

**Appendix 1**  
**Impact Assessment - First Stage**

**1. Details of the initiative**

<b>Initiative description and summary:</b> LEISURE SERVICES CONTRACT PROCUREMENT
<b>Service Area:</b> Transformation
<b>Directorate:</b> DELL

**2. Does the initiative affect:**

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

**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		✓				The protected characteristic will not be affected as there will be no impact as the service specification will not be changing.
Disability		✓				The protected characteristic will not be affected as there will be no impact as the service specification will not be changing

Gender Reassignment		✓				The protected characteristic will not be affected as there will be no impact as the service specification will not be changing.
Marriage/Civil Partnership		✓				The protected characteristic will not be affected as there will be no impact as the service specification will not be changing.
Pregnancy/Maternity		✓				The protected characteristic will not be affected as there will be no impact as the service specification will not be changing.
Race		✓				The protected characteristic will not be affected as there will be no impact as the service specification will not be changing.
Religion/Belief		✓				The protected characteristic will not be affected as there will be no impact as the service specification will not be changing.
Sex		✓				The protected characteristic will not be affected as there will be no impact as the service specification will not be changing.
Sexual orientation		✓				The protected characteristic will not be affected as there will be no impact as the service specification will not be changing.

#### 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		✓				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.
Treating the Welsh language no less favourably than English		✓				At no time will the Council be treating the Welsh language no less favourable than English as the service specification will not be changing.

**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		✓				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.		✓				There will no impact on the ability to maintain and enhance biodiversity as the service specification will not be changing.

**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	✓		Celtic Leisure is clearly unable to operate the facilities and services within the existing financial contribution from the Council, their view is that with the current "burn rate" the use of reserves will be required to support day to day operations. A new operator will ensure that not only service delivery is achieved, but also efficiencies are generated within the arrangements to reduce the overarching subsidy that the Council makes.
<b>Integration</b> - how the initiative impacts upon our wellbeing	✓		Well-being Objective 1 - To improve the well-being of children and young people - . "All of our children and young people have the best start in life,

objectives			<p>so they can be the best they can be” <b><i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity</i></b></p> <ul style="list-style-type: none"> <li>• Well-being Objective 2 - To improve the well-being of all adults who live in the county borough - “Everyone participates fully in community life – socially and economically” <b><i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity</i></b></li> <li>• Well-being Objective Aim 3 - To develop the local economy and environment so that the well-being of people can be improved. The new development will enhance the offer for participation in the arts and the provision of additional recreational facilities and will bring new jobs to the area</li> </ul> <p>“The whole of Neath Port Talbot county borough will be a vibrant and healthy place to live, work and enjoy recreational time” <b><i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity</i></b></p>
<b>Involvement</b> - how people have been involved in developing the initiative	✓		As this is a contractual arrangement for Neath Port Talbot Council there is not a requirement for involvement of additional parties in this decision.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		As this is a contractual arrangement for Neath Port Talbot Council there is not a opportunity for collaboration with any additional organisations.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		<p>The new contract proposes the delivery of existing/new facilities as set out in the report and aims to:</p> <ul style="list-style-type: none"> <li>(a) Contractual cost certainty in that the Council will be paying a fixed annual fee for the term of any new contract (subject to inflation).</li> <li>b) Economies of scale, in the main due to the ability of the larger operators to share senior management / head office services across a range of contracts (rather than having a dedicated back office that services a single contract).</li> </ul>

			<p>c) Major operators benefit from highly specialist functions that can be provided by the back office in support of local management teams, including ICT support, sales training, national campaign planning, customer service training and a wide range of operating policies and quality assurance systems.</p> <p>d) Supply chain efficiencies, because the larger operators have very competitive agreements with a wide range of suppliers, such as gym equipment suppliers and can offer a wide variety of services.</p> <p>e) Tried and tested catering and retail propositions.</p> <p>f) Established brands will likely tender for the proposed arrangement which will ensure that a reputable and experienced provider will be appointed.</p> <p>g) Confidence and financial resilience of organisations to invest in commercial enablement / change of use.</p> <p>h) Greater range of career development opportunities for staff.</p>
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**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
<p>The proposal is non-discriminatory as no protective characteristic will be adversely affected.</p> <p>The proposal has no impact on Welsh Language.</p> <p>The Proposal has no impact on biodiversity.</p> <p>The proposal is in line with the Council's obligations under the Wellbeing of Future Generations Act 2015</p>	
A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

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	Name	Position	Date
Completed by	Paul Walker	Operations Coordinator	6 March 2020
Signed off by	Andrew Thomas	Head of Service/Director	6.march 2020