

**AGENDA MANAGEMENT SHEET**

<b>Report Title:</b>	Capital Programme 2025/26 - Queen's Diamond Jubilee Centre Section 106 Funding
<b>Name of Committee:</b>	Cabinet
<b>Date of Meeting:</b>	15 September 2025
<b>Report Director:</b>	Chief Officer - Leisure and Wellbeing
<b>Portfolio:</b>	Leisure and Wellbeing
<b>Ward Relevance:</b>	All
<b>Prior Consultation:</b>	GLL, Portfolio Holder, Lib Dem Spokesperson
<b>Contact Officer:</b>	Tom Kittendorf- Chief Officer Leisure & Wellbeing
<b>Public or Private:</b>	Public
<b>Report Subject to Call-In:</b>	Yes
<b>Report En-Bloc:</b>	No
<b>Forward Plan:</b>	Yes
<b>Corporate Priorities:</b>	This report relates to the following priority(ies): <input type="checkbox"/> Rugby is an environmentally sustainable place, where we work together to reduce and mitigate the effects of climate change. (C) <input type="checkbox"/> Rugby has a diverse and resilient economy that benefits and enables opportunities for all residents. (E) <input checked="" type="checkbox"/> Residents live healthy, independent lives, with the most vulnerable protected. (HC) <input checked="" type="checkbox"/> Rugby Borough Council is a responsible, effective and efficient organisation. (O) <a href="#">Corporate Strategy 2021-2024</a> <input type="checkbox"/> This report does not specifically relate to any Council priorities but
<b>Summary:</b>	The report outlines a capital budget request for the renovation of the gym area and high use wet areas at the Queen's Diamond Jubilee Centre to be funded through identified S106 funds.
<b>Financial Implications:</b>	An addition to the 2025/26 capital programme and appropriate utilisation of Section 106 funding would result in capital improvements, service

development and future utility expenditure reduction. In addition, S106 funding utilisation ensures a full management fee payment by GLL, opposed to the financial reduction for capital schemes as set out in their financial modelling of the leisure contract approved by Council in July 2022.

The Section 106 agreements are specifically related to the provision of activity at the Queen's Diamond Jubilee Centre and therefore cannot be spent on other projects.

**Risk Management Implications:**

Risk management implications include the financial reduction in contracted leisure management fee should the recommendation and budget request not be approved.

**Environmental Implications:**

A climate change and environmental impact assessment is attached at Appendix 1. Increased water efficiency in high usage toilet and shower areas.

**Legal Implications:**

Appropriate use of section 106 funds, as outlined in associated legal agreements.

**Equality and Diversity:**

An Equality Impact Assessment on this policy was undertaken on 8 August 2025 and will be reviewed on 1 April 2026. The Equality Impact Assessment is attached at Appendix 2. The proposed recommendations have a positive impact in terms of accessibility for all communities, especially for those with disabilities and supports the health and wellbeing of all communities in the area.

**Options:**

1) To approve the capital budget request of £0.360m to the 2025/26 capital programme and Section 106 expenditure for the capital improvements and service developments at the Queen's Diamond Jubilee Centre.

2) Reject the capital budget request and not have suitable capital projects for the Section 106 expenditure including gym and wet area refresh.

**Recommendation:**

IT BE RECOMMENDED TO COUNCIL THAT a supplementary General Fund Revenue budget of £0.360m for 2025/26 be approved for the enhancement of the Queen's Diamond Jubilee Leisure Centre, to be fully funded through existing Section 106 funding.

**Reasons for Recommendation:**

This will enable the Council to support the development of service delivery at the Queen's Diamond Jubilee Centre and increase footfall and income generation of the Council's leisure asset.

Ensures appropriate utilisation of the Section 106 funding and would enable the Council to mitigate potential management fee reductions as per the contract.

**Cabinet - 15 September 2025**

**Capital Programme 2025/26 - Queen's Diamond Jubilee Centre  
Section 106 Funding**

**Public Report of the Chief Officer - Leisure and Wellbeing**

**Recommendation**

IT BE RECOMMENDED TO COUNCIL THAT A supplementary General Fund Revenue budget of £0.360m for 2025/26 be approved for the enhancement of the Queen's Diamond Jubilee Leisure Centre, to be fully funded through existing Section 106 funding.

