

Name of project, policy, function, service or proposal being assessed:	Ambition Arnold (North)				
The main objective of (please insert the name of accessed document stated above):	<p>The Ambition Arnold (North) Project aims to deliver modern, inclusive, and financially sustainable leisure facilities to replace the existing Arnold Leisure Centre, theatre and library to provide high-quality, multi-functional spaces that meets the health, fitness, and wellbeing needs of the local community. The proposed facility mix includes swimming pools, a gym, group and specialist studios, community rooms, a café/restaurant, theatre, cinema screens and a replacement library.</p> <p>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.</p> <p>The RIBA stage 2 plans have been shaped through ongoing community and stakeholder engagement, ensuring the final 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.</p>				
<p>What impact will the Carlton Active project have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> <li>• External (e.g. stakeholders, residents, local businesses etc.)</li> <li>• Internal (staff)</li> </ul>					
Please use only 'Yes' where applicable		<b>Negative</b>	<b>Positive</b>	<b>Neutral</b>	<b>Comments</b>
<b><u>Gender</u></b>	External		X		The facilities will be designed to meet the needs of all 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 teams. Consideration should be given to flexible working, equal pay, and creating a safe, supportive environment for all genders.
<b><u>Gender Reassignment</u></b>	External		x		The facilities 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.
<b><u>Age</u></b>	External	X			<p>The facilities have been 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.</p> <p>The new facilities will seek to build on existing service provision for special characteristics groups currently offered at the existing facilities.</p>
	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.
--	--	--	--	--	---

**Equality Impact Assessment**



<b><u>Marriage and civil partnership</u></b>	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
<b><u>Disability</u></b>	External	x			<p>The facilities will be designed to meet the needs of users with physical, sensory, and hidden disabilities.</p> <p>The new facilities will seek to build on existing service provision for special characteristics groups.</p>

	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.
<b><u>Race &amp; Ethnicity</u></b>	External		X		The facilities 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.
<b><u>Sexual Orientation</u></b>	External		X		The facilities 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.
<b><u>Religion or Belief (or no Belief)</u></b>	External		X		The facilities 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.
<b><u>Pregnancy &amp; Maternity</u></b>	External		X		The facilities 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.
<b>Other Groups</b> (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.
	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?		No	
Is there an opportunity to mitigate or alleviate any such impacts?		No	
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:			
<b>Planned Actions</b>	<b>Timeframe</b>	<b>Success Measure</b>	<b>Responsible Officer</b>
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.	Economic Growth and Leisure Transformation teams
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	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

<b>Completing Officer</b>	<b>Mike Avery</b>
<b>Authorising Head of Service/Director</b>	<b>Mike Avery, Director of Place</b>
<b>Date</b>	<b>7<sup>th</sup> October 2025</b>
<b>Review date ( if applicable)</b>	

