

Name of project, policy, function, service or proposal being assessed:	Carlton Active (redevelopment proposals for the Richard Herrod site)				
The main objective of (please insert the name of accessed document stated above):	The Carlton Active Project aims to deliver a modern, inclusive, and financially sustainable facility to replace the ageing Carlton Forum Leisure Centre. Located at the refurbished Richard Herrod Centre, the project will provide a high-quality, multi-functional space that meets the health, fitness, and wellbeing needs of the local community. Environmental sustainability is a core priority, with the design incorporating energy-efficient systems, low and zero-carbon technologies, and features aligned to best-practice environmental standards. The project also supports the Council's strategic goal of improving operational efficiency by consolidating services, reducing annual subsidies, and enhancing long-term viability. Crucially, the development is being shaped through ongoing community and stakeholder engagement, ensuring the outcome reflects local priorities and delivers inclusive, accessible services. The scheme forms a key part of Gedling Borough Council's broader leisure transformation strategy, aiming to modernise provision, address financial challenges, and provide high-quality leisure services for future generations.				
What impact will the Carlton Active project have on the following groups? Please note that you should consider both external and internal impact: • External (e.g. stakeholders, residents, local businesses etc.) • Internal (staff)					
Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments
	External		X		The facility will be designed to meet the needs of all

<u>Gender</u>					users regardless of gender. This includes providing private, gender-neutral changing spaces, offering women-only sessions where appropriate, and ensuring that programming and marketing are inclusive and representative
	Internal		X		The project offers an opportunity to promote gender equality through inclusive recruitment, training, and progression within the operational team. Consideration should be given to flexible working, equal pay, and creating a safe, supportive environment for all genders.
<u>Gender Reassignment</u>	External		x		The facility design should accommodate the needs of trans and non-binary users by including private, gender-neutral changing areas and signage that reflects inclusive language. Programming and customer service should also reflect a respectful, inclusive approach to gender identity.
	Internal		x		The project should ensure that workplace policies are inclusive of trans and non-

					binary staff, including clear guidance on, access to facilities, and zero-tolerance of discrimination or harassment. Inclusive staff training and a supportive culture are key considerations.
<u>Age</u>	External	X			The facility is designed to be accessible and appealing across all age groups-from children and young people to older adults. Considerations include offering age-appropriate programming (e.g. swim lessons, youth fitness, senior wellbeing classes) and ensuring the environment is physically accessible and welcoming for all ages. The potential resizing, re-location or closure of the bowls facility at the current Richard Herrod Centre may negatively impact older residents in the borough. Gedling Indoor Bowls Club currently serves 300 members, the majority of whom are older adults. The club plays a vital role in promoting physical activity, social connection, and

					mental wellbeing for this demographic. Indoor bowls is particularly important for those with reduced mobility or long-term health conditions, and its absence may limit access to suitable leisure options for older residents. However, this is being actively considered as part of feasibility and engagement work. The RIBA 0 business plan has identified that inclusion of a 6 lane indoor bowls rink in the new Carlton Active facility will require significant capital borrowing. As a result, the Cabinet report on 25/09/25 proposes that this 6 lane rink is not included in the RIBA 0 facility mix. To mitigate this as a potential loss of provision, the report seeks Cabinet approval for the Council to provide non-financial support to Gedling Indoor Bowls Club, working with other relevant partners, to explore alternative venue
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					options to enable ongoing indoor bowls provision. The proposed new RIBA 0 facility mix will also include age-friendly facilities, such as an assisted exercise studio, accessible design, community spaces, and targeted programming to support the health and wellbeing of older residents. The new centre will seek to build on existing service provision for special characteristics groups currently offered at the Carlton Forum Leisure Centre. Details of this provision can be found in Appendix A of this Equality Impact Assessment.
	Internal		x		The project should promote age-inclusive employment practices, ensuring fair recruitment, development, and retention across all age groups. Considerations include supporting younger staff through training and mentoring, and older staff

					through flexible working and age-friendly policies.
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Equality Impact Assessment



<u>Marriage and civil partnership</u>	External			x	There is no specific service impact expected based on marital or civil partnership status. However, the facility should remain inclusive and welcoming to all individuals and families, regardless of relationship status, ensuring equal access to services and community spaces.
	Internal			x	The project should ensure that all employees, regardless of marital or civil partnership status, are treated equally in relation to employment terms, benefits, and policies. Considerations include non-discrimination in recruitment, parental leave, and flexible working arrangements
<u>Disability</u>	External	x			The facility will be designed to meet the needs of users with physical, sensory, and hidden disabilities. This includes step-free access, accessible changing rooms, pool hoists, assisted exercise equipment, and inclusive programming. Continued engagement with disabled users and

					advocacy groups is essential to ensure services are fully accessible and inclusive The potential resizing, re-location or removal of the bowls facility at the Richard Herrod Centre could disproportionately impact disabled residents. Gedling Indoor Bowls Club regularly hosts sessions for disabled bowlers and Disability Bowls England events. Losing this facility would risk reducing access to an inclusive, low-impact sport that supports physical activity, social participation, and mental wellbeing for disabled residents. The new centre will seek to build on existing service provision for special characteristics groups currently offered at the Carlton Forum Leisure Centre. Details of this provision can be found in Appendix A of this Equality Impact Assessment.
	Internal		x		The project must ensure an inclusive working