**1. Introduction**

- 1.1 This report sets out capital improvements to be undertaken at The Queen's Diamond Jubilee Centre.
- 1.2 The Queen's Diamond Jubilee Centre is the only leisure centre asset owned by Rugby Borough Council supporting residents to live active healthy lifestyles. The centre welcomes over 500,000 visits per year with swimming lessons and publicly affordable gym memberships.
- 1.3 Since opening the Leisure Centre in 2013, the Council has sought to protect, preserve and develop its asset and ensure appropriate funding is sought through the appropriate collection of Section 106 funding that outlines contributions for leisure from housing developments within the borough.
- 1.4 Through planning policies, there are pre-determined calculations for contributions to leisure and sporting infrastructure including indoor and outdoor sports. This Section 106 funding has been successfully negotiated and collected from developments within the borough for the specific purpose of capital improvement to the Leisure Centre and have varied deadlines for the expenditure of funds.
- 1.5 The Queen's Diamond Jubilee Centre plays a pivotal role for the successful delivery of the Council's Corporate Strategy 2025-35, primarily Health and Wellbeing outcomes that sets out that the Council will:
  - To support people to live healthier, longer and more independent lives
  - Support residents to live well by promoting healthy behaviors and lifestyles
  - Provide access to leisure, cultural and outreach services to reduce isolation

- 1.6 The continual investment into the Council leisure asset ensures that it is an affordable and attractive leisure facility of choice for the residents of the borough to live active lives with a modern and varied offer within the facility. Continual service development and investment supports public perception and ensures it is considered a quality service for leisure activities and are therefore proud of the facility as a high-quality provision.
- 1.7 This report therefore sets out a budget request to the 2025/26 capital programme, totalling £0.360m for projects towards the continued development and improvement of the QDJC during the financial year to be fully funded through Section 106.

## **2. Section 106 Funding – QDJC**

- 2.1 The Council has collected Section 106 developer contributions for the development and improvement of the council leisure centre asset as set out above.
- 2.2 The Council have signed legal agreements, to a value of £360,000, that sets out the provision of capital improvements to the Queen’s Diamond Jubilee Centre sports hall, gym and general facility.
- 2.3 Approval of the capital projects outlined would ensure the Council utilises the developer contributions effectively and both develops and maintains the leisure offer that the Council provide for its residents.

## **3. Capital Improvements**

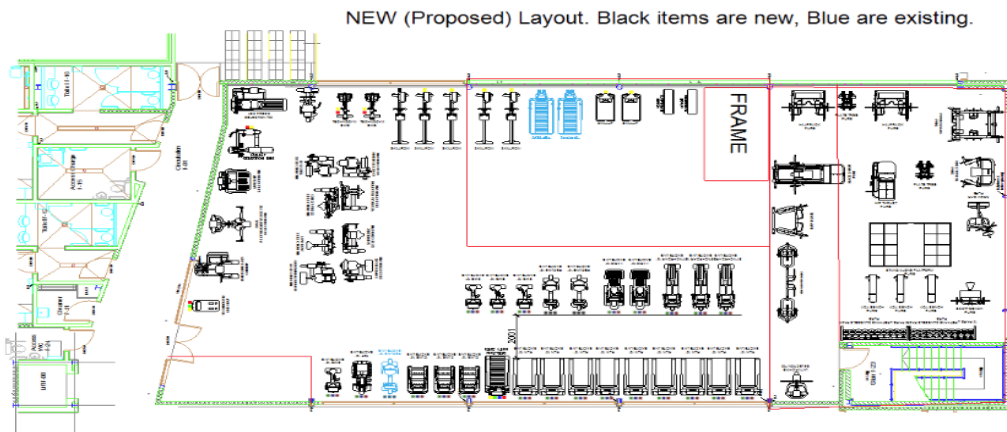
- 3.1 The leisure contract for the delivery of services at The Queens Diamond Jubilee Centre is managed by the Council Sport and Recreation service manager. This includes performance monitoring and contract compliance. In partnership with GLL capital improvement schemes are discussed and brought forward.
- 3.2 Since 2022 capital improvements have included further LED lighting across the site in the swimming pool, the installation of a soft play facility within the existing 6-court sports hall, changes to the Reception area and automatic customer access gates.
- 3.3 As part of the financial profile submitted by GLL, approved as part of the 8 year leisure contract extension, GLL has budgeted to undertake further capital improvement schemes with a subsequent management fee reduction. The potential schemes were reported in the Council report of April 2022 and included the gym and wet change improvements amongst other items.
- 3.4 However, through the appropriate utilisation of the Section 106 specifically collected to improve the asset, the Council will be able to maintain the management fee at the full amount and therefore support the medium-term financial plan. Approval is therefore sought for the expenditure of allocated Section 106 funding as outlined in the legal agreements of the funds.

