

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> <u>Forwarding Financial Plan 2020/2021</u> Proposals: <ul style="list-style-type: none"> <li>• ELLL1001 – Celtic Leisure Trust</li> </ul>
<b>Service Area:</b> Transformation
<b>Directorate:</b> EDUCATION, LEISURE AND LIFELONG LEARNING

### 2. Does the initiative affect:

	Yes	No
Service users	X	
Staff	X	
Wider community	X	
Internal administrative process only	X	

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		X				There will be no effect on any protected characteristics as a result of this proposal. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions and will be obliged to comply with all Equality Act 2010 obligations.
Disability		X				There will be no effect on any protected characteristics as a result of this proposal. In respect of the matters that

						concern staff levels, it will be Celtic Leisure that will be responsible for making decisions and will be obliged to comply with all Equality Act 2010 obligations.
Gender Reassignment		X				There will be no effect on any protected characteristics as a result of this proposal. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions and will be obliged to comply with all Equality Act 2010 obligations.
Marriage/Civil Partnership		X				There will be no effect on any protected characteristics as a result of this proposal. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions and will be obliged to comply with all Equality Act 2010 obligations.
Pregnancy/Maternity		X				There will be no effect on any protected characteristics as a result of this proposal. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions and will be obliged to comply with all Equality Act 2010 obligations.
Race		X				There will be no effect on any protected characteristics as a result of this proposal. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions and will be obliged to comply with all Equality Act 2010 obligations.
Religion/Belief		X				There will be no effect on any protected characteristics as a result of this proposal. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions and will be obliged to comply with all Equality Act 2010 obligations.
Sex		X				There will be no effect on any protected characteristics as a result of this proposal. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions and will be obliged to comply with all Equality Act 2010 obligations.

Sexual orientation		x				There will be no effect on any protected characteristics as a result of this proposal. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions and will be obliged to comply with all Equality Act 2010 obligations.
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**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		X				There will be no effect on the welsh language as a result of these proposals. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions to ensure all individuals using their facilities are treated with welsh language obligations in mind. Celtic Leisure are under a contractual obligation to ensure compliance with the Council's Welsh Language Standards any replacement policy which the Council is required to implement pursuant to the Welsh Language (Wales) Measures 2011 and Welsh Language Standards (Welsh Ministers County and County Borough Council and National Park Authorities) Regulations 2015.
Treating the Welsh language no less favourably than English		X				There will be no effect on the welsh language as a result of these proposals. In respect of the matters that concern staff levels, it will be Celtic Leisure that will be responsible for making decisions to ensure all individuals using their facilities are treated with welsh language obligations in mind. Celtic Leisure are under a contractual obligation to ensure compliance with the Council's Welsh Language Standards any replacement policy which the Council is required to implement pursuant to the Welsh Language

						(Wales) Measures 2011 and Welsh Language Standards (Welsh Ministers County and County Borough Council and National Park Authorities) Regulations 2015.
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**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		X				There will be no effect on the maintenance and enhancement of biodiversity as a result of these proposals.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		X				There will be no effect on the promotion and resilience of ecosystems as a result of these proposals.

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	X		In respect of the matters that concern staff levels, it will be Celtic leisure that will be responsible for making decisions. In respect of the leisure provision to the communities, it is not proposed to close facilities or reduce service. The proposed reduction in the management fee can be achieved by Celtic Leisure maximising their income generating opportunities or implementing cost reduction strategies.

<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	X		In respect of the leisure provision to the communities, it is not proposed to close facilities or reduce service. The proposed reduction in the management fee can be achieved by Celtic Leisure maximising their income generating opportunities or implementing cost reduction strategies. The provision of leisure services in this regard goes to each 3 wellbeing objectives that this Council has set.
<b>Involvement</b> - how people have been involved in developing the initiative	X		The Council has engaged an external consultant to work with the Council and Celtic Leisure to review the companies operation. A second consultant has also been engaged to review the facilities to ensure the mix is fit for purpose and to consider any contractual efficiencies that could be made.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	X		The Council has engaged an external consultant to work with the Council and Celtic Leisure to review the companies operation. A second consultant has also been engaged to review the facilities to ensure the mix is fit for purpose and to consider any contractual efficiencies that could be made.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	X		The Council has engaged an external consultant to work with the Council and Celtic Leisure to review the companies operation. A second consultant has also been engaged to review the facilities to ensure the mix is fit for purpose and to consider any contractual efficiencies that could be made.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	X
Reasons for this conclusion	
Based upon the above assessment a second stage impact assessment is not required as the initiative does not negatively impact any protected characteristics, or the Welsh language, or biodiversity, and embraces the sustainable development principle	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Signed off by	Andrew Thomas	Head of Transformation		8 <sup>th</sup> January 2020