

<p>Name of project, policy, function, service or proposal being assessed:</p>	<p>Carlton Active - redevelopment proposals for the Richard Herrod Centre site (RIBA Stage 2 concept design).</p>
<p>The main objective of (<u>please insert the name of accessed document stated above</u>):</p>	<p>The Carlton Active project aims to deliver a modern, inclusive, accessible and financially sustainable leisure, health and wellbeing facility for Gedling Borough Council.</p> <p>At the end of RIBA Stage 2, the project has developed a preferred concept design and facility mix informed by feasibility work, technical design development, early engagement and alignment with the Council's Leisure Strategy and health and wellbeing priorities. The proposed facility includes swimming provision, fitness and studio space, assisted exercise facilities, community and social spaces, and supporting amenities designed to meet the needs of a broad range of users.</p> <p>Key objectives of the project are to:</p> <ul style="list-style-type: none"> • Support physical activity, health and wellbeing across all age groups. • Modernise ageing leisure infrastructure and improve service quality. • Reduce long-term revenue subsidy and improve financial sustainability. • Deliver an environmentally responsible, energy-efficient facility. • Improve accessibility and inclusivity to leisure for residents with protected characteristics.
<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"> • External (e.g. stakeholders, residents, local businesses etc.) • Internal (staff) 	

Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments
<u>Gender</u>	External		X		<p>The RIBA Stage 2 concept design incorporates a changing village layout, which includes a mix of:</p> <ul style="list-style-type: none"> • Individual private changing cubicles, • Accessible changing spaces, • Separate WC provision. <p>This approach allows users of all genders to change in a way that feels safe, dignified and appropriate to them. The design reduces reliance on traditional single-sex changing layouts and supports flexibility in programming, including women-only sessions where appropriate. The overall building layout and circulation have been designed to ensure equitable access to all facilities regardless of gender.</p>
	Internal		X		<p>The project offers an opportunity to promote gender equality through inclusive recruitment, training, and progression</p>

					<p>within the operational team. Consideration should be given to flexible working, equal pay, and creating a safe, supportive environment for all genders.</p> <p>The building layout supports inclusive staff facilities.</p>
<u>Gender Reassignment</u>	External		x		<p>The RIBA Stage 2 design specifically supports trans and non-binary users through:</p> <ul style="list-style-type: none"> • The changing village model, which prioritises private, self-contained changing cubicles. • Accessible and universally designed WC provision distributed throughout the building. • Clear and legible circulation, reducing anxiety around navigation and access. <p>These design choices reduce the need for users to choose between binary</p>

				<p>gendered spaces and support inclusive, dignified use of the facility.</p> <p>Programming and customer service should also reflect a respectful, inclusive approach to gender identity.</p>
	Internal		x	<p>The Carlton Active layout supports inclusive staff facilities .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.</p>
<u>Age</u>	External	x		<p>The Carlton Active RIBA Stage 2 concept design has been developed to be accessible and appealing across all age groups, from children and young people to older adults. The design includes step-free access, clear circulation, accessible facilities, assisted exercise provision, community spaces and swimming provision suitable for</p>

				<p>lessons, rehabilitation, low-impact activity and general use.</p> <p>In September 2025, Cabinet agreed to progress the Carlton Active programme without the inclusion of an indoor bowls facility as part of the approved facility mix, due to space and affordability constraints. In November 2025, a public petition was submitted requesting that indoor bowls be reinstated as part of the programme. This petition has been noted and considered as part of the equality evidence base.</p> <p>The absence of an indoor bowls facility represents a potential negative impact for some older residents. Gedling Indoor Bowls Club currently serves approximately 300 members, the majority of whom are older adults, and provides important physical, social and mental wellbeing benefits, particularly for those with</p>
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					<p>reduced mobility or long-term health conditions.</p> <p>During RIBA Stage 2, further detailed work with the contractor, cost consultants and design team has confirmed that an indoor bowls facility cannot be accommodated within the available site footprint or delivered within current affordability parameters. The issue of indoor bowls provision, including the petition, has been referred back to Cabinet for consideration alongside the RIBA Stage 2 decision.</p> <p>To mitigate the potential impact on older residents, the Council has committed to continued engagement with bowls stakeholders, providing non-financial support to explore alternative venue options, and ensuring the Carlton Active facility delivers a strong age-friendly offer through assisted exercise provision, accessible swimming, inclusive changing facilities, targeted</p>
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					<p>community feel of the new venue is designed to support reduced social isolation amongst residents and will have flexibility for affordable activities and social gatherings in these public spaces, but with the added connection to the inclusive exercise options on offer.</p> <p>The Carlton Active facility enhances the offer for children and families, through the inclusion of soft play and an expansion of swimming facilities that can support further growth of the existing swim school programme and the provision of school swimming. Learning to swim is an essential life skill for children, key for both drowning prevention, water safety and getting active.</p>
Internal			x		<p>The Carlton Active project presents opportunities to promote age-inclusive employment practices within the future operation of the facility. While detailed staffing structures will be developed at later</p>