## 4. Gym Area Refresh

- 4.1 The centre has seen a significant growth in memberships over the past two years, with a live membership base of just under 3,400 Health & Fitness members. With the growing demand for services, it is important that equipment and facilities are updated and fit for purpose, to meet the demand of the community. The majority of the gym stations are now past end of life and require replacement.
- 4.2 The proposed renovation of the main gym area includes the replacement of approximately 60 fitness stations, featuring new Technogym cardio and resistance equipment, as well as a complete upgrade of all functional training and free weights equipment. The project also involves implementing an improved layout to increase the size of the oversubscribed free weights area, expanding the functional training and stretching zones, and replacing worn flooring. Additionally, vibrant Better Gym 2.0 graphics will be installed, along with accessible push-button entrance controls for the gym area.
- 4.3 The proposed renovation of the main gym area is expected to significantly enhance the customer experience, improve accessibility through push-button access to the main gym entrance, and drive increased usage of the centre by the local community.

### Main Gym Area Refresh Quote and Example Area

Description	Quotes
Total	£250,000



## Visual mock-up of the functional and free-weights layout in Main Gym Area



### 5. Wet Change Area Refresh

- 5.1 A further impact of the membership base growth the centre has experienced is the amount of usage placed on the wet change area. The centre hosted 215,000 pool visits in 2024 alone, with over 2,200 Swim School members.
- 5.2 To ensure the facilities can manage the growing demand and prevent decline, the wet change area requires investment to ensure it remains fit for purpose.
- 5.3 It is proposed that £110,000 worth of works to the wet change area is completed, including a complete refurbishment of the high-use wet areas, a refresh of the main shower areas in the gym, pool change rooms, and sauna. This includes full re-tiling of the showers and installation of new shower fittings, upgrades to the gym change area, locker refurbishment, and improvements to the basins, taps, and mirrors in the high-use toilet areas.
- 5.4 The proposed works to the wet change area would also be expected to lead to an increase in overall experience satisfaction and also drive an increase in usage of the centre by the local community.
- 5.5 It is anticipated that the centre will see a 12% increase in membership sales, a reduction in cancellations & an increase to average membership length, should the proposed works to the Gym and Wet Change Areas be completed.

## **6. Project Timeline**

- 6.1 To ensure any disruption to leisure centre users is kept to a minimum and to ensure the most effective return on investment, the works would take place before the end of 2025.
- 6.2 The renovation of the gym area would take approximately 2 weeks to complete, with a temporary gym proposed to be placed in the Sports Hall during this time.
- 6.3 Wet area works would take approximately 3 weeks to be completed, with a phased approach to the areas of work being carried out, to ensure showers and toilets are available throughout the project works.

