

Name of project, policy, function, service or proposal being assessed:	Leisure Management Options Appraisal			
The main objective of (please insert the name of accessed document stated above):	<p>The Leisure Management Options Appraisal (October 2025) reviewed four potential management models for Gedling Borough Council's leisure services - in-house management, Local Authority Trading Company (LATC), external contractor, and agency model to identify the most effective and sustainable approach for service delivery.</p> <p>This Climate Impact Assessment evaluates how the recommendation to retain the in-house model affects the Council's ability to deliver on its net zero carbon by 2030 commitment and broader sustainability objectives.</p> <p>The appraisal forms part of the Council's wider Leisure and Wellbeing Transformation Programme, which includes the development of the Carlton Active facility and the rationalisation of ageing, inefficient sites to reduce carbon emissions and operational costs.</p>			
What impact will this (please insert the name) have on the following Please read guidance before completing.				
Category	Negative	Positive	No impact/ Negligible change	Mitigation/ Comments

Behaviour & Culture Change		X		Retaining in-house management supports ongoing staff and community engagement in sustainable behaviours, including energy-saving practices, sustainable travel, and waste reduction. The Council can continue embedding sustainability messages in leisure programmes e.g. Active Travel initiatives.
Built Environment		X		The decision indirectly supports investment in sustainable buildings through the Leisure Transformation Programme. In-house control allows the Council to prioritise energy efficiency improvements and oversee low-carbon design in new developments such as Carlton Active.
Transport		X		The in-house model enables integration of sustainable travel initiatives (bike storage, EV charging, staff cycle-to-work scheme) within leisure operations. Rationalisation of older sites will reduce

				unnecessary travel between multiple venues.
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Climate Impact Assessment



Energy, Natural Resources & Climate Change		X		Leisure facilities are among the Council's largest energy users. In-house control ensures alignment with the Carbon Management Plan and the Climate Change and Sustainability Strategy 2022–2030. Opportunities for new leisure facilities include renewable energy generation (solar PV, heat pumps) and improved energy monitoring.
Waste Reduction & Recycling		X		The Council can continue its recycling, composting and waste-reduction schemes across leisure centres, embedding circular economy principles. Training and procurement controls will minimise single-use plastics and non-recyclable materials.
Blue-Green Infrastructure/Biodiversity		X		Retaining management internally ensures biodiversity is considered in facility development and maintenance e.g. landscaping, sustainable

				drainage systems, pollinator-friendly planting at <i>Carlton Active</i> .
Procurement & Purchasing		X		Council-led procurement ensures sustainable purchasing policies are maintained, including local sourcing, recycled materials, and low-carbon suppliers. The in-house model retains the Council's control over sustainable procurement standards.

In response to the information provided above please provide if there is any proposed action including any consultation that is going to be carried out

Planned Actions	Timeframe	Potential Outcome	Responsible Officer
Incorporate sustainability and carbon-reduction objectives into the Leisure Transformation Programme	2025/26	Clear measurable sustainability targets for leisure operations.	Leisure & Wellbeing Transformation Programme Manager
Complete energy audits and carbon baselines for all leisure centres.	2025/26	Improved data on energy consumption and emissions.	Property / Sustainability Management Team
Ensure Carlton Active design incorporates renewable energy solutions.	2025-2027	Reduced operational carbon and improved energy efficiency.	Leisure Transformation Team / Alliance Leisure
Continue staff sustainability awareness Training programme within leisure services.	Ongoing	Increased staff engagement in carbon reduction and waste minimisation.	Service Leads

Maintain quarterly reporting of energy, waste and water use across all sites.	Ongoing	Evidence of reduced emissions and improved resource efficiency.	Service Leads/ Sustainability Lead
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Authorisation and Review

Completing Officer	Tom Fletcher
Authorising Head of Service/Director	Lance Juby
Date	16/10/2025
Review date (if applicable)	