					environment where disabled staff are supported through reasonable adjustments, accessible facilities, and inclusive recruitment practices. Training and policies should promote disability awareness and eliminate barriers to participation and progression.
<u>Race & Ethnicity</u>	External		X		The facility should be welcoming and culturally sensitive to users from all racial and ethnic backgrounds. Considerations include inclusive communication, diverse representation in marketing, and programming that respects cultural preferences—such as women-only swim sessions or community-led events that reflect local demographics.
	Internal		X		The project should promote a diverse and inclusive workplace, ensuring fair recruitment, training, and progression opportunities regardless of race or ethnicity. Anti-discrimination policies and cultural awareness training

					can help create a respectful, inclusive environment for all staff.
<u>Sexual Orientation</u>	External		X		The facility should provide a welcoming and safe space for users of all sexual orientations. Considerations include inclusive marketing, respectful customer service, and creating an environment where all individuals and families feel accepted and represented without fear of discrimination.
	Internal		X		The project should ensure an inclusive and supportive environment for LGBTQ+ staff through clear anti-discrimination policies, inclusive language, and staff training. Recruitment and workplace culture should reflect a commitment to equality and respect for all sexual orientations.
<u>Religion or Belief (or no Belief)</u>	External		X		The facility should be welcoming to people of all faiths and beliefs. Considerations include offering culturally sensitive programming (e.g. women-only sessions), providing private changing areas, and

					ensuring respectful communication and representation in community engagement and service delivery.
	Internal		X		The project should ensure staff are supported in observing their religious beliefs through inclusive policies, flexible scheduling where feasible, and respectful workplace culture. Provision for prayer space and religious observance should be considered where appropriate.
<u>Pregnancy & Maternity</u>	External		X		The facility will provide a family-friendly environment with features such as baby-changing areas, accessible toilets, and spaces suitable for parents with prams. Programming should consider pre- and post-natal fitness options, and facilities should be welcoming and accessible to parents and carers with young children.
	Internal		X		The project should support pregnant employees and new parents through inclusive maternity policies, risk assessments, flexible

					working options, and a supportive return-to-work process. The workplace must remain free from discrimination related to pregnancy or parental status.
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.) Please state the group/s: Low income	External		X		The facility aims to reduce financial barriers by offering concessionary pricing, free or low-cost programmes, and community outreach initiatives. By ensuring affordability, the project supports wider access to health and wellbeing services for individuals and families on lower incomes. The community space and designated leisure membership categories will provide support for other groups in the community such as armed forces veterans. Continuation of the armed forces social group at Richad Herrod and the 274 free armed forces leisure memberships at Carlton Forum Leisure Centre will have a positive impact on the local community. Appendix A provides an overview of

					the provision currently available for special characteristics groups at Carlton Forum that will need to be embedded and expanded at the new Carlton Active centre.
	Internal		X		The project should ensure fair and equitable employment practices, including paying at or above the Real Living Wage, offering stable contracts, and providing opportunities for skills development and progression to support economic inclusion

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?		Yes	There is evidence of a disproportionate adverse impact on older people and disabled individuals who currently participate in indoor owls due to the potential closure, re-location or resizing of the indoor bowls facility. Gedling Indoor Bowls Club is a key asset for both groups, particularly for older adults and disabled residents who rely on accessible, low-impact physical activity.
Is there an opportunity to mitigate or alleviate any such impacts?		Yes	Mitigation is being actively pursued through ongoing feasibility work, consultation, and strategic planning. Options include: Commitment to provide non-financial support to Gedling Indoor Bowls Club in identifying options for alternative facilities to play indoor bowls.

			- Identifying an alternative site that meets accessibility and functional requirements and assessing the financial viability of this. - Maintaining or expanding inclusive leisure opportunities within the new Carlton centre, such as assisted exercise studios and accessible programming. - Continuing targeted engagement with bowls users, disabled residents, and older people to shape the final offer. - Ensuring that special characteristic group activities currently delivered at Carlton Forum Leisure Centre are embedded in the new Carlton Active facility, supporting older residents, disabled users and those with health conditions. To support this engagement with users, residents and partners, such as primary and secondary care, social prescribers, the local voluntary sector and public health, is required to enable such services are meeting the needs of the local population.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?		No	
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:			
Planned Actions	Timeframe	Success Measure	Responsible Officer
Inclusive Design Reviews	RIBA 3	Conduct accessibility and inclusive design audits at key RIBA stages to ensure compliance with best practice and legal requirements.	Leisure Transformation Team

