

Appendix 1

Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 May 2017

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

Completed by: Heather Powell **Role:** Connected Communities Manager

Head of Service: Paul Jones **Date:** 15/02/2021

I confirm that the above Head of Service has agreed the content of this assessment

Yes

When you complete this FEIA, it is your responsibility to submit it to
impact.assessments@newport.gov.uk

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

The city centre Masterplan adopted in January 2019 identifies key areas of the city as priority locations for regeneration, linked by commonalities of use and economic drivers. The ongoing regeneration of Usk Way is critical to the City Core. At the heart of the regeneration proposals is the development of the Newport Knowledge Quarter, which will re-locate the provision of further education into the city centre, close to the city's existing higher education provision.

Early development work has been on-going with Coleg Gwent to relocate their campus from Nash Road to the city centre, creating an enhanced learning offer as well as bringing footfall into the city centre. The existing Newport Centre building, constructed over 35 years ago, is now suffering from a range of structural issues and requires significant investment to bring it up to modern day standards.

Following closure of the centre as a result of the Covid lockdown, inspections of the pool roof have found it requires investment up to £2.5 Million to enable the pool area to be reopened to the public. Following wider survey work, it is estimated that an additional investment of approximately £9.1 Million will be needed in the medium term to maintain the site within operational standards. The existing Newport Centre building configuration is neither efficient nor sustainable and changes in demand over the decades mean that it is no longer able to compete with modern facilities.

It is therefore proposed to build a new environmentally sustainable and energy efficient leisure and wellbeing facility on a brownfield site overlooking the River Usk, near the existing centre. The land on which Newport Centre is currently located will then be released to facilitate the relocation of Coleg Gwent's further education campus into the city centre. As part of the proposals for a new leisure and wellbeing facility, the opinions of residents and stakeholders are welcomed, and a choice of two plans have been put forward for public consultation.

2. Outline how you have/will consult with stakeholders who will be affected by the policy/proposal.

A survey was made available to the public, staff, local businesses and stakeholders in Newport in line with the two recommended plans. The proposal and survey has been made widely available in both Welsh and English, as well as being available on request in other formats. The information has been posted on our website and shared on the One Newport newsletter and shared on council social media platforms regularly. Proposals have also shared directly across BAME, disability and Welsh language networks and well as organisations who form part of the Public Services Board in Newport. An internal board has been established to develop and oversee plans, including representatives from relevant service areas and Newport Live.

Ordinarily the council would look to facilitate focus groups and engagement sessions face to face at community level to ensure understanding, relay information and receive feedback, however this has not been feasible due to current COVID-19 restrictions. The council has been able to print and send documents and provide alternative versions of the proposal and survey if requested, for those unable to access the details online. Participation has been encouraged regularly from residents across Newport to ensure all members of the community, including those from marginalised or under-represented groups or those sharing protected characteristics as set out in the Equality Act are able to contribute.

3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.

A. Current user information

Considering Newport Centre user data gathered in 2019, the following summarises equality information that we know about people using current facilities:

Age

42% of Newport Centre Public Swimming Customers over a 6 month period have been under 16s. 21% of customers over the same period of time were over the age of 65.

Gender

Customer Swim data suggests that 56% of customers have been female, and 44% Male. Newport Centre also host a number of swim classes that are predominantly aimed at women (e.g. aqua Zumba).

Disability

Data provided by Newport Live on this protected characteristic is limited to concession data only, and is therefore not Newport Centre specific

Race

The close proximity of Newport Centre to wards with the highest proportion of BAME people is important to consider (specifically Pillgwenlly, Stow Hill, Victoria, and St Julians). Concession data for all of Newport Live (not just Newport Centre), suggests that the number of concessions offered to customers who identify as BAME are over represented in the data, making up 12.5% of concessions, but only 10.6% of the population. Further customer data, however, suggests that the leisure centre is underutilised by BAME communities, despite Newport Centre's close proximity to areas with the highest proportion of BAME people.

B. Impact of COVID-19

The impact of COVID-19 has further exposed existing structural and social inequalities, some of which are relevant to this proposal, including poorer health and wellbeing levels amongst specific communities (disabled people, older people, LGBTQ+ people and BAME people). Similarly, people living in areas of socio-economic disadvantage – which are often close to the city centre, are likely to have poorer health outcomes, and may be less likely to access leisure provision.

