Option is pursued there would be a neutral impact on any protected characteristic – in all cases there would be no change to service provision envisaged. The Council would consider all Equality Act 2020 implications as part of decision making. If Option 1 is pursued, any issues in respect of staff of Celtic Leisure will be included as part of any TUPE consultation and will be factored into the TUPE process.</p> <p>If Option 2 or Option 3 is pursued, any corresponding impacts will have to be considered as part of any service changes necessary to implement the same.</p>
Disability			x	<p>Irrespective of which Option is pursued there would be a neutral impact on any protected characteristic – in all cases there would be no change to service provision envisaged. The Council would consider all Equality Act 2020 implications as part of decision making. If Option 1 is pursued, any issues in respect of staff of Celtic Leisure will be included as part of any TUPE consultation and will be factored into the TUPE process.</p> <p>If Option 2 or Option 3 is pursued, any corresponding impacts will have to be considered as part of any service changes necessary to implement the same.</p>

Gender reassignment			<p>x</p> <p>Irrespective of which Option is pursued there would be a neutral impact on any protected characteristic – in all cases there would be no change to service provision envisaged. The Council would consider all Equality Act 2020 implications as part of decision making. If Option 1 is pursued, any issues in respect of staff of Celtic Leisure will be included as part of any TUPE consultation and will be factored into the TUPE process.</p> <p>If Option 2 or Option 3 is pursued, any corresponding impacts will have to be considered as part of any service changes necessary to implement the same.</p>
Marriage & civil partnership			<p>x</p> <p>Irrespective of which Option is pursued there would be a neutral impact on any protected characteristic – in all cases there would be no change to service provision envisaged. The Council would consider all Equality Act 2020 implications as part of decision making. If Option 1 is pursued, any issues in respect of staff of Celtic Leisure will be included as part of any TUPE consultation and will be factored into the TUPE process.</p> <p>If Option 2 or Option 3 is pursued, any corresponding impacts will have to be considered as part of any service changes necessary to implement the same.</p>
Pregnancy and maternity			<p>x</p> <p>Irrespective of which Option is pursued there would be a neutral impact on any protected characteristic – in all cases there would be no change to service provision envisaged. The Council would consider all Equality Act 2020 implications as part of decision making. If Option 1 is pursued, any issues in respect of staff of Celtic Leisure will be included as part of any TUPE consultation and will be factored into the TUPE process.</p> <p>If Option 2 or Option 3 is pursued, any corresponding impacts will have to be considered as part of any service changes necessary to implement the same.</p>
Race			<p>x</p> <p>Irrespective of which Option is pursued there would be a neutral impact on any protected characteristic – in all cases there would be no change to service provision envisaged. The Council would consider all Equality Act 2020 implications as part of decision making. If Option 1 is pursued, any issues in respect of staff of Celtic Leisure will be included as part of any TUPE consultation and will be factored into the TUPE process.</p>

				<p>If Option 2 or Option 3 is pursued, any corresponding impacts will have to be considered as part of any service changes necessary to implement the same.</p>
Religion or belief			x	<p>Irrespective of which Option is pursued there would be a neutral impact on any protected characteristic – in all cases there would be no change to service provision envisaged. The Council would consider all Equality Act 2020 implications as part of decision making. If Option 1 is pursued, any issues in respect of staff of Celtic Leisure will be included as part of any TUPE consultation and will be factored into the TUPE process.</p> <p>If Option 2 or Option 3 is pursued, any corresponding impacts will have to be considered as part of any service changes necessary to implement the same.</p>
Sex			x	<p>Irrespective of which Option is pursued there would be a neutral impact on any protected characteristic – in all cases there would be no change to service provision envisaged. The Council would consider all Equality Act 2020 implications as part of decision making. If Option 1 is pursued, any issues in respect of staff of Celtic Leisure will be included as part of any TUPE consultation and will be factored into the TUPE process.</p> <p>If Option 2 or Option 3 is pursued, any corresponding impacts will have to be considered as part of any service changes necessary to implement the same.</p>
Sexual orientation			x	<p>Irrespective of which Option is pursued there would be a neutral impact on any protected characteristic – in all cases there would be no change to service provision envisaged. The Council would consider all Equality Act 2020 implications as part of decision making. If Option 1 is pursued, any issues in respect of staff of Celtic Leisure will be included as part of any TUPE consultation and will be factored into the TUPE process.</p> <p>If Option 2 or Option 3 is pursued, any corresponding impacts will have to be considered as part of any service changes necessary to implement the same.</p>

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

If Option 2 or 3 is pursued, Celtic Leisure are under continued obligations to set out within their business plan how they will work with the Council to achieve the Council's strategic outcomes and address the service outcomes as set out in the output specification. However, if Option 1 is considered, the Council would have control over all of these elements and will set it in line with Council policies.

None of the Options impact on the protected characteristics.

