

## Appendix 11

### Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA)

#### Part One Screening Record 2020

##### A. Summary Sheet on Accountability and Actions

<b>Name of proposed service change</b>
<b>Shropshire Council Indoor Leisure Facilities Strategy for Shropshire, 2020 to 2038</b>

<b>Name of lead officer carrying out the screening</b>
Sue Finnigan Head of Culture, Leisure and Tourism

<b>Decision, review and monitoring</b>
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Decision	Yes	No
Part One ESIIA Only?	Yes	
Proceed to Part Two Full Report?		no

*If completion of a Part One assessment is an appropriate and proportionate action at this stage, please use the boxes and sign off as indicated. If a Part Two report is required, please move on to full report stage.*

<b>Actions to mitigate negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations</b>
<p>The Strategy sets out to have a positive impact across the Protected Characteristic groupings, particularly the groupings for Age, with regard to children, and Disability, with regard to all ages and with regard to seen and unseen disabilities. This will itself then include older people, given the ageing demographic profile of the county. A positive impact is also anticipated for groupings including people with caring responsibilities, as well as those at risk of social exclusion. Where efforts have been made during consultation on the draft Strategy to seek views from communities as well as from stakeholders, and feedback has not been obtained, engagement work will continue, building on local place making approaches.</p> <p>The Council will work in particular with specific groupings such as 15-19 year olds and the over 85's. This will also help the Council and partners to pick up on equality related matters identified as gaps in the Strategy, which would assist positive outcomes for these age groups as well as for people in the Disability groupings. The Strategy prioritises work with children and young people and with older age groups, so communication and engagement with these groupings is of particular importance. This will also enable the Strategy to maximise efforts to combat loneliness, which cuts across demographic groupings</p> <p>It is recognised that there will need to be ongoing efforts to engage with people in the Protected Characteristic groupings. Links may usefully also be made with specific target groups such as children and families, people with mental health problems, people in rural areas, and people with physical disabilities, through projects and partnership initiatives already under way. Actions may then be more readily identified from evidence gathered to enhance the positive impact of the Strategy for these groupings, leading to better outcomes overall for communities in Shropshire.</p>

## **Actions to review and monitor the impact of the service change in terms of equality and social inclusion considerations**

Objectives set out in the draft Strategy include:

- We will work with local health providers to coordinate delivery of appropriate sport and physical activities in rural areas
- We will work with partners and community groups to provide local opportunities in rural areas for training and work
- We will seek to provide ease of access to our services through both physical and electronic means
- We will work with local Town and Parish Councils and forums of interest to support the local area

A five year action plan will be developed once the Strategy has been published, The Action Plan will be reviewed, with stakeholders, on an annual basis. Key performance indicators will be reported and a progress report published on the Shropshire Council website and shared with Councillors through the Councillors Bulletin.

The policy intention at this stage is that the Strategy will itself be reviewed after the five period.

We will liaise with the elected members of the Council as community leaders and with all communities to seek feedback on an ongoing basis about impacts for people in Protected Characteristic groupings and for those at risk of social exclusion, whether in rural areas or in one of our market towns.

The Council will continue to look at best practice elsewhere, encourage comments and ideas from local residents and actively encourage the participation of local community groups in the development of alternative approaches for delivering indoor leisure facilities.

In terms of reviewing the equality impacts of the indoors leisure facilities strategy, as with related strategy for Playing Pitches and Outdoor Sports, and for the Rural and Community Strategy, demographical information and such national and local data as may emerge on Covid-19 impacts for vulnerable groupings, will need to be kept up to date, along with any such data as we are able to obtain about Covid-19 impacts for groupings who have been unable to access facilities and services, both indoor and outdoors. The need for engagement with partners will be important, with the recognition that some facilities are not run by the Council and that consistent and systemic collection of equality data will therefore be a challenge .