## **7. Conclusion**

- 7.1 As part of the financial profile submitted by GLL, approved as part of the 8 year leisure contract extension, GLL has budgeted to undertake capital improvement schemes with a subsequent management fee reduction.
- 7.2 The capital improvements proposed by GLL would see financial and performance improvements for the Council leisure centre asset. The investment into refreshing the gym and wet change areas will help improve the overall experience and satisfaction of centre visitors, and also drive an increase in usage of the centre by the local community.
- 7.3 The leisure contract financial profile sets out a reduction in management fee where GLL undertake capital improvements.
- 7.4 The utilisation of Section 106 funding specifically collected for the capital improvements to the Queen's Diamond Jubilee Centre will mitigate the reduction of the management fee payment due to be collected from GLL and secure additional income through retained management fee and an increased profit share through an anticipated 12% increase in membership sales.
- 7.5 The proposal ensures appropriate spend of section 106 funding and reduces the risk of having to pay back developer contributions, whilst also supporting the Council's medium term financial plan.
- 7.6 The Section 106 has signed agreements and funding already received by the Council and has been confirmed by relevant officers that the funding can be utilised on the proposed schemes.
- 7.7 Therefore, approval is sought to create additional budget of £360,000 within the Capital Programme 2025/26 for the capital improvement of the Council's leisure centre and to be 100% funded through Section 106.

**Name of Meeting:** Cabinet

**Date of Meeting:** 15 September 2025

**Subject Matter:** Capital Programme 2025/26 - Queen's Diamond Jubilee Centre and Section 106 Funding

**Originating Department:** Leisure and Wellbeing

**DO ANY BACKGROUND PAPERS APPLY**       YES       NO

**LIST OF BACKGROUND PAPERS**

Doc No	Title of Document and Hyperlink

The background papers relating to reports on planning applications and which are open to public inspection under Section 100D of the Local Government Act 1972, consist of the planning applications, referred to in the reports, and all written responses to consultations made by the Local Planning Authority, in connection with those applications.

Exempt information is contained in the following documents:

Doc No	Relevant Paragraph of Schedule 12A

# Rugby Borough Council

## Climate Change and Environmental Impact Assessment

### CONTEXT

In 2019 the UK Parliament set a commitment in law to reach net zero carbon emissions by 2050. Achieving this target will require considerable effort with public bodies, private sector organisations, the third sector and individuals working together to take action.

Rugby Borough Council declared a climate emergency in 2019 and the Council's Corporate Strategy (2025-2035) [link](#) sets ambitious outcomes in relation to Climate Change. These ambitions are further defined through the Council's Climate Change Strategy [link](#) and must now be progressed through the decisions which the Council makes.

It is therefore important that Rugby Borough Council gives due regard to climate change when making decisions. In the context of the Council's business, Climate Change includes greenhouse gas emissions, biodiversity, habitat loss and environmental destruction. When putting forward recommendations for decision, officers must assess how these recommendations are likely to influence our climate change commitments by completing the following Climate Change and Environmental Impact Assessment.

To help you complete this assessment, please see the following guidance on SharePoint [here](#).

A copy of this Climate Change and Environmental Impact Assessment, including relevant data and information should be forwarded to your Chief Officer for approval.

**If you require help, advice and support to complete the form, please contact your Chief Officer.**

**SECTION 1: OVERVIEW**

<b>Portfolio and Service Area</b>	Leisure and Wellbeing – Sport and Recreation and Leisure Facilities
<b>Policy/Service/Change being assessed</b>	Capital Refurbishment of Queen’s Diamond Jubilee Centre
<b>Is this a new or existing Policy/Service/Change?</b>	New
<b>If existing policy/service please state date of last assessment</b>	
<b>Ward Specific Impacts</b>	All
<b>Summary of assessment</b> Briefly summarise the policy/service/change and potential impacts	Renovation of the gym area and high use wet areas at the Queen’s Diamond Jubilee Centre. The renovation will generate waste and have a management plan to ensure this is disposed of correctly and as sustainably as possible, the site is operated by a third party so RBC is not responsible for the operational emissions.
<b>Completed By</b>	Tom Allen
<b>Authorised By</b>	
<b>Date of Assessment</b>	05/08/2025