C. Consultation Feedback

In summary:

- 1022 survey responses were received, 13 of these were submitted in Welsh
- 49% of respondents currently use the Newport Centre at least monthly, and 74% said that they would use new facilities more often
- 94% of people who responded indicated that they would like to see new leisure and wellbeing facilities in Newport
- 45% of respondents indicated that they would prefer Option 1 (larger swimming offer and no multifunctional hall)
- 42% of respondents indicated that they would prefer Option 2 (smaller swimming offer with a multifunctional hall)
- 12% of respondents indicated no preference
- 14% of respondents believed that new leisure facilities would disadvantage people – the majority of these responses expressed a concern about the lack of cricket provision. Other concerns included the cost of parking and potential cost for use for less affluent households and the increased distance from bus/train stations
- When asked what was most important, most popular answers were modern facilities (40%), swimming for fitness and learning (30%), a larger swimming pool (29%), facilities that are accessible to all (28%), having fun pools (25%) and a sport and physical activity hall (24%)
- 85% of respondents indicated that they supported the reuse of the Newport Centre for the provision of a college campus

Demographic monitoring questions indicated that responses came from a relatively even split of people who identified as either male or female. The majority of respondents were between 25 and 54 years old, with the largest proportion being 35-44. There were low numbers of responses from both younger people (under 24) and older people (65 and older).

5% of respondents indicated that they were Welsh speakers and 6% identified as disabled. 90% of respondents identified as White British, with low numbers of respondents from a BAME background – around 5% compared to a population of 10% at the last census. 4% of respondents indicated that they identify as lesbian, gay or bisexual, and less than 2% of respondents indicated that they were non-binary or transgender.

Respondents indicated a range of religious beliefs, in line with census population data. Around 40% of respondents had caring responsibilities for children of school age, 14% for children of pre-school age and 10% cared for a dependent adult.

4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Older people and younger people are well-represented in current user data, however, consultation responses are mainly from people between 25 and 54. Despite this, a range of comments referenced the needs of younger and older people. These included:</p> <ul style="list-style-type: none"> • Importance of a range of activities that would appeal to teenagers • Desire for better family provision, including slides for children, appropriate temperature/facilities for babies and toddlers and better family changing facilities than currently offered • Fully accessible facilities to support access for older people with mobility difficulties/impairments • Dedicated area for older people that may not be able to exercise in other ways to swim lengths

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: <ol style="list-style-type: none"> Promote equal opportunity Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				<ul style="list-style-type: none"> Shallow water entry to enable children and older people who may not be able to use steps to enter and exit the pool <p>Both options enable the vacated Newport Centre site to be used by Coleg Gwent for a £90m further education campus creating the Newport Knowledge Quarter and bringing hundreds of students and staff to the city centre. The creation of a new campus offers clear benefits for young people both from Newport and outside the city.</p> <p>The Project Team has considered comments made in relation to this protected characteristic and is confident that there is potential for both Options 1 and 2 to be developed in a way that is attractive to, and inclusive of, a range of age groups.</p>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Responses were received from a range of disabled respondents, and the development was discussed with the council's Accessibility Group. Key themes included:</p> <ul style="list-style-type: none"> Car parking facilities – the new provision should offer accessible parking for those who need it. Several comments highlighted the increased travel distance from bus/train stations, and the difficulties this may present for those with mobility issues. Concern was also expressed about the location of the new provision, between 2 busy roads which may be difficult to cross. Accessibility of facilities – the new provision should be fully accessible to all, with lifts, ramps and handrails provided throughout, and thought given to wheelchair access to the pool. Hoists to enter and exit the pool should also be provided Changing facilities - the need for larger provision than those at the current Newport Centre in order to facilitate a carer and adult/child as well as a wheelchair if necessary, and adult changing beds/hoists

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: <ol style="list-style-type: none"> Promote equal opportunity Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				<ul style="list-style-type: none"> Spaces for adults and children with autism – some comments suggested that a sensory room or similar would be welcomed Pool space for hydrotherapy or rehabilitation use for disabled or older people, kept at a warmer temperature <p>The Project Team has considered comments made in relation to this protected characteristic and is confident that there is potential for both Options 1 and 2 to be developed in a way that is fully inclusive of disabled people. The new development will offer a significant improvement to current facilities in terms of access.</p> <p>Further consideration will be given to accessibility of the location and interaction with the surrounding environment to minimise barriers for people with physical disabilities as the project is progressed, with the potential for further funding to support to be explored.</p>
Gender reassignment/ transgender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>A small number of respondents indicated that they identified as transgender, non-binary or 'other' gender. Toilets and changing facilities were highlighted as an opportunity to improve inclusivity and offer gender neutral options to people who may wish to use them. Signage should also be carefully considered in order to avoid exclusion of people based on their gender identity.</p> <p>The Project Team has considered comments made in relation to this protected characteristic and is confident that there is potential for both Options 1 and 2 to be developed in a way that is inclusive for people of all genders. Further consultation with people that share this protected characteristic will be undertaken to inform the development of facilities including toilets and changing rooms in a way which responds to community need.</p>