## **Associated ESIIAs**

- Initial screening ESIIA for this draft Strategy, carried out September 2020
- ESIIA for existing Indoor Leisure Facilities Strategy
- Initial screening ESIIAs for Playing Pitches and Outdoor Sports Strategy, for Rural and Community Strategy, and for the Culture Strategy
- Local Plan Partial Review ESIIAs
- ESIIAs for Shropshire's Great Outdoors Strategy
- ESIIAs for Museums and Libraries.

## **Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of any other considerations. This includes climate change and health and well being considerations**

From a health and well being angle, the impacts are anticipated to be positive for children and young people and for older people, provided that accessibility considerations are to the fore.

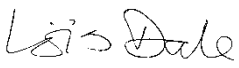
Using physical activity to raise the aspirations and to support health improvements in young children and young adults is an important aim of this strategy. Requirements for high quality physical education are embedded within the National Curriculum including instruction in swimming and water safety. Access for schools to swimming lesson is an important consideration.

Additionally, we recognise that traditional activities provided within leisure facilities may not always appeal to the recreational and health motivations of older people, and that they need to be considered as part of a range of opportunities that increase physical activity levels.

Our indoor leisure facilities will be part of a range of opportunities that increase physical activity levels, and use physical activity and sport to raise aspirations, support health improvements, tackle inequality, grow the economy, create more jobs and underpin the continued social, physical and economic regeneration of neighbourhoods.

From an economic impact angle, the updated strategy focusses on partnership working alongside shared services and investment based on community priorities. It will seek to ensure that the Council's services provide value for money to the local community tax payers by working to reduce the overall subsidy across the whole of the leisure facilities portfolio through providing a mixed economy of provision and activity.


### **Scrutiny at Part One screening stage**

<b>People involved</b>	<b>Signatures</b>	<b>Date</b>
<i>Lead officer carrying out the screening</i>		
<i>Any internal support*</i>		
<i>Any external support**</i> <b>Mrs Lois Dale, Rurality and Equalities Specialist</b>		28 <sup>th</sup> October 2020

*\*This refers to other officers within the service area*

*\*\*This refers either to support external to the service but within the Council, eg from the Rurality and Equalities Specialist, or support external to the Council, eg from a peer authority*

### **Sign off at Part One screening stage**

<b>Name</b>	<b>Signatures</b>	<b>Date</b>
<i>Lead officer's name</i>		
<i>Accountable officer's name</i> <b>Peter Davis</b> <b>Leisure Services Manager</b>		

*\*This may either be the Head of Service or the lead officer*

## **B. Detailed Screening Assessment**

## Aims of the service change and description

In 2018 Shropshire Council (SC) developed an Indoor Leisure Facility Strategy 2018-2023 (the Strategy) the focus of which was to set out a hierarchy of leisure facility provision across Shropshire Council leisure facilities based on an assessment of need. It provided clarity on Shropshire Council's obligations at a time of competing interests and was developed to support a sustainable, affordable and future proofed leisure provision portfolio.

In light of changing needs and service provision opportunities now considers that the strategy needs to be developed further by focussing on community needs and aspirations, delivery of services in partnership and in conjunction with the development of a new Rural and Community Strategy, Corporate Plan and a Place-based approach to service delivery.

The updated Strategy will deliver on the broader remit of sport and physical activity, will be an ever- evolving document and will be the basis on which Shropshire Council will take forward its Sport and Physical Activity and Leisure Services with partners and stakeholders. The Strategy is about facilities needed to facilitate engagement in physical activity which also contribute to place-making and the identity of a locality.

The updated strategy seeks to remove the Tier system of investment in facilities i.e. the Tier1, Tier 2 and Tier 3 system which would have resulted in the closure of a number of facilities and replaces it with a strategy based on community needs, aspirations, partnership, sustainability and resilience whilst enabling a more commercial approach to service delivery. It is recognised that the impact of removing some of the sport and physical activity services in specific areas where other services are also reducing could severely impact on communities and will result in increased spend in the areas of health and social care.