Ongoing Stakeholder Engagement	Throughout programme	Continue targeted consultation with equality groups, disability forums, community organisations, and underrepresented users throughout design and pre-opening stages.	Leisure Transformation Team
Gender-Neutral Facilities	RIBA 3	Incorporate private and gender-neutral changing areas to support inclusion for trans, non-binary, and gender-diverse users. Respond to emerging industry guidance as it is released.	Leisure Transformation Team
Family-Friendly Features	RIBA 3	Include baby-changing facilities, parent/child spaces, pram access, and programming for pregnant people and new parents.	Leisure Transformation Team
Affordable Access	RIBA 5	Implement concessionary pricing, subsidised memberships, and community outreach programmes to reduce financial barriers for low-income users.	Leisure Transformation Team
Culturally Inclusive Programming	RIBA 5	Offer women-only sessions, faith-sensitive swim times, and events shaped by feedback from diverse community groups.	Leisure Transformation Team
Accessibility Features	RIBA 3	Ensure step-free access, accessible toilets and changing areas, pool hoists, and inclusive gym equipment (e.g. Innerva) are included.	Leisure Transformation Team
Inclusive Communication	Throughout Programme	Use accessible, representative language and imagery across all marketing and signage, including alternative formats where needed (e.g. Easy Read, large print).	Leisure Transformation Team

Authorisation and Review

Completing Officer	Tom Fletcher Leisure and Wellbeing Transformation Programme Manager
Authorising Head of Service/Director	Lance Juby Assistant Director Communities, Leisure and Wellbeing
Date	12th February 2025
Review date (if applicable)	17th September 2025

Appendix A: Special Population and Active Senior Usage at Carlton Forum

Active Seniors

- Carlton Forum currently has 2541 contacts of the Gladstone System that are aged 65 and over.
- 64% of these seniors have had a subscription or membership in the last 5 years.
- CFLC currently has 233 members aged 65 and over with a DNA Membership, making up 12% of the centre membership base.

Membership	LIVE Members
Senior DNA Membership	177
Senior DNA + Health Suite	22
Annual Senior DNA	21
Annual Senior DNA + Health Suite	4
Health Suite Only	9
Total	233

- CFLCs 233 Senior Members is comparable to Redhill's 97, Arnolds 96 and Calverton's 59.
- 214 Seniors have an active Senior Gedling Leisure Card and make use of CFLCs facilities in a Pay As You Go basis.
- CFLC hosts a popular 50+ club Monday – Friday afternoons. The club includes Table Tennis, Volleyball, Health Suite and Fitness Suite Access, Relaxation Swimming, and occasional Badminton and Pickleball sessions during the school holidays. The club includes complementary hot drinks and has a strong social element, with members usually spending over an hour of socialising in between activities.
- CFLCs 50+ had 1084 users recorded in 24/25 and this number has been growing yearly since COVID-19 reopening, when the club increased from two days a week to the current five-day arrangement.
- CFLC Adult Swimming Lessons has 9 learners over 65. Making up 24% of all adult learners.
- 50,088 bookings have been made by customers aged 65 and over in the last 12 months. The ten most popular sessions for this age group can be seen below.
 - Swim4All
 - Relaxation Swim
 - Pilates
 - Studio Strength

- Group Cycle
- Yoga
- Zumba
- DNA health
- Aqua Aerobics
- Bums, Tums and Thighs

Armed Forces Membership

- CFLC currently has 274 active Armed Forces members
- 22% of these members are over 65 years old.

Customers Living with Disabilities

- CFLC has 851 users with a disclosed disability.
- 54% of these users have a DNA or Swim Membership
- 20% are aged 65 and over
- Disclosed disabilities are broken down as per the below.

Disability	Members
Hearing Impairment	48
Learning Difficulty	250
Mental Health	97
Physical Impairment	294
Visual Impairment	31
Prefer not to specify	131
Total	851

- CFLC offers Assisted Fitness Programmes to DNA members who require additional assistance in the Fitness Suite. 5 DNA members currently make use of this.

Health Sessions

- CFLC currently partners with Connect Health to provide Fitness Suite based physiotherapy to NHS patients following a recovery pathway. 611 Connect Health Referrals have been made in the last 12 months. 30% of these referrals were for people aged 65 and over. Currently 10% of these referrals have joined a DNA membership since being referred.
- CFLC runs three DNA Health sessions a week, which are group exercise GP referral classes. DNA Health Usage was 597 for 24/25, with 87% of these customers being over 65.
- With the recent recruitment of the Health Activator post, the Gedling Health programme is currently being planned and is set to introduce the following rehabilitation classes over the next 12 months.
 - Cardiac
 - Pulmonary
 - Parkinsons
 - Stroke
 - Cancer
 - Falls Prevention
- Based on the current high demand for rehabilitation classes of this kind in the local area, the expected total usage is set to exceed 144 weekly users at CFLC when the scheme is fully operational.
- CFLC and Gedling Health colleagues are also working towards ongoing follow-on sessions from the initial 12-week programmes and a new Gedling Health Membership that covers these programmes.
- Further health projects including making CFLC a Dementia Hub are currently in progress.
- CFLC had 174 people attend Goodboost Sessions in 24/25, which have now been rolled out into Accessibility Swims due to popularity.