

Impact Assessment

Leisure Services Budget Reduction



Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author Name	Jenny Ashton
Head of Service	Jenny Ashton
Portfolio Holder	Cllr David Selby / Cllr Pete Roberts
Proposal title	Leisure Services budget reduction
Description of proposal	<p>To achieve this will require a revised Service Level Agreement of leisure provision to schools. The use of leisure facilities by (high, primary & special) schools for core curriculum (PE) and swimming to be reviewed and standardised accordingly. Savings will also be realised through energy efficiency measures already introduced and proposed. Proposals to be discussed / negotiated with Freedom Leisure (contracted provider). The leisure review has highlighted that the number of Council-funded leisure centres are unsustainable long-term due to significant repairs, maintenance and investment requirements including carbon reduction measures for the existing number of buildings (14). The current leisure review will better understand need and provide the information and evidence to design the future service that will be shaped under Sustainable Powys and Place-based planning to realise the savings for 2025/26 although the figures are currently indicative and will be subject to the review concluding.</p> <p>This proposal is in addition to the annual 'contract reduction' of £50,000.</p>

2. Savings and Consultation

Profile of savings delivery

2023-24	2024-25	2025-26	2026-27	2027-28	2028+	Total Savings
0	Leisure - £32,230 Schools - £177,144,	Leisure - £48,340 Schools - £265,716	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Further information

The leisure review has highlighted that the number of Council-funded leisure centres are unsustainable long-term due to significant repairs, maintenance, investment and carbon reduction measures required for the existing number of buildings (14). The current leisure review will better understand need and provide the information and evidence to design the future service that will be shaped under Sustainable Powys and place-based planning to realise the savings for 2025/26. An indicative saving for the second year has been provided subject to the conclusion of the leisure review and the development of the Sustainable Powys programme. This proposal is in addition to the annual 'contract reduction' of £50,000.

Consultation requirements

Consultation required?	Yes
Union consultation date	To be confirmed
Staff consultation date	Staff employed by Freedom Leisure
Public consultation date	To be confirmed

Consultation plan (or justification where no consultation is required)

Schools Service consultation i.e. review of Service Level Agreement with all schools by March 2025. Consultation in future years will be incorporated as part of Sustainable Powys and place-based planning.

3. Impact on other service areas, geographical areas, and data protection

1a. Impact on other service areas

2024/25 - a potential impact on the schools' service provision i.e. it is currently variable and will require a review with all schools.

2025/26 – the impact on service areas such as adults and children's services; health services; community/sports groups, organisations and other stakeholders/interested parties will be defined under the Sustainable Powys programme.

1b. Impact on geographical locations

Powys wide – through revision of schools' leisure provision.

1c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
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Is Powys County Council the data controller?	No
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Further information

Click or tap here to enter text.

4. Impact on well-being goals including Welsh language and equalities

1d. A prosperous Wales

Impact	Reduction in publicly funded leisure centre provision available for schools.
Impact Rating	Neutral
Mitigation	Review and revise leisure centre use / provision for schools in Powys to enable a more consistent approach. High Schools may be able to better utilise their own sport / leisure facilities.
Mitigated Rating	Neutral

1e. A resilient Wales

Impact	Schools (pupils) require a more equitable and planned approach to participation. Energy efficiency measures implemented would support a more sustainable service.
Impact Rating	Neutral
Mitigation	Implement short-term energy efficient measures that will give positive returns on investment.
Mitigated Rating	Good

1f. A healthier Wales

Impact	Schools' access to leisure facilities for curriculum and extra-curricular activities, designed to promote physical and mental wellbeing and safety to be planned more consistently to support equality of outcomes for pupils. Health Board querying safeguarding responsibilities for pupils and ability to swim – concerns around open water swimming/drowning. In 2022/23, swimming and swimming lessons comprised 35% of total leisure centre usage, whilst schools' usage comprised another 30%.
Impact Rating	Good
Mitigation	Approach by Schools Service for leisure provision will enable more equitable access for pupils to support this goal.
Mitigated Rating	Good

1g. A Wales of cohesive communities

Impact	Continuation of current inequitable provision will impact pupils who currently don't access leisure facilities.
Impact Rating	Poor
Mitigation	A more planned / consistent approach to the access of leisure facilities for school pupils will support this goal.
Mitigated Rating	Good

1h. A globally responsible Wales

Impact	Click or tap here to enter text.
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

1i. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	Click or tap here to enter text.
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Promoting Welsh

Impact	Click or tap here to enter text.
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sports, Art & Recreation

Impact	A more consistent and planned approach of opportunities for pupils to be active and take part in publicly-funded activities at a leisure centre, (particularly swimming) may have an impact on those who currently have more access than others.
Impact Rating	Neutral
Mitigation	A planned and consistent approach will enable more equitable access for pupils to sport and leisure activities.
Mitigated Rating	Good

1j. A more equal Wales

Age

Impact	Currently access to leisure facilities for school-age pupils is inequitable throughout the county.
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Impact Rating	Neutral
Mitigation	A more consistent and planned approach of opportunity will enable pupils to have more equitable access to leisure provision and swimming throughout the county
Mitigated Rating	Good

Disability

Impact	No impact identified.
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Gender Reassignment

Impact	No impact identified
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Marriage or Civil Partnership

Impact	No impact identified
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Race

Impact	No impact identified
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Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Religion or belief

Impact	No impact identified
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sex

Impact	No impact identified
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sexual Orientation

Impact	No impact identified
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Pregnancy and Maternity

Impact	No impact identified.
Impact Rating	Choose an item.

Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Socio-economic Duty

Impact	A number of schools who currently don't access leisure centres and are unable to afford buses/transport, or the time needed to take the children swimming could result in some pupils losing the opportunity to learn to swim.
Impact Rating	Poor
Mitigation	Individual schools to work with schools' service, parents and others to help secure necessary funds for transport.
Mitigated Rating	Unknown

1k. Evidence

Leisure engagement public and schools survey 2023; Sport Wales schools survey 2022; Freedom Leisure usage reports; NERS reports; Powys Wellbeing Bank information

5. Impact on key guiding principles & workforce

1l. Sustainable development principles

Long-term

Impact	This is a short-term saving. Longer-term savings will be achieved under Sustainable Powys and the outcome of the leisure review.
Impact Rating	Neutral
Mitigation	Work up longer-term plans following conclusion of leisure review and in conjunction with Sustainable Powys / place-based plans.
Mitigated Rating	Neutral

Collaboration

Impact	Proposal has potential to damage/weaken relationship with existing contracted leisure provider due to requirement for additional savings. Some schools may challenge decision to reduce provision that they currently receive.
Impact Rating	Neutral
Mitigation	Good communication and negotiation with leisure provider; positive engagement needed. Freedom Leisure are consistently willing to support requests where possible from the Council. Opportunity to work with schools to standardise provision
Mitigated Rating	Good

Involvement (including Communication & Engagement)

Impact	Potential risk/impact of not involving (the right) people at an early enough stage in proposals.
Impact Rating	Neutral
Mitigation	Opportunities to involve schools/stakeholders in designing leisure offer/standardisation.
Mitigated Rating	Good

Prevention

Impact	These proposals will still enable a positive impact on the long-term health and wellbeing of schools and pupils, through a more planned approach.
Impact Rating	Good
Mitigation	Schools Service & Schools to work with Freedom Leisure to agree a revised Service Level Agreement.
Mitigated Rating	Good

Integration

Impact	No impact identified.
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Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

1m. Impact on the workforce

Impact	No impact identified.
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

1n. Impact on payroll

Impact	Not applicable
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

1o. Welsh language impact on Staff

Impact	No impact identified.
Impact Rating	Choose an item.
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

1p. Impact on apprenticeships

Impact	Click or tap here to enter text.
Impact Rating	Choose an item.

Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

1q. Evidence

Leisure engagement public and schools survey 2023; Sport Wales schools survey 2022; Freedom Leisure usage reports; NERS reports; Powys Wellbeing Bank information

6. Likelihood and risks

Risk 1					
Challenge from leisure provider to varying the contract fee					
Likelihood score	2	Impact score	2	Risk rating	4
Mitigation					
Good communication /negotiation with our leisure provider will be essential in agreeing how to approach making the variation effectively to minimise negative outcomes					
Residual likelihood score	1	Residual impact score	2	Residual risk rating	2

Risk 2					
Challenge from schools, governing bodies and parents to any reduction in school swimming.					
Likelihood score	4	Impact score	3	Risk rating	12
Mitigation					
Work closely with schools' service and schools to remove barriers as far as possible. Analysis of funding for schools' service to review transport costs.					
Residual likelihood score	3	Residual impact score	3	Residual risk rating	9

Risk 3

Reduction in Schools SLA usage / payments to Freedom Leisure could result in loss of income for provider if other participation does not cover budget reductions.

Likelihood score	3	Impact score	3	Risk rating	6
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Mitigation

Provider to promote additional time for public use of leisure facilities to generate income lost through schools planning more consistently throughout the county.

Residual likelihood score	2	Residual impact score	2	Residual risk rating	4
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Risk 4

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	Choose an item.
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	Choose an item.
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Risk 5

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	Choose an item.
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Mitigation

Click or tap here to enter text.

Residual likelihood score

Choose an item.

Residual impact score

Choose an item.

Residual risk rating

Choose an item.

7. Overall summary and judgement

Outline assessment

To achieve this saving will require a review of the Service Level Agreement provision for schools i.e. the use of leisure facilities by (high, primary & special) schools for core curriculum (PE) and swimming to be reviewed and planned accordingly. Savings will also be realised through energy efficiency measures already introduced and proposed.

Cabinet reference

Click or tap here to enter text.

8. Additional evidence

Click or tap here to enter text.

9. Monitoring arrangements

Review of school's usage against Service Level Agreement provision to be undertaken.

Review date

End of Summer Term 2024