The updated strategy also focusses on partnership working alongside shared services and investment based on community priorities. It will ensure that the Council's services provide value for money to the local community tax payers by working to reduce the overall subsidy across the whole of the leisure facilities portfolio through providing a mixed economy of provision and activity.

The Strategy seeks to clarify the role of the Council as a commissioner, partner and/or enabler of leisure facility provision. Shropshire Council's role will be to create the context that enables leisure facilities to impact positively on the lives of the people of Shropshire. The Council will have a facilitating and enabling role working in partnership with a range of potential providers. Above all, local communities and people will make leisure facilities sustainable and successful.

The overall Vision for the strategy remains as: "Shropshire will be a county where healthier, active lifestyles are encouraged, supported and facilitated for everyone."

Three core principles underpin the delivery of our vision:

- Support for the creation of a high quality and sustainable indoor leisure facility mix, which provides accessible and inclusive activities for all Shropshire residents leading to increased participation and active lifestyles, thereby meeting community need;
- Recognising the importance of leisure facilities as relevant community spaces, accessible to all and offering opportunities for the delivery of a wide range of activities, services, support and entertainment to local communities and people; and
- A commitment to work with a wide range of partner organisations and individuals as co-creators and co-deliverers\* of leisure facilities so that they best reflect the differing needs of local communities.

\* including existing leisure operators (independent trusts, schools), Town / Parish Councils, voluntary sector, etc.

The Strategy does not make recommendations for the many leisure facilities that are run independently of Shropshire Council, although it is recognised that they will continue to make a significant contribution to providing opportunities for residents to take part in leisure and sporting pursuits.

The key priorities and objectives are set out below:

Sport and Physical Activity Strategy Priorities		Objectives	Links to Corporate Plan Priorities
Strategic Priority 1	To work with partners to support the people of Shropshire to live longer, healthier and quality lives through sport and physical activity	<ul style="list-style-type: none"> <li>We will encourage and support the inactive to be more active</li> <li>We will work to achieve, sustainable, positive health outcomes for older people living in Shropshire through targeted activities.</li> <li>We will work with partners to promote social connections and reduce social isolation by bringing people together to participate in sport and physical activity in their community</li> <li>We will work with Adult Social Care and Health, Public Health, CCG's and voluntary organisations to improve quality of life and social outcomes in communities in line with local strategy and Place Plans</li> <li>We will work with partners to promote targeted health and exercise referral programmes to address priority health issues across Shropshire e.g. obesity, diabetes, hypertension, dementia and mental health issues</li> <li>We will ensure strong links to Children and Young People's services and the C &amp; YP Plan</li> <li>Through sport and physical activity we will help children and young people to obtain a broad range of skills and capabilities to achieve and succeed</li> <li>We will improve opportunities to participate, progress and achieve in sport</li> </ul>	Yes - all
Strategic Priority 2	To support the resilience of local communities and the development of Place by strengthening local communities through sport and physical activity.	<ul style="list-style-type: none"> <li>We will utilise technology to engage with communities</li> <li>We will support local community groups to grow and sustain their sport and physical activity provision</li> <li>We will provide job opportunities and relevant training for local people</li> </ul>	Yes - all