## SECTION 2: GREENHOUSE GAS EMISSIONS

	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
<b>Scope 1 Emissions</b> Direct emissions from council owned resources, for example through boilers or vehicles.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Scope 2 Emissions</b> Indirect emissions occurring at the location energy is produced for council activities. For example, electricity generation for council buildings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Not in scope for emissions due to GLL operating the site on behalf of the Council		

## SECTION 3: CLIMATE CHANGE STRATEGY

	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
<b>Workplaces and the Economy</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Transport</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Natural Environment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Homes and Energy</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Waste, Resources and the Circular Economy</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The renovation of the site will generate a range of waste, including demolition debris, packaging waste, e-waste, and general waste.	<ul style="list-style-type: none"> <li>- Implementation of a waste management plan including reuse, recycling, and responsible disposal.</li> <li>- Provision of onsite sorting facilities to separate recyclables, hazardous materials, and general waste.</li> <li>- Donation of reuseable gym station equipment to other leisure facilities.</li> </ul>	RBC Project Officer	Delivered before March 2026

	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
<b>Climate and Nature Positive Communities</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Adaptation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Improved water efficiency, particularly in high-usage areas such as toilets, showers, and locker rooms. These facilities typically see significant daily use by gym patrons and staff, resulting in high water consumption.		RBC Project Officer	Delivered before March 2026

## SECTION 4: REVIEW

Where a negative impact is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

<b>Review date</b>	<b>01/04/2026</b>
<b>Key points to be considered through review</b>	<b>Review of actions</b>
<b>Person responsible for review</b>	<b>Tom Allen</b>
<b>Authorised by</b>	

# EQUALITY IMPACT ASSESSMENT (EqIA)

## Context

1. The Public Sector Equality Duty as set out under section 149 of the Equality Act 2010 requires Rugby Borough Council when making decisions to have due regard to the following:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - sex/gender
  - sexual orientation
3. In addition to the above-protected characteristics, you should consider the crosscutting elements of the proposed policy, such as impact on social inequalities and impact on carers who look after older people or people with disabilities as part of this assessment.
4. The Equality Impact Assessment (EqIA) document is a tool that enables RBC to test and analyse the nature and impact of what it is currently doing or is planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. The questions will enable you to record your findings.
6. Where the EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. Once completed and signed off the EqIA will be published [online](#).
8. An EqIA must accompany all **Key Decisions** and **Cabinet Reports**.
9. For further information, refer to the EqIA guidance for staff.
10. For advice and support, contact:  
Rebecca Ewers  
Corporate Equality & Diversity Officer  
[rebecca.ewers@rugby.gov.uk](mailto:rebecca.ewers@rugby.gov.uk)  
01788 533509

## Equality Impact Assessment

<b>Service Area</b>	<b>Sport and Recreation and Leisure Facilities</b>
<b>Policy/Service being assessed</b>	<b>Capital Refurbishment of Queen's Diamond Jubilee Centre</b>
<b>Is this a new or existing policy/service?</b>  <b>If existing policy/service please state date of last assessment</b>	<b>New</b>
<b>EqlA Review Team – List of members</b>	<b>Tom Allen</b>
<b>Date of this assessment</b>	<b>08/08/2025</b>
<b>Signature of responsible officer (to be signed after the EqlA has been completed)</b>	

**A copy of the completed and signed Equality Impact Assessment report, including relevant data and information to be forwarded to the Corporate Equality & Diversity Officer.**

