

Equality Impact Assessment: Capability - Performance Policy

Initial assessment

What are the proposed outcomes of the policy?

It is recommended that Cabinet:

1. Authorises the council to fully decommission the Regional Fitness and Swimming Centre, following consideration of the financial and commercial findings and subsequent recommendations contained in this report.
2. Delegates authority to the Executive Director of Place and economy to develop a demolition proposal in accordance with procurement guidance
3. Supports the alternative and interim leisure arrangements as set out in this report, and
 - a. Notes the proposals and timelines for a newly built swimming / leisure facility
 - b. Notes the arrangements taken for Stanground Academy Swimming Pool to be managed by Peterborough Limited on behalf of the city council.

If above is supported, the outcomes will be:

- **Decommissioning of this existing Regional Pool and Swimming Centre.** This is already closed owing to extensive safety issues linked to the building condition, and regardless of agreed policy will remain so until Sept 2026 earliest to allow for remedial works or alternative facility to be built.
- **Confirmation of interim service arrangements.**
- **The building of an alternative facility** – Estimated to open Sept 2026 – March 2027. If approved – this will negate the impacts of the closure in the long term.

Which individuals or groups are most likely to be affected?

Circa 20,000 people were accessing the facility a week for a range of services prior to closure due to RAAC. The facility was used by residents from most wards in the city. This will impact the swimming club, children's and schools swimming tuition programmes, gym users, fitness class users, disability groups and those who used the facility as their preferred choice to complete physical activity. Protracted closure will continue with this impact against all these groups, but the long-term policy to build a new facility will resolve this.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Negative for primary school age children due to a drop in availability for school swimming and swimming tuition. Alternative options will be available and developed but likely there will be a drop in availability for a period.
Disabled people	Neutral – Users will be offered alternative pools to use which include Jack Hunt Pool, Premier Fitness, Lido and Stanground Pool. Not all sessions will be able to take place due to the loss of pool space and services.
Married couples or those entered into a civil partnership	Neutral
Pregnant women or women on maternity leave	Neutral
Particular ethnic groups	Neutral
Those of a particular religion or who hold a particular belief	Neutral
Male/Female	Neutral
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral
Sexual orientation	Neutral

What information is available to help you understand the effect this will have on the Groups identified above? All groups are being consulted with to help inform / shape interim arrangements.

Who will be the beneficiaries of the policy? Long term – All users groups will benefit from a purpose built replacement facility.

The policy will be adopted across the city
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Has the policy been explained to those it might affect directly or indirectly?

If the policy is adopted, it will be fully communicated to all residents, so they are aware of the closure and the plans short term and longer term.
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Can any differences be justified as appropriate or necessary?

Yes – The status of the Pool is such that it has to be closed long term on safety grounds. The timescale to refurbish the pool is the same as the timescale to build a new facility - The repairs are not cost effective or value for money and our policy is to develop a more effective / cost efficient site that meets better the needs of user groups.

Are any remedial actions required?

We are mitigating the impact but interim measures that will offer a reduced level of service. This includes implementing a 5-year contract from Stanground Academy to Peterborough Limited to operate an alternative pool. This will offer a service to offset some of the demand for pool space for swimming lessons and for the swimming club.

Once implemented, how will you monitor the actual impact?

Feasibility work will follow to look at a new facility and the local demands and impacts of water space.

Policy review date	Annually
Assessment completed by	Jamie Fenton
Date Initial EqIA completed	14/02/2024
Signed by Director	Rob Hill

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