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: <ol style="list-style-type: none"> Promote equal opportunity Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that either proposal will have an impact on people that share this protected characteristic.
Pregnancy or maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Consultation feedback indicated a desire for pool provision that allowed ease of access for families/carers with babies and young children. This included the need for warmer temperatures, adequate baby changing facilities, shallow water entry and consideration of a dedicated baby/toddler area.</p> <p>The Project Team has considered comments made in relation to this protected characteristic and is confident that there is potential for both Options 1 and 2 to be developed in a way that is attractive to, and inclusive of, people who are pregnant, or with young babies/children.</p>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Based in the city centre, the new leisure provision is in close proximity to those wards with the highest proportion of BAME people. Current user data suggests that Newport Centre is under-utilised by people from a BAME background, and the new offer provides valuable opportunity to increase the ethnic and cultural diversity of visitors.</p> <p>The recent COVID-19 pandemic has also highlighted poorer health outcomes for BAME people, and the need for improved access to health and wellbeing provisions for diverse communities. This is particularly true for people who are living further away from green spaces (i.e. city centre residents) those likely to be living in houses of multiple occupancy (for example, refugees, asylum seekers and migrants), or households without gardens.</p> <p>There were low levels of engagement from BAME people in the consultation exercise, therefore it is important that further work is undertaken as the project progresses to</p>


Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: <ol style="list-style-type: none"> Promote equal opportunity Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				<p>ensure provision is accessible, and appeals to, the significant number of BAME people living in Newport.</p> <p>The Project Team has considered comments made in relation to this protected characteristic and is committed to working in partnership with the diverse communities across Newport in order to deliver a provision which is attractive to, and inclusive of, people from different ethnic backgrounds. This will be a priority area for future engagement as development of either option is progressed.</p>
Religion or Belief or non-belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Respondents to the survey shared a range of religious beliefs /non-beliefs. Limited comments were received in relation to how this impacted on the new provision. However, the recognition of cultural/religious sensitivities in service design and delivery was highlighted by comments relating to privacy, particularly regarding changing facilities and viewing areas for the pool and fitness areas. Consideration should also be given to a quiet area for reflection or prayer.</p> <p>The Project Team has considered comments made in relation to this protected characteristic and is confident that there is potential for both Options 1 and 2 to be developed in a way that is attractive to, and inclusive of, people with different religious beliefs/non-beliefs.</p>
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Several respondents indicated a desire for a safe space for people identifying as female. This included gender-specific classes, private changing and toilet facilities, and limiting public viewing of the pool and exercise areas. As the project develops, careful consideration should be given to balancing gender specific provisions against inclusivity of transgender and non-binary people.</p> <p>The Project Team has considered comments made in relation to this protected characteristic and is confident that there is potential for both Options 1 and 2 to be</p>

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: <ol style="list-style-type: none"> Promote equal opportunity Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				developed in a way that is attractive to, and inclusive of, people of different sexes.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>There is no evidence to suggest that either proposal will have an impact on people that share this protected characteristic, however, the creation of a 'safe space' which is LGBTQ+ friendly is recognised as being key to attracting and engaging LGBTQ+ people in sport and leisure activities. The development of a new provision provides opportunity for this to be exemplified in Newport.</p> <p>Ongoing community engagement will ensure that any concerns, or suggestions, in relation to sexual diversity and inclusion can be considered.</p>
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The council is required to meet a number of Welsh language duties across its operational, strategic and administrative functions. As noted, the consultation process has been fully bilingual and Welsh language stakeholders invited to comment on whether they consider the proposals to have any negative impact on the Welsh language, and whether there is any opportunity for the Welsh language to better promoted.</p> <p>This consultation and proposal relates to physical development of assets rather than service provision, however full consideration will need to be given to the Welsh language as the project develops, including any further administrative processes, and the building itself (for example, signage).</p> <p>Ongoing community engagement in the development of either option will enable Welsh speakers and stakeholders to support the council in ensuring opportunities to promote the use of Welsh language are maximised.</p>

