

Impact Assessment

Leisure Services – Energy Cost Increase Mitigation Proposals 2022-23



13/12/2022

Reference: 7630-9067-4541-8207

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

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| Author name | Jenny Ashton, Interim Head of Community Services |
| Head of service | Nina Davies, Head of Housing and Community Development |
| Portfolio holder | David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys |
| Proposal title | Leisure Services – Energy Cost Increase Mitigation Proposals 2022-23 |
| Description of proposal | <p>The current energy crisis and associated price increases are creating a catastrophic impact across the UK leisure industry. After a very challenging two years for the sector, Freedom Leisure (who are a not-for-profit trust and manage and deliver leisure services on behalf of the authority through a long-term contract in Powys) has not been able to fully recover its trading position. This of course affects the wider leisure sector and is not just a Powys issue. Having similar challenges to the authority, energy price inflation is causing an extreme financial challenge. This is compounded by the impact on wages inflation and the increased cost of supplies, equipment, goods and services.</p> <p>Emergency measures are required to mitigate the predicted budget deficit position of £287k for the financial year 2022-23.</p> <p>a) To temporarily close the leisure centre buildings to the public in Llanfair Caereinion, Llanfyllin & Presteigne from 23rd December 2022 – 31st March 2023 (high schools to access to 'dry side' facilities only)</p> <p>b) To temporarily close the swimming pools in Llanidloes, Rhayader & Builth Wells from 23rd December 2022 – 31st March 2023 (to the public and schools)</p> <p>c) All other leisure centres/pools (not listed above) to close over Christmas from 23rd December 2022 – 3rd January 2023</p> <p>d) To implement an increase to fees & charges (in line with CPI) from January 2023</p> |

2. Savings and Consultation requirements

Profile of savings delivery

Consultation requirements

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| Consultation required? | No |
| Justification | The proposals are short-term and temporary so consultation is not required. A Comms Plan has been prepared and news release shared with stakeholders (public, media, schools, others) prior to the Cabinet report being published. Freedom Leisure informed their staff through meetings on Monday 12 December and Tuesday 13 December p.m. Freedom Leisure have informed the Unions of the proposals. The Portfolio Holder will contact local members to discuss proposals. Further comms will follow Cabinet. |

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

3a. Impact on other service areas

- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

Individual localities:

- Llanfyllin Locality
- Llanfair Caereinion Locality
- Llanidloes Locality
- Knighton and Presteigne Locality
- Llandrindod and Rhayader Locality
- Builth and Llanwrtyd Locality

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

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| Impact | With fewer leisure centres available, there will be less jobs in this work sector available in the county. |
| Impact rating | Unknown |
| Mitigation | Existing staff will be redeployed to other centres where possible. |
| Mitigated impact rating | Neutral |

4b. Health and care

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| Impact | A fewer number of leisure centres available may mean that there are less opportunities for Powys children to participate in healthy activities. |
| Impact rating | Unknown |
| Mitigation | There are a wide range of alternative opportunities throughout the County to support healthy physical activity as a short-term mitigation measure. |
| Mitigated impact rating | Neutral |

4c. Learning and skills

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|--------------------------------|---|
| Impact | Schools will not have access to swimming pools from January - March 2023. All schools do not currently swim all year round and 'choose' when they swim. |
| Impact rating | Neutral |
| Mitigation | Many schools in Powys already ask parents for a contribution to travel costs for their children to swim. Schools are able to transport pupils to the next nearest swimming pool if they have a desire to swim in the Spring Term. |
| Mitigated impact rating | Neutral |

4d. Residents and communities

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| Impact | None |
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4e. Evidence

Powys and Freedom Leisure to review the reduction made to the deficit position following the proposals implemented.

Powys and Freedom to review all engagement undertaken.

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

5a. A prosperous Wales

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|--------------------------------|---|
| Impact | Fewer centres will reduce the overall energy consumption by the service. The workforce may be affected. |
| Impact rating | Neutral |
| Mitigation | Staff will be redeployed where possible. |
| Mitigated impact rating | Good |

5b. A resilient Wales

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|---------------|------|
| Impact | None |
|---------------|------|

5c. A healthier Wales

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|--------------------------------|--|
| Impact | In the short-term there will be a reduced number of leisure and sport centres available to the public. |
| Impact rating | Poor |
| Mitigation | People will be encourage where possible to access their next nearest leisure or sport centre. |
| Mitigated impact rating | Neutral |

