

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

**1. Details of the initiative**

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| <b>Initiative description and summary:</b> IN SOURCING OF LEISURE SERVICES |
| <b>Service Area:</b> Support Services and Transformation.                  |
| <b>Directorate:</b> Education, Leisure and Lifelong Learning.              |

**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/<br>Negligible | Don't<br>Know | Impact<br>H/M/L | Reasons for your decision (including evidence)/How<br>might it impact?  |
|------------|-----|----|---------------------|---------------|-----------------|---|
| Age        |     | ✓  |                     |               |                 | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Disability |     | ✓  |                     |               |                 | The protected characteristic will not be affected as the service specification will not change, there is a  |

|                            |  |   |  |  |  |   |
|----------------------------|--|---|--|--|--|---|
|                            |  |   |  |  |  | requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity, including disabled people.   |
| Gender Reassignment        |  | ✓ |  |  |  | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Marriage/Civil Partnership |  | ✓ |  |  |  | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Pregnancy/Maternity        |  | ✓ |  |  |  | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Race                       |  | ✓ |  |  |  | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Religion/Belief            |  | ✓ |  |  |  | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |

|                    |  |   |  |  |  |   |
|--------------------|--|---|--|--|--|---|
| Sex                |  | ✓ |  |  |  | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Sexual orientation |  | ✓ |  |  |  | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |

**4. Does the initiative impact on:**

|   | Yes | No | None/<br>Negligible | Don't<br>know | Impact<br>H/M/L | Reasons for your decision (including evidence used) /<br>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. 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 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. The specification requires a service of equal standing to Welsh and English speakers. All marketing literature will be fully bilingual.   |

**5. Does the initiative impact on biodiversity:**

|  | Yes | No | None/<br>Negligible | Don't<br>know | Impact<br>H/M/L | Reasons for your decision (including evidence) /<br>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 | ✓   |    | The delay in the new delivery model will ensure that residents of Neath Port Talbot continue to have the opportunity to participate in physical activity, and access to high quality leisure facilities. It will also ensure our local environment, heritage and culture can be enjoyed by future generations. |
| <b>Integration</b> - how the initiative impacts upon our wellbeing objectives     | ✓   |    | This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity<br><br>This proposal will ensure local jobs, generating income for the local economy.  |

|  |   |  |  |
|--|---|--|--|
|  |   |  | <b><i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity</i></b>  |
| <b>Involvement</b> - how people have been involved in developing the initiative                                  | ✓ |  | As this is a decision for Neath Port Talbot Council there is not a requirement for involvement of additional parties in this decision, but trade unions and Celtic Leisure have both been consulted. |
| <b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions | ✓ |  | As this is a decision for Neath Port Talbot Council there is not an opportunity for collaboration with any additional organisations, but trade unions and Celtic Leisure have both been consulted.   |
| <b>Prevention</b> - how the initiative will prevent problems occurring or getting worse                          | ✓ |  | Failure to ensure suitable arrangements are in place will affect the provision of leisure services in the Neath Port Talbot locality   |

**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> |   |

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

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|               | <b>Name</b>   | <b>Position</b>                                       | <b>Date</b> |
|---------------|---------------|---|-------------|
| Completed by  | Paul Walker   | Operations Coordinator                                | 18/1/23     |
| Signed off by | Andrew Thomas | Director of Education, Leisure,<br>Life Long Learning | 18/1/23     |