		<ul style="list-style-type: none"> <li>• We will support positive activity programmes with local sports clubs, voluntary organisations and specifically local housing associations</li> <li>• We will work with local health providers to coordinate delivery of appropriate sport and physical activities in rural areas</li> <li>• We will work with schools to support the delivery of the School Sport and Activity Action Plan</li> </ul>	
Strategic Priority 3	To support economic growth by developing opportunities for people to reach their full potential by providing employment, volunteering and tourism opportunities	<ul style="list-style-type: none"> <li>• We will work with education providers where appropriate to support provision of sport and physical activities on joint use sites.</li> <li>• We will support volunteering, modern apprenticeships, accredited learning and other initiatives to support people into work.</li> <li>• We will work with local Town and Parish Councils and forums of interest to support the local area</li> <li>• We will work with partners and community groups to provide local opportunities in rural areas for training and work</li> <li>• We will work with partners and community groups to provide local opportunities for volunteers to get involved in activities, and developing local initiatives</li> <li>• We will work with Voluntary and Community Sector Assembly to coordinate volunteer support across Shropshire</li> <li>• We will support the tourism and cultural offer of Shropshire by providing activities and infrastructure to attract visitors to the area</li> <li>• We will work with local Town and Parish Councils and forums of interest to support the local area</li> </ul>	Yes - all
Strategic Priority 4	To take a cross county Place based approach to the delivery of high quality leisure facilities through targeted investment, partnership opportunities, community empowerment and commercial acumen	<ul style="list-style-type: none"> <li>• We will work with education providers where appropriate to support provision of sport and physical activities on joint use sites.</li> <li>• We will work with partners and stakeholders to attract external funding</li> <li>• We will explore opportunities for the provision of shared services and coterminous sites through potential 'hubs' within communities</li> </ul>	Yes - all

	in order to reduce levels of subsidy.	<ul style="list-style-type: none"> <li>• We will enhance opportunities through better use of existing provision</li> <li>• We will commit to continuous improvement by ensuring we regularly monitor our performance</li> <li>• We will regularly benchmark our services with best practice providers</li> <li>• We will manage our centres effectively in order to significantly reduce subsidy across the service over the next five years</li> <li>• We will help to protect the right opportunities in the right places</li> <li>• We will regularly review our services based on local need and financial considerations</li> <li>• We will undertake regular customer feedback consultations</li> <li>• We will seek to provide ease of access to our services through both physical and electronic means</li> <li>• We will ensure sport and physical activity are included in corporate consultations and stakeholder events when appropriate</li> </ul>	
Strategic Priority 5	To aim to reduce our carbon footprint in line with the commitment of Shropshire Council to the declaration of Climate emergency to become carbon neutral by 2030	<ul style="list-style-type: none"> <li>• We will work towards ensuring our leisure centres are as energy efficient as they can possibly be</li> <li>• We will endeavour to reduce energy consumption as a key consideration in the development of our leisure centres</li> </ul>	Yes - all

### Intended audiences and target groups for the service change

The intended audience for the **Indoor Leisure Facilities Strategy** is everyone who lives in, works in or visits Shropshire and therefore all groupings within the community, as well as those who serve them. By this we mean the Council, town and parish councils, the wider business sector, the voluntary and community sector, the health and social care sector, and organisations and bodies involved in leisure service provision.

Indoor leisure facilities will continue to provide a “universal” offer from which no one is excluded. However, we also anticipate that the activities provided within our leisure centres will support (1) the needs of both ends of

the age spectrum, young and older people, and (2) people who live within communities that may be regarded as disadvantaged for a range of reasons including low income, rural location, difficulty accessing services, etc.

## **Evidence used for screening of the service change**

The Strategy will deliver against a number of key strategies:

- Shropshire Economic Growth Strategy
- Shropshire Great Outdoors Strategy
- Shropshire Playing Pitches and Outdoor Sports Strategy – due October 2020
- Shropshire Cultural Strategy – due January 2021
- Shropshire Local Plan 2016-2038
- Shropshire Local Transport Plan
- Shropshire Place Plans
- Shrewsbury Big Town Plan
- Marches Local Enterprise Partnership Strategic Plan

Regional and National Strategies that have informed this strategy include:

- Sporting Future Strategy - A New Strategy for an Active Nation
- Sport England – Towards an Active Nation 2016 – 2021
- Public Health England Strategic Plan 2020-2025
- Public Health Outcomes Framework 2013-2016

Plus, a wide range of data and reports, which highlight key needs for leisure development nationally.