				<p>stages, the design supports flexible and inclusive working through accessible staff facilities and a modern working environment.</p> <p>Future operational arrangements can support:</p> <ul style="list-style-type: none">• Younger staff through training, apprenticeships and development opportunities, particularly through Accredited Training Academy that support the Swim School workforce.• Older staff through flexible working arrangements, skills retention and age-friendly workplace policies. <p>Any staffing changes arising from service transformation will be subject to separate workforce planning, consultation and equality assessment processes.</p>
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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	Accessibility and inclusive design have been central to the RIBA Stage 2 concept design for Carlton Active. The proposed facility includes a range of features specifically intended to improve access and usability for people with physical, sensory and

				<p>hidden disabilities. These include:</p> <ul style="list-style-type: none">• Step-free access to the building and throughout all public areas.• A changing village approach, incorporating private, self-contained changing cubicles alongside accessible and group changing, supporting dignity, privacy and choice.• A Changing Places facility, integrated into the ground floor layout, to support users with complex needs and their carers.• Pool hoists and accessible pool surrounds to enable independent or supported access to swimming.• An assisted exercise suite designed to support rehabilitation, low-impact activity, and
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					<p>exercise for people with long-term health conditions or reduced mobility.</p> <ul style="list-style-type: none"> • Clear circulation routes, legible layouts and improved wayfinding to support users with sensory impairments or neurodivergent conditions. • Accessible WC provision distributed across the building. <p>These design features represent a significant improvement on existing provision and reflect best practice in inclusive leisure facility design at concept stage.</p> <p>However, the absence of an indoor bowls facility represents a potential negative impact for some disabled users. Indoor bowls at the existing Richard Herrod Centre supports disabled bowlers and disability-specific</p>
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				<p>sessions and provides a low-impact, inclusive activity that supports physical activity, social participation and mental wellbeing.</p> <p>In September 2025, Cabinet agreed to progress the Carlton Active programme without the inclusion of an indoor bowls facility due to space and affordability constraints. In November 2025, a public petition was submitted requesting that indoor bowls be reinstated as part of the programme. This petition has been noted and considered as part of the equality evidence base.</p> <p>During RIBA Stage 2, further detailed work with the contractor, cost consultants and design team has confirmed that an indoor bowls facility cannot be accommodated within the available site footprint or delivered within current affordability parameters. The issue of indoor bowls provision, including the petition, will be referred</p>
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				<p>back to Cabinet for consideration alongside the RIBA Stage 2 decision.</p> <p>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.</p> <p>To mitigate further the impact on disabled residents of the closure of Richard Herrod Centre, the Leisure service is implementing new health and wellbeing exercise pathways tailored to support the wider community including those with disabilities or health conditions. Details of this provision can be found in Appendix B of this Equality Impact Assessment.</p>
Internal		x		<p>The Carlton active will ensure an inclusive working environment where disabled staff are supported through</p>

					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		<p>The Carlton Active RIBA Stage 2 concept design has been developed to support inclusive access for people from all racial and ethnic backgrounds. The layout and spatial arrangement of the building prioritise clear circulation, legibility and ease of use, helping to reduce barriers for users who may be unfamiliar with the facility or for whom English is not a first language.</p> <p>The changing village approach, incorporating private and accessible changing cubicles, supports cultural preferences around privacy and modesty, particularly for users from communities where single-sex or private changing arrangements are important. This approach</p>