**Details of Strategy/ Service/ Policy to be analysed**

<b><u>Stage 1 – Policy to be analysed</u></b>	
(1) Describe the main aims, objectives and purpose of the Strategy/Service/Policy (or decision)?	<b>Request for a budget of £0.360m be added to the 2025/26 capital programme for the enhancement of the Queen’s Diamond Jubilee Leisure Centre, to be fully funded from Section 106 funding.</b>
(2) How does it fit with Rugby Borough Council’s Corporate priorities and your service area priorities?	<p>The Queen’s Diamond Jubilee Centre plays a pivotal role for the successful delivery of the Council’s Corporate Strategy 2025-35, primarily Health and Wellbeing outcomes that sets out that the Council will:</p> <ul style="list-style-type: none"> <li>• To support people to live healthier, longer and more independent lives</li> <li>• Support residents to live well by promoting healthy behaviours and lifestyles</li> <li>• Provide access to leisure, cultural and outreach services to reduce isolation</li> </ul>
(3) What are the expected outcomes you are hoping to achieve?	The continual investment into the Council leisure asset ensures that it is an affordable and attractive leisure facility of choice for the residents of the borough to live active lives with a modern and varied offer within the facility. Continual service development and investment supports public perception and ensures it is considered a quality service for leisure activities and are therefore proud of the facility as a high-quality provision
(4) Does or will the policy or decision affect: <ul style="list-style-type: none"> <li>• Customers</li> <li>• Employees</li> <li>• Wider community or groups</li> </ul>	Users of The Queen’s Diamond Jubilee Centre Employees Public
(5) Will the policy or decision involve substantial changes in resources?	Yes – budgeted spend of allocated Section 106 funding
<b><u>Stage 2 – Evidence about user population and consultation</u></b>	As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, e.g. service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

<p>(1) What does the data tell you about the groups this policy or decision impacts?</p> <p>Possible data sources:</p> <ul style="list-style-type: none"> <li>• national statistics/census data</li> <li>• local statistics</li> <li>• evaluations</li> <li>• analysis of complaints</li> <li>• user feedback</li> <li>• outcomes from consultation/community voice</li> <li>• Council published information, service data</li> <li>• <a href="#">District and Ward Profile – Warwickshire Observatory</a></li> <li>• <a href="#">Office of National Statistics</a></li> <li>• <a href="#">Fingertips health profiles</a></li> <li>• <a href="#">Indices of Multiple Deprivation</a></li> <li>• <a href="#">RBC Annual Workforce Equality Report</a></li> </ul>	<p>Feedback from GLL, the centre’s operator, has identified capital interventions at the centre will support the delivery of modern, attractive, accessible facilities that are fit for purpose to meet the needs of the community. The main gym area is now dated, with the majority of fitness equipment over 11 years old and beyond its expected service life. Additionally, the changing areas have seen consistently high levels of use since opening and have received limited investment over time.</p> <p>To ensure the centre can continue to cater to meet growing demand, remain competitive, and avoid a decline in usage or service levels, targeted capital investment is required. These interventions will support the centre’s long-term sustainability and ensure it continues to provide accessible health, fitness, and wellbeing opportunities to all members of the community.</p>
<p>(2a) Have you consulted or involved those groups that are likely to be affected by the strategy/ service/policy you want to implement?</p> <p>If yes, please state which groups were involved in the consultation and what were their views and how have their views influenced the policy/decision?</p>	<p>Consultation has been undertaken with staff members and a wide range of centre users, including Rugby Sport for the Disabled group, multi-disability users and residents from a range of ethnicities and backgrounds at The Queen’s Diamond Jubilee Centre and all responders were supportive of the improvements that could be delivered via these capital interventions and the benefits associated with carrying out these works. Part of the capital interventions include installation of an accessibility push button access to the gym entrance, improving access to the gym area.</p>

(2b) If you have not consulted or engaged with communities that are likely to be affected by the policy/decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary.			
<b><u>Stage 3 – Analysis of impact</u></b>			
<p>(1) <u>Protected Characteristics</u> From your data and consultations is there any positive, adverse or negative impact identified for any particular group, which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	<b>Protected Characteristic</b>	<b>Nature of Impact</b> Positive, Neutral, Adverse (explain why)	<b>Extent of impact</b> Low, medium, high
	Age	Neutral	Low
	Disability	Positive – improved access to gym for disabled users with introduction of access button	Low
	Sex	Neutral	Low
	Gender reassignment	Neutral	Low
	Marriage/civil partnership	Neutral	Low
	Pregnancy/maternity	Neutral	Low
	Race	Neutral	Low
	Religion/belief	Neutral	Low
	Sexual Orientation	Neutral	Low