The future need for facilities and investment is clearly linked to a number of factors:

- Housing and population growth in specific areas e.g. Shrewsbury
- The age and condition of the facility itself
- The existing facility mix
- The target of carbon neutrality by 2030
- Accessibility
- Changes brought about by Covid 19 and its aftermath

Population density of over 55s and 65s

According to the 2011 Census, a larger percentage of Shropshire's population was aged 55+ (34.55%) compared to the West Midlands (28.58%) and England (27.97%). Above average numbers of over 55s lived in built-up areas such as Church Stretton (50.92%), Much Wenlock (47.26%), Bishop's Castle (40.83%), Bayston Hill (39.67%), Ludlow (38.88%), Albrighton (38.87%), Bridgnorth (36.75%), Wem (35.66%), Ellesmere (34.89%) and Craven Arms (34.61%).

Population of 0-4 and 5-14 year olds

Using physical activity to raise the aspirations and to support health improvements in young children and young adults is also an important aim of this strategy. Requirements for high quality physical education are embedded within the National Curriculum including instruction in swimming and water safety. Access for schools to swimming lesson is an important consideration.

Leisure centres additionally form part of a much wider mix of outdoor and indoor facilities, many of them community based, that provide for the needs of young people.

Whilst in the 2011 Census 5.13% of Shropshire's population was aged 0 to 4, built-up areas with a larger percentage of very young people included Market Drayton (6.71%), Whitchurch (6.22%), Oswestry (5.92%) and Shrewsbury (5.84%).



Leisure centres within the main market towns generally have the potential to meet the needs of 5 to 14 year olds (10.96% of population of Shropshire), but there are also concentrations of school age children within smaller built-up and rural areas.

The Sport England Facility Planning Model (FPM) was used to establish current provision against need and this is detailed in the strategy. In summary, the following facility needs were identified:

Facility	Identified Needs	Location
Sports Halls	No need for additional provision.	Countywide
	Investment in facilities built pre 2000.	
Swimming Pools	Replacement of swimming facilities in Shrewsbury (the Quarry and Sports Village)	Shrewsbury
	Investment in/Replacement of swimming facilities in Whitchurch	Whitchurch
Fitness Facilities	Ongoing investment to maintain quality of offer	Countywide
	Extension of provision in Oswestry Sports Centre	
Indoor Bowls	Development of a new fitness offer as part of new provision at the Quarry	Countywide
	Remodelled fitness provision at the Sports Village	
Squash Courts	Investment in pay and play fitness in Shrewsbury; there is sufficient current provision of fitness stations across Shropshire to meet both current and future demand, based on mid-2012 and mid 2019 population estimates. There is an under supply of community accessible fitness stations in Shrewsbury because most of the provision in the main county town is made through the commercial sector.	Countywide
	Review demand for provision on an ongoing basis	
Indoor Bowls	Review demand for provision on an ongoing basis	Shrewsbury
Squash Courts	Maintain the quality of existing provision	Countywide

## Specific consultation and engagement with intended audiences and target groups for the service change

A screening ESIIA was been undertaken ahead of a proposed consultation period, commencing 18<sup>th</sup> September 2020. This updated ESIIA accompanies the report to Cabinet scheduled for 23rd November 2020.

As well as wishing to consult with the public and stakeholders on the Strategy before seeking to finalise it, we want to fully understand the needs and views of as many members of the community as possible to help us plan the best way to support the provision of leisure facilities in the future. We want to hear from people who don't currently use leisure facilities as well as people who do. Such work will continue through ongoing engagement efforts.

Public consultation period was six weeks. The consultation will be based on making available a complete draft strategy linked to a web-based questionnaire. A consultation summary draft forms an appendix for the November Cabinet report.

Key stakeholder contributions have been provided from Energize the County Sports Partnership and Sport England

The follow up ESIIA sets out to enable the service area to factor in the views of people within Protected Characteristic groupings that have been received during the consultation, and identify any gaps in responses from target groups.