Celtic Leisure will be required to work closely with the council to promote healthy lifestyles, and access to leisure especially through the National Exercise Referral scheme. This will be reported through the annual reporting mechanism.

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

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation			x	<p>If Options 2 or 3 Celtic Leisure will be required to deliver the services in accordance with the aims of The Wellbeing of Future Generations (Wales) Act 2015 through the delivery of wider social, economic and environmental benefits. Celtic leisure will also be required to comply with the requirements of the Equality Act 2010 and the Welsh language standards.</p> <p>Celtic Leisure will be required to work closely with the Local Authority and other partners such as education and training providers to develop specific initiatives, which offer realistic and sustainable employment opportunities to disadvantaged people in the Council Area.</p> <p>Celtic Leisure would ensure the Services are fully inclusive to all sections of the community and shall proactively work to eliminate barriers to participation in sport and physical activity through programming, pricing, policies, development plans, marketing and training, working with the Local Authority and other partners to provide diversionary activities designed to</p>

			<p>help reduce levels of crime, disorder and anti-social behaviour by people in the Neath Port Talbot area.</p> <p>If Option 1 was pursued, then all actions would be considered in line with Council policies and processes.</p>
To advance equality of opportunity between different groups		x	<p>If Options 2 or 3 Celtic Leisure will be required to deliver the services in accordance with the aims of The Wellbeing of Future Generations (Wales) Act 2015 through the delivery of wider social, economic and environmental benefits. Celtic leisure will also be required to comply with the requirements of the Equality Act 2010 and the Welsh language standards.</p> <p>Celtic Leisure will be required to work closely with the Local Authority and other partners such as education and training providers to develop specific initiatives, which offer realistic and sustainable employment opportunities to disadvantaged people in the Council Area.</p> <p>Celtic Leisure would ensure the Services are fully inclusive to all sections of the community and shall proactively work to eliminate barriers to participation in sport and physical activity through programming, pricing, policies, development plans, marketing and training, working with the Local Authority and other partners to provide diversionary activities designed to help reduce levels of crime, disorder and anti-social behaviour by people in the Neath Port Talbot area.</p> <p>If Option 1 was pursued, then all actions would be considered in line with Council policies and processes.</p>
To foster good relations between different groups		x	<p>If Options 2 or 3 Celtic Leisure will be required to deliver the services in accordance with the aims of The Wellbeing of Future Generations (Wales) Act 2015 through the delivery of wider social, economic and environmental benefits. Celtic leisure will also be required to comply with the requirements of the Equality Act 2010 and the Welsh language standards.</p> <p>Celtic Leisure will be required to work closely with the Local Authority and other partners such as education and training providers to develop specific initiatives, which offer realistic and sustainable employment opportunities to disadvantaged people in the Council Area.</p> <p>Celtic Leisure would ensure the Services are fully inclusive to all sections of the community and shall proactively work to eliminate barriers to participation in sport and physical activity through programming, pricing, policies, development plans, marketing and training, working with the Local Authority and other partners to provide diversionary activities designed to</p>

				<p>help reduce levels of crime, disorder and anti-social behaviour by people in the Neath Port Talbot area.</p> <p>If Option 1 was pursued, then all actions would be considered in line with Council policies and processes.</p>
--	--	--	--	---

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

Celtic Leisure will be required to work closely with the council to promote healthy lifestyles, and access to leisure especially through the National Exercise Referral scheme. This will be reported through the annual reporting mechanism.

If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies.

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	
Negative/Disadvantage	The Council could choose to offer its leisure facilities at a lower cost as a way to boost access to leisure facilities for those on lower incomes but this would increase an already substantial subsidy. Celtic Leisure already offer a passport to leisure scheme and participate in the free swimming programme. There are also other schemes targeted at increasing participation for low income groups delivered through the PASS team for children in particular.
Neutral	Whether the indoor leisure services remain contracted or comes into the Council has little bearing on the socio economic duty. If any changes are required to service delivery this will be considered as part of any future reports and future integrated impact assessments.

What action will be taken to reduce inequality of outcome

N/A

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion			x	<p>If Options 2&3 are pursued, Celtic Leisure shall ensure the Services are fully inclusive to all sections of the community and shall proactively work to eliminate barriers to participation in sport and physical activity through programming, pricing, policies, development plans, marketing and training.</p> <p>Passport to Leisure and Concessionary prices, which are offered will need to be approved annually by the Council.</p> <p>If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies.</p>
Social Exclusion			x	<p>If Options 2&3 are pursued, Celtic Leisure shall ensure the Services are fully inclusive to all sections of the community and shall proactively work to eliminate barriers to participation in sport and physical activity through programming, pricing, policies, development plans, marketing and training.</p> <p>Passport to Leisure and Concessionary prices, which are offered will need to be approved annually by the Council.</p> <p>If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies.</p>
Poverty			x	<p>If Options 2&3 are pursued, Celtic Leisure shall ensure the Services are fully inclusive to all sections of the community and shall proactively work to eliminate barriers to participation in sport and physical activity through programming, pricing, policies, development plans, marketing and training.</p>