(2) <u>Cross cutting themes</u> (a) Are your proposals likely to impact on social inequalities e.g. child poverty, geographically disadvantaged communities? If yes, please explain how?	<b>Description of impact</b>	<b>Nature of impact</b> Positive, Neutral, Adverse (explain why)	<b>Extent of impact</b> Low, medium, high
	<b>Socio-economic</b> e.g.: child poverty, income level, education level, working hours/occupation, family/social support, access to good nutrition	Positive – improved facilities available at an accessible cost for users from lower socio-economic groups.	<b>Low</b>
	<b>Environmental</b> e.g.: housing status, transport links, geography, access to services, air quality, noise pollution	Neutral	<b>Low</b>
(3) Using the information gathered in stages 2 and 3, please describe how the policy/strategy/service will: <ol style="list-style-type: none"> <li>a. Eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act</li> <li>b. Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic</li> <li>c. Foster good relations between people who share and people who do not share a relevant protected characteristic</li> </ol>	The proposed capital works would support the sustainability of access to high quality provision for all residents and users, creating equality of opportunity for all.		
(4) Are there any obvious barriers to accessing the service? If yes, how can they be overcome?	Accessibility to upper floor gym area and fitness studios is overcome with available lifts for those with mobility concerns, as well as access buttons or motion detected doors. Access to the swimming pools is enabled by a Pool Pod that supports users enter and exit the pool.		

<p>(5) What Equality Monitoring Data will be collected to analyse impact? How will the Equality Monitoring Data collected be used?</p> <p>If no Equality Monitoring Data is being collected, why not?</p> <p>For support with this section, please refer to the Equality Monitoring Guidance.</p>	<p>Usage of the centre can be broken down into age, ethnicity, sex and marital status. This data can be used to:</p> <ul style="list-style-type: none"> <li>- Identify groups who are underrepresented in current usage.</li> <li>- Inform Design and Service Delivery</li> <li>- Shape the layout and design of spaces (e.g. inclusive changing facilities, sensory-friendly areas).</li> <li>- Inform scheduling of inclusive sessions</li> <li>- Compare before and after refurbishment to evaluate the impact on usage.</li> <li>- Use data to guide community engagement and consultation, ensuring diverse voices are heard in future design decisions.</li> </ul>
<p>(6) Complete this section if any adverse impacts were identified in 3.1.</p> <p>Outline any actions that will be taken to remove or mitigate the adverse impacts identified in 3.1 to ensure that no discrimination is taking place. If removing or mitigating the impact is not possible, you may in certain circumstances, justify the discrimination. If that is the case, please give evidence for why justifying is possible in this case.</p>	<p>N/A</p>

<p><b><u>Stage 4 – Action Planning, Review and Monitoring</u></b></p>	
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<p>(1) Data analysis What does feedback from Equality Monitoring Data gathered tell you about impact on groups? Were there any unforeseen impacts (positive or negative)?</p> <p>The feedback/data should be used to inform your Action Plan in (2)</p>	None identified at present.																													
<p>If No Further Action is required then go to – Review and Monitoring</p> <p>(2) Action Planning – Specify any changes or improvements that can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EqIA Action Plan</p> <table border="1" data-bbox="887 647 2141 874"> <thead> <tr> <th data-bbox="887 647 1133 719">Action</th> <th data-bbox="1133 647 1379 719">Lead Officer</th> <th data-bbox="1379 647 1626 719">Date for completion</th> <th data-bbox="1626 647 1872 719">Resource requirements</th> <th data-bbox="1872 647 2141 719">Comments</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments																				
Action	Lead Officer	Date for completion	Resource requirements	Comments																										
<p>(3) Review and Monitoring State how and when you will monitor policy and Action Plan. Will you make any changes to the Equality Data that you are collecting or how you are collecting/using the data?</p>	<p>Following completion of capital refurbishment, consultation with centre users will be taken forward to ensure works have supported sustainability of access to high quality provision for all residents and users.</p>																													

Please annotate your policy with the following statement:

**‘An Equality Impact Assessment on this policy was undertaken on (date of assessment) and will be reviewed on (insert review date).’**