				<p>provides greater choice and dignity compared to traditional open-plan or single-sex changing layouts.</p> <p>Flexible community and multi-use spaces included within the RIBA Stage 2 design can accommodate a wide range of activities, including culturally appropriate health, wellbeing and social programmes. The café and social areas are designed to act as welcoming, informal spaces that encourage community interaction and social cohesion.</p> <p>The proposed facility mix and design are intended to support inclusive programming at later stages, including swimming, fitness and wellbeing activities that reflect the needs of a diverse local population.</p>
Internal		X		<p>The project should promote a diverse and inclusive workplace, ensuring fair recruitment, training, and progression opportunities regardless of race or ethnicity. Anti-</p>

					discrimination policies and cultural awareness training can help create a respectful, inclusive environment for all staff.
<u>Sexual Orientation</u>	External		X		<p>The Carlton Active RIBA Stage 2 concept design has been developed to support an inclusive and welcoming environment for people of all sexual orientations. Key design features help to promote dignity, privacy and choice, reducing potential barriers to participation.</p> <p>The changing village approach, incorporating private, self-contained changing cubicles alongside accessible facilities, allows users to change in a way that feels safe and appropriate to them, regardless of sexual orientation. This reduces reliance on traditional single-sex changing layouts, which can be a barrier for some users.</p> <p>Clear circulation, open sightlines and well-defined public areas within the RIBA Stage 2 layout support a safe and welcoming</p>

				<p>environment, helping to reduce anxiety and improve confidence for users who may feel excluded or marginalised in leisure settings.</p> <p>The inclusion of flexible community and social spaces supports inclusive programming and social activities that can be developed at later stages to meet the needs of diverse groups.</p>
<u>Religion or Belief (or no Belief)</u>	Internal		X	<p>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.</p>
	External		X	<p>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</p>

				<p>ensuring respectful communication and representation in community engagement and service delivery.</p>
	Internal		X	<p>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.</p>
<p><u>Pregnancy & Maternity</u></p>	External		X	<p>The Carlton Active RIBA Stage 2 concept design has been developed to support pregnant users and those with babies or young children. The layout includes step-free access throughout the building, clear circulation routes and seating areas that support comfort and ease of movement.</p> <p>The design incorporates accessible toilet and baby-change facilities located within close proximity to key activity areas, reducing travel distances and</p>

				<p>supporting safe and convenient use of the building. Swimming provision, including learner and shallow-water areas, supports pre- and post-natal activity and family-based use.</p> <p>The changing village approach, with private and accessible changing cubicles, supports privacy, flexibility and dignity for users during pregnancy or following childbirth.</p>
	Internal	X		<p>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.</p>
<p>Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)</p>	External	X		<p>The facility aims to reduce financial barriers by offering concessionary pricing, free or low-cost programmes, and community outreach initiatives. By ensuring</p>

<p>Please state the group/s:</p> <p>Low income</p>				<p>affordability, the project supports wider access to health and wellbeing services for individuals and families on lower incomes.</p> <p>The community space and designated leisure membership categories will provide support for other groups in the community such as armed forces veterans, carers and care leavers. 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.</p>
	<p>Internal</p>	<p>X</p>		<p>The project should ensure fair and equitable employment practices, including paying at or above the Real Living Wage, offering stable</p>

					contracts, and providing opportunities for skills development and progression to support economic inclusion
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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 bowls due to the closure 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	<p>Mitigation is being actively pursued through ongoing feasibility work, Engagement, and strategic planning. Options include:</p> <ul style="list-style-type: none"> • Commitment to provide non-financial support to Gedling Indoor Bowls Club and England Indoor Bowls Association 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 Active, 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 		

			<p>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.</p> <ul style="list-style-type: none"> • To support this the Council is developing its accessible health programme of activities to support active ageing, assisted exercise, social connection and safe activities for people with health conditions and disabilities. Further details of the proposed health programmes being developed can be found at Appendix B of this EIA. • Development of inclusive programming, pricing and staff training at later stages to maximise access for groups with protected characteristics • Ongoing review of equality impacts as the project progresses to RIBA Stage 3 and beyond, including further EqIA updates alongside key decision points.
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	Further design work on 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	Further design on 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	Further design and consideration of 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	se accessible, representative language and imagery across all marketing and signage, including alternative formats where needed (e.g. Easy Read, large print).	Leisure Transformation Team

Review and update the Equality Impact Assessment at key project milestones.	RIBA Stage 3 and prior to construction	EqIA updated and approved	Programme Manager
Equality Diversity and Inclusion Training	March- April 2026	Mandatory training for leisure centre staff	Human Resources 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	11th February 2026
Review date (if applicable)	June 2026 (RIBA 3 completion)

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.