				<p>Passport to Leisure and Concessionary prices, which are offered will need to be approved annually by the Council.</p> <p>If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies.</p>
--	--	--	--	--

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

If Options 2& 3 are pursued, the Output Specification for Celtic Leisure will reflect the wellbeing objectives of the corporate plan which has been developed to deliver the Health and Wellbeing of Future Generations Act. The Corporate Plan sets out 4 core wellbeing objectives which it is expected the leisure services should deliver against.

If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: - people's opportunities to use the Welsh language			x	The proposal has no impact on the ability to restrict people's opportunities to use the Welsh language as the service specification will not be changing. The design of all signs will take into account guidelines on bilingual design as issued by the Welsh Language Commissioner, and be equal in terms of format, size, quality, legibility and prominence.
- treating the Welsh and English languages equally			x	At no time will the Council be treating the Welsh language no less favourable than English as the service specification will not be changing. The specification requires a service of equal standing to Welsh and English speakers. All marketing literature will be fully bilingual.

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

Welsh Language:

If Options 2 & 3 are considered, the contract/ Output specification, requires Celtic Leisure, to comply with the Welsh Language Standards 2016.

If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies.

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				There will no impact on the ability to maintain and enhance biodiversity as the service specification will not be changing
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.				The Council is committed to responsible environmental and energy management and the efficient use of energy throughout its operations. It also recognises that good environmental and energy management helps to protect the environment by conserving natural resources and reducing harmful emissions.

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

Responsibility for the buildings fabric is retained by the Council whichever Option is agreed & the current programme of energy reduction would be continued.

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. Long term – looking at least 10 years (and up to 25 years) ahead</p>	<p>The Options being presented are only for a period of 5 years. And method of delivery for indoor leisure will need to be reviewed again before the end of that 5 year period.</p> <p>All Options will ensure the service benefits from significant investment making them more sustainable in the future and more cost effective.</p> <p>All Options will require investment in staff , particularly in some of the harder to recruit to posts like swimming teachers.</p> <p>Option 2 is the most cost effective and is best placed to protect the service from future financial cuts.</p>
<p>ii. Prevention – preventing problems occurring or getting worse</p>	<p>All Options will ensure the service benefits from significant investment making them more sustainable in the future and more cost effective.</p> <p>All Options will require investment in staff , particularly in some of the harder to recruit to posts like swimming teachers.</p> <p>Option 2 is the most cost effective and is best placed to protect the service from future financial cuts</p>
<p>iii. Collaboration – working with other services internal or external</p>	<p>As indicated above, no formal consultation was required for the existing determination but if Options 1 is pursued consultation will take place with staff members impacted by any proposals pursuant to TUPE.</p> <p>The working group challenged the costs of insourcing, particularly the pension and weekend working estimates. These were both reworked with the group accepting the methodology. The pensions costs were reduced by approximately 10% but with 213 staff in the NEST pension scheme compared to 78 in the Local Government Pension scheme the employers contributions of circa 22.4% mean the costs are unaffordable standing at an additional £880k per annum</p>

	<p>The group also looked at weekend working enhancements and particularly if there is any flexibility and whether this should be offered across Celtic Leisure for all staff or just permanent employees. After detailed analysis the financial savings from both of these were negligible and would be at risk of being in breach of legislative and policy, with the creation of a two tier workforce. The working group also looked at the salaries of staff working across similar leisure providers in South Wales and found these were broadly comparable to what Celtic Leisure are currently offering.</p>
<p>iv. Involvement – involving people, ensuring they reflect the diversity of the population</p>	<p>Partnership working is essential to ensure communities, local groups and club needs can be met and key outcomes understood. Celtic Leisure is required to host club meetings/public forums at least 6 monthly. Their focus will:</p> <ul style="list-style-type: none"> • identifying a key club contact in each organisation, agreeing regular communication and drop-in sessions – e.g. Celtic Dolphins, football, martial arts, canoe etc • provide links from the Centre web site to the Club sites • invite the clubs to contribute their views regarding the running of the facilities and proposed changes to the facilities through meet the manager sessions <p>As indicated above, no formal consultation was required for the existing determination but if Options 1 is pursued consultation will take place with staff members impacted by any proposals pursuant to TUPE.</p> <p>The working group challenged the costs of insourcing, particularly the pension and weekend working estimates. These were both reworked with the group accepting the methodology. The pensions costs were reduced by approximately 10% but with 213 staff in the NEST pension scheme compared to 78 in the Local Government Pension scheme the employers contributions of circa 22.4% mean the costs are unaffordable standing at an additional £880k per annum</p> <p>The group also looked at weekend working enhancements and particularly if there is any flexibility and whether this should be offered across Celtic Leisure for all staff or just permanent employees. After detailed analysis the financial savings from both of these were negligible and would be at risk of being in breach of legislative and policy, with the creation of a two tier workforce. The working group also looked at the salaries of staff working across similar leisure providers in South Wales and found these were broadly comparable to what Celtic Leisure are currently offering.</p>
<p>v. Integration – making connections to maximise contribution to:</p>	