5 How has your proposal embedded and prioritised the sustainable development principle in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Balancing short term need with long term needs</p>	<p>An investment in modern leisure facilities and the Knowledge Quarter will contribute to the ongoing regeneration of the city centre, the promotion of the health and wellbeing agenda, and the provision of environmentally sustainable and accessible facilities which are well integrated with public transport provision.</p> <p>The current Newport Centre is more than 35 years old and in need of significant investment. Its building and facilities are out-dated and do not meet modern standards, particularly in relation to accessibility for disabled people.</p> <p>A modern city centre leisure facility would contribute hugely to regeneration supporting economic growth and job creation, balancing the city centre offer.</p> <p>The use of the proposed brown-field site will help connect the city centre with the River-side area complementing existing developments like the University City Campus, the Riverfront Theatre and Friars Walk. The facility will also serve the growing visitor economy and increasing city centre residential units.</p> <p>The proposed location is central and accessible by public transport and active travel route contributing to improved air quality and health benefits. A central location is potentially more accessible to people on lower incomes as they are more likely to be dependent on public transport links.</p> <p>The investment in a high quality Council/Newport Live facility will sustain affordable access to leisure services for people on lower incomes, particularly in relation to swimming which in the private leisure market is often restricted to expensive membership packages. Newport Live facilities offer discounted membership packages for key equalities groups and people on low incomes.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>The Council delivers sports and leisure services in collaboration with Newport Live who as a leisure trust operate as a social enterprise with charitable status. A new city centre facility would play a key role in Newport's leisure market, and would provide services e.g. swimming, which are often not available through affordable private leisure providers. Working alongside partners including Coleg Gwent and Newport Live will help ensure that wellbeing gains are achieved through the redevelopment proposals.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>A communications and engagement plan has been developed to ensure local people are involved in developing the proposal. This has included engagement with current users of Newport Centre, residents from surrounding neighbourhoods and relevant equalities groups. This Fairness and Equality Impact Assessment will inform the engagement process and will be developed as the proposal progresses.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Newport Centre is no longer considered commercially viable and the facilities are at the end of their life. The new facility will be built to BREEAM excellent standards, with sustainability and future proofing at its core. Together with the new Coleg Gwent building, enhancements to Usk Way and the active travel connectivity, this will create high quality and sustainable place and green lung, right at the heart of the city centre which will contribute to the ongoing wellbeing of residents.</p> <p>Participation in sports and leisure has well documented to have preventative health benefits, and can improve physical and mental wellbeing.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposal to develop a new city centre facility reflects an integrated mind-set – in terms of the potential health, social, economic and environmental wellbeing benefits such a development could deliver. The redevelopment plans are intended to secure integrated wellbeing gains, particularly through the selection of a city centre location and the potential to include a new college campus. This aligns with the ambitions set out in the Corporate Plan and city centre Master Plan.</p>

6 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

The site for the new plans (both 1 and 2) are located in the same area as the previous/current leisure facility and next to the University Campus. Links via public transport, mainline carriageways and access to the site will remain the same as it currently is. Additional traffic/congestion and car parking may affect the city centre and an increase in usage would mean that there may be an adverse environmental impact in and around the city centre. However, congestion from the current Coleg Gwent site would subsequently be reduced.

8. Equality Impacts and Actions

Please complete the below action plan which sets out steps that will/will not be taken in order to mitigate any negative impacts that your assessment has identified.

Impact identified	Who does it affect?	What will you do to mitigate the impact? If you plan to take no action, please justify your rationale	Who is responsible?
Increased use of city centre leisure facilities will potentially increase the amount of traffic congestion; causing adverse environmental and health impacts	City centre residents and citizens using the roads and car parks who work in the city centre, as well as those who visit the facilities	The Project Board will consider how sustainable transport is integrated into the masterplanning stage, this may require a smaller group to look at the integration of the development within the city scape.	Project Board

Potential for negative impact on the project's potential, if opportunities are not fully exploited, in relation to engagement of marginalised or minority communities	Older people, BAME people, LGBTQ+ people, disabled people, younger people, socio-economically disadvantaged	The Project Board will ensure that communities are fully engaged with the project's development, particularly people who share protected characteristics, and that their views continue to shape the design of the provision.	Project Board
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9. Monitoring, evaluating and reviewing

As a long term project, the development of the new leisure provision will be progressed by appropriate stakeholders. Collection of user data will be an important part of evaluating the provision's success as an inclusive offer to the people of Newport. Engagement with the public, and in particular, those groups identified within this assessment as having specific needs, or facing particular barriers to accessing leisure and wellbeing services, will be ongoing in order to inform design and implementation.

10. Involvement

How will people be advised of the changes and of the FEIA?

This FEIA will be published on the council's website and alongside Cabinet papers pertaining to the proposal.