**Sue, Sean, Peter, we now need to add into this what the results have been, including any gaps**

### Initial assessment for each group

*Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column. Please add any extra notes that you think might be helpful for readers.*

<b>Protected Characteristic groups and other groups in Shropshire</b>	<b>High negative impact</b> <i>Part Two ESIIA required</i>	<b>High positive impact</b> <i>Part One ESIIA required</i>	<b>Medium positive or negative impact</b> <i>Part One ESIIA required</i>	<b>Low positive or negative impact</b> <i>Part One ESIIA required</i>
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg child for whom there are safeguarding concerns eg older person with disability)				Provision of facilities will proactively target older people, including being actively involved with Social Prescribing and Exercise by Referral and young people, by using sport and physical activity to help children and young people to obtain a broad range of skills and

				capabilities to achieve and succeed
<b>Disability</b> (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)				The strategy recommends a proactive approach to investment in the creation of “fit for purpose” leisure facilities that provide accessible and inclusive spaces
<b>Gender re-assignment</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				It is recognised that any review of individual facilities, including the creation of new or improved facilities, will usefully need to consider configuration of changing facilities, providing greater privacy.
<b>Marriage and Civil Partnership</b> (please include associated aspects: caring responsibility, potential for bullying and harassment)				Neutral impact anticipated
<b>Pregnancy &amp; Maternity</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				Activities will be available for pregnant women and for babies and children, recognising that care may equally be by fathers as well as mothers. Very few leisure centres provide child care opportunities, which may prevent parents from accessing provision

<b>Race</b> (please include: ethnicity, nationality, culture, language, gypsy, traveller)				Neutral impact anticipated
<b>Religion and belief</b> (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)				It is recognised that any review of individual facilities, including the creation of new or improved facilities, will usefully need to consider configuration of changing facilities, providing greater privacy
<b>Sex</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				It is recognised that any review of individual facilities, including the creation of new or improved facilities, will usefully need to consider configuration of changing facilities, providing greater privacy
<b>Sexual Orientation</b> (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				Neutral impact anticipated
<b>Other: Social Inclusion</b> (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)				The strategy highlights that we will: -Work with local health providers to coordinate delivery of appropriate sport and physical activities in rural areas  -Support positive activity programmes with local sports clubs, voluntary

				<p>organisations and specifically local housing associations</p> <p>-Work with partners and community groups to provide local opportunities in rural areas for training and work</p>
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**Identification of likely impact of the service change in terms of other considerations including climate change and health and well being**

Deprivation

Our indoor leisure facilities will be part of a range of opportunities, along with playing pitches, outdoor sports, and opportunities set out in the Great Outdoors Strategy, that increase physical activity levels, and use physical activity and sport to raise aspirations, support health improvements, tackle inequality, grow the economy, create more jobs and underpin the continued social, physical and economic regeneration of neighbourhoods.

(a) Overall deprivation

Whilst the Local Authority is one of the least deprived in England, according to national data, an analysis of small-area geographies indicates that there is a more complex picture of deprivation at the local level.

Two of the Leisure Hubs are located in areas that fall within the overall top 30% of the most deprived areas in England (Shrewsbury Sports Village and Oswestry Leisure Centre). A further two Leisure Hubs (Quarry Swimming and Fitness Centre, Shrewsbury and SpArC) are located in areas falling within the top 50% most deprived LSOAs in England.

(b) Health Deprivation and Disability

Shropshire is also one of the least deprived upper-tier authorities in England for Health Deprivation and Disability.

Leisure centres in Shrewsbury (Shrewsbury Sports Village and Quarry Swimming and Fitness Centre), Oswestry (Oswestry Leisure Centre) and Ludlow (South Shropshire Leisure Centre) are located in areas that are ranked within the top 50% of the most health deprived areas in England.

Climate change considerations include contribution through this strategy to Council efforts to achieve the target of carbon neutrality by 2030.