<p>Council’s well-being objectives</p>	<p>The Corporate plan covers the period 2022 to 2027 and sets out how the council will approach recovery from the Covid-19 pandemic in the short, medium and longer term. It summarises the context in which it has been developed and sets out the council’s strategic change programme for the next five years which has four well-being objectives:</p> <ul style="list-style-type: none"> • WBO1: All children get the best start in life. • WBO2: All communities are thriving and sustainable. • WBO 3: Our local environment, culture and heritage can be enjoyed by future generations. • WBO4: Local people are skilled and access high quality, green jobs. <p>All Options contribute significantly to WBO1, 2 &3 and ensure the service benefits from significant investment making them more sustainable in the future and more cost effective.</p> <p>If the service was brought in house as per Option 1 it is arguable that it would be easier to align the service objectives to those of the wider Council and would therefore make more of an impact on the wider council objectives.</p> <p>Option 2 is the most cost effective and is best placed to protect the service from future financial cuts</p>
<p>Other public bodies objectives</p>	<p>If Options 2 & 3 are pursued, Celtic Leisure will deliver the services in accordance with the aims of The Wellbeing of Future Generations (Wales) Act 2015 through the delivery of wider social, economic and environmental benefits. Celtic Leisure shall work closely with the Council and other partners such as education and training providers to develop specific initiatives, which offer realistic and sustainable employment opportunities to disadvantaged people in the Local Authority Area.</p> <p>If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies.</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.

If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies and performance management framework.

For Options 2 &3 the CEO of Celtic Leisure will be required to bring an annual report to members for scrutiny.

10. Assessment Conclusions

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

	Conclusion
Equalities	<p>If Option 2 or 3 is pursued, Celtic Leisure are under continued obligations to set out within their business plan how they will work with the Council to achieve the Council’s strategic outcomes and address the service outcomes as set out in the output specification. However, if Option 1 is considered, the Council would have control over all of these elements and will set it in line with Council policies.</p> <p>None of the Options impact on the protected characteristics.</p> <p>Celtic Leisure will be required to work closely with the council to promote healthy lifestyles, and access to leisure especially through the National Exercise Referral scheme. This will be reported through the annual reporting mechanism.</p>
Socio Economic Disadvantage	There is no impact.

<p>Community Cohesion/ Social Exclusion/Poverty</p>	<p>If Options 2& 3 are pursued, the Output Specification for Celtic Leisure will reflect the wellbeing objectives of the corporate plan which has been developed to deliver the Health and Wellbeing of Future Generations Act. The Corporate Plan sets out 4 core wellbeing objectives which it is expected the leisure services should deliver against.</p> <p>If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies.</p>
<p>Welsh</p>	<p>If Options 2 & 3 are considered, the contract/ Output specification, requires Celtic Leisure, to comply with the Welsh Language Standards 2016.</p> <p>If Option 1 was considered the Council will have control and will consider the same in line with all other corporate policies.</p>
<p>Biodiversity</p>	<p>Responsibility for the buildings fabric is retained by the Council whichever Option is agreed & the current programme of energy reduction would be continued.</p>
<p>Well-being of Future Generations</p>	<p>All Options contribute significantly to WBO1, 2 &3 and ensure the service benefits from significant investment making them more sustainable in the future and more cost effective.</p> <p>If the service was brought in house as per Option 1 it is arguable that it would be easier to align the service objectives to those of the wider Council and would therefore make more of an impact on the wider council objectives.</p> <p>Option 2 is the most cost effective and is best placed to protect the service from future financial cuts</p>

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised x
- **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

Continue as planned as no problems have been identified, and all opportunities to improve have been maximised. There would be no reduction in the facilities currently available.

Option 1. If this Option is considered the Council will have control and will consider the same in line with all other corporate policies and performance management framework.

Option 2 & 3 . If this Option is considered Celtic Leisure will work in line with the operational specification. They will present annually to the council their annual report.

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?
Ensure a programme of reporting is put in place	Head of service	Annually	Annual report presented for scrutiny.
If Option 1 is pursued, the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) will apply.	Celtic Leisure	When the decision is made on the delivery model.	Safe and efficient transfer of staff.

12. Sign off

	Name	Position	Signature	Date
Signed off by	C Saunders	Head of Service/Director		03/09/2024