Appendix B: Gedling Leisure Health Programmes

1 DNA HEART

The DNA Heart session provides individuals with heart conditions the opportunity to exercise in a safe, supportive, and enjoyable environment under the guidance of a BACPR cardiac rehab instructor. Our classes are designed for people recovering from a range of cardiac events, including recent heart attacks, valve-replacement surgery, TIA's and angina.

2 DNA HEART PLUS

DNA Heart plus is a follow-on session from DNA Heart that promotes long term adherence to exercise and heart health. Additionally, clients can self-refer if their cardiac event was _____ ago if they want to improve their cardiovascular health.

3 DNA CANCER REHAB

DNA Cancer Rehab Class provides a safe, supportive, and structured exercise environment for individuals living with or recovering from cancer. Led by specially trained instructors, the programme focuses on improving strength, mobility, cardiovascular fitness, and overall wellbeing. Each session is tailored to individual needs and abilities, helping participants manage treatment-related side effects, rebuild confidence, and enhance quality of life. The class also offers a friendly, social atmosphere where participants can connect with others who share similar experiences.

4 DNA STRENGTH AND BALANCE

The DNA strength and balance session is a progressive exercise programme incorporating a combination of OTAGO strength and balance techniques and Postural Stability Instructor (PSI) methodologies. It is designed for individuals

aged 55 and over who experience mobility or stability challenges and wants to improve their strength, balance and confidence. The classes also provide a chance to socialise, meet new people and access information.

5 DNA HEALTH

DNA Health is a 12-week group exercise programme designed for individuals aged 16 and over who are physically inactive and living with a health condition. The scheme offers a supportive and safe environment in which participants can engage in physical activity under the guidance of qualified instructors, providing an excellent opportunity to improve long-term health and wellbeing.

The following health conditions are accepted:

- Hypertension
- Stable Diabetes
- Obesity
- Musculoskeletal problems
- Anxiety/Depression
- Arthritis/Rheumatism
- Asthma
- Long Covid
- Pulmonary Rehab
- Cardiovascular Disease

6 DNA MOVE

DNA Move is a 12-week group exercise programme designed for individuals aged 16 and over who are physically inactive and living with a health condition. The scheme offers a calm, supportive and safe environment in which participants can engage in physical activity under the guidance of qualified instructors, providing an excellent opportunity to improve long-term health and wellbeing.

The following health conditions are accepted:

- Parkinsons
- Dementia
- Alzheimers
- Strokes
- Motor Neurone disease
- Multiple sclerosis

1 CHAIR BASED EXERCISE

Gentle exercises carried out whilst seated aimed to help improve mobility and strengthen muscles and bones.

6 RELAXATION SESSIONS

Take a peaceful break in a calm setting with soothing music and gentle lighting. This self-guided 30-minute session offers a quiet space to unwind, release stress and restore a sense of calm and balance at your own pace.

7 GOOD BOOST

The Good Boost programme is designed to enhance wellbeing by encouraging gentle, water-based exercise in an enjoyable and socially supportive environment, helping participants make caring for their health a pleasure rather than a chore. Each session is individually tailored to support progression at a comfortable pace and is specifically developed to reduce pain while improving strength and mobility.

8 BUMP BOOST

Bump Boost is a personalised supported Aqua Natal exercise sessions tailored to women throughout their first, second, and third trimesters of pregnancy. This customised, water-based therapeutic programme supports safe, effective movement during pregnancy.

9 HYDROHEX/ VIRTUAL AQUA FITNESS

Hydrohex is a virtual aqua aerobics programme that delivers a full-body, challenging workout with minimal impact on bones and joints. Participants follow a high-quality motivating virtual instructor displayed on a poolside screen, offering crystal-clear visuals of movements both above and below the water to support safe, effective exercise.

10 AQUA FITNESS

Aqua aerobics programme that delivers a full-body, challenging workout with minimal impact on bones and joints. Participants follow a high-quality motivating instructor who is poolside to support safe, effective exercise.