5d. A Wales of cohesive communities

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|--------------------------------|--|
| Impact | In the short-term there will be a fewer number of leisure centres available for public usage. |
| Impact rating | Poor |
| Mitigation | Further work will be undertaken to determine the longer-term plans (including sustainability) of the leisure centres in Powys. |
| Mitigated impact rating | Good |

5e. A globally responsible Wales

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| Impact | None |
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

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| Impact | None |
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Promoting Welsh

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| Impact | Leisure centres throughout Powys are committed to the Welsh Language Standards and have measures and processes in place to address this. |
| Impact rating | Good |
| Mitigation | The actions described above will not change as a result of the short-term proposals. |
| Mitigated impact rating | Good |

Sports, Art & Recreation

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|--------------------------------|--|
| Impact | The proposal will mean that there are fewer leisure centres available to the public in the short-term. |
| Impact rating | Poor |
| Mitigation | People in Powys will be encouraged to access their nearest leisure centre as a short-term measure. |
| Mitigated impact rating | Neutral |

5g. A more equal Wales

Age

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| Impact | The proposal encourages people of all ages to access sport and leisure facilities. |
| Impact rating | Good |
| Mitigation | Not specified |

Disability

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|----------------------|---|
| Impact | Leisure and sport centres will be available throughout the county to help people with health and well being and any disabilities that can be supported through physical activity. |
| Impact rating | Good |
| Mitigation | Not specified |

Gender Reassignment

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| Impact | None |
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Marriage or Civil Partnership

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|---------------|------|
| Impact | None |
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Race

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|----------------------|---|
| Impact | People of all races, colours, ethnicity or nationalities are encouraged to participate in leisure centres throughout Powys. |
| Impact rating | Good |
| Mitigation | Not specified |

Religion or Belief

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|---------------|------|
| Impact | None |
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Sex

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| Impact | None |
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Sexual Orientation

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| Impact | None |
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Pregnancy and Maternity

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| Impact | None |
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Socio-economic Duty

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| Impact | None |
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5h. Evidence

As these are emergency short-term measures, any impacts will be understood and reviewed prior to any longer term plans being agreed.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

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| Impact | None |
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Collaboration

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| Impact | None |
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Involvement (including Communication and Engagement)

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| Impact | As these are emergency short-term measures, full consultation has not been undertaken. A communications plan has been prepared and a news release with further messaging has been shared with all stakeholders. |
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| Impact rating | Good |
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| Mitigation | Further communications, a frequently asked questions document and opportunities for the public and others to ask questions will be provided. |
| Mitigated impact rating | Good |

Prevention

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| Impact | None |
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Integration

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| Impact | None |
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6b. Impact on the workforce

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| Impact | With fewer centres available to the public in the short-term, some of the Freedom Leisure staff will be affected. |
| Impact rating | Poor |
| Mitigation | Freedom Leisure will redeploy staff where possible to other centres as a temporary measure. |
| Mitigated impact rating | Neutral |

6c. Impact on payroll

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|---------------|------|
| Impact | None |
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6d. Welsh language impact on staff

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| Impact | None |
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6e. Impact on apprenticeships

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| Impact | None |
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6f. Evidence

Evidence will be gathered as part of the short-term emergency measures to help inform future long-term planning.

7. Likelihood and risks

Risk 1

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|----------------------------------|--|------------------------------|---|-----------------------------|-----|
| Description | Fewer people access the leisure service as a result of the emergency short-term proposals. | | | | |
| Likelihood score | 3 | Impact score | 2 | Risk rating | 6.0 |
| Mitigation | Customers will be encouraged to access their next nearest leisure facility. | | | | |
| Residual likelihood score | 3 | Residual impact score | 2 | Residual risk rating | 6.0 |

Risk 2

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|----------------------------------|--|------------------------------|---|-----------------------------|-----|
| Description | A reduced amount of income will be gained as a result of fewer leisure facilities being available to the public in the short-term. | | | | |
| Likelihood score | 3 | Impact score | 2 | Risk rating | 6.0 |
| Mitigation | People will be encouraged to access their next nearest leisure facility. | | | | |
| Residual likelihood score | 3 | Residual impact score | 2 | Residual risk rating | 6.0 |

8. Overall summary and judgement

Outline assessment

The proposals are a result of emergency short-term measures needed to mitigate against and reduce the deficit position in 2022-23.

Cabinet reference

9. Additional evidence

Freedom Leisure have provided data to Powys so that proposals to undertake short-term emergency actions can be agreed.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Powys and Freedom Leisure will continue to meet regularly to discuss and understand any impacts of the short-term emergency measures. Further work will be undertaken to determine and agree longer-term plans.

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| Review date | 26/02/2023 |
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