

Name of project, policy, function, service or proposal being assessed:	Future Management of Joint Use Leisure Centres				
The main objective of Joint Use Agreements at Redhill, Calverton, and Carlton Forum Leisure	<p>The objective of the proposal is to determine the future management arrangements for the Joint Use leisure centres at Calverton Leisure Centre and Redhill Leisure Centre as part of Gedling Borough Council's Leisure Transformation Programme.</p> <p>The programme seeks to ensure that leisure provision across the Borough remains financially sustainable, accessible and aligned with the Council's health and wellbeing priorities. The proposal recommends that the Council continues operating leisure services at both Calverton Leisure Centre and Redhill Leisure Centre under the existing Joint Use Agreements.</p> <p>The assessment therefore considers the potential equality impacts associated with the review of the Joint Use arrangements and the outcomes of the public consultation undertaken between November and December 2025.</p>				
<p>What impact will this Joint Use Agreement report 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>Gender</b>	External			X	Leisure facilities provide access to sport, exercise and recreation opportunities for all genders. The proposal does

					not introduce any changes that would affect access based on gender.
	Internal			X	There is no evidence of differential impact by gender among staff.
<b><u>Gender Reassignment</u></b>	External			X	No specific impacts have been identified. Leisure services will continue to be accessible to all residents.
	Internal			X	No disproportionate impact identified. The Council's equality and dignity policies ensure a safe and inclusive workplace.
<b><u>Age</u></b>	External		X		Leisure facilities play an important role in supporting physical activity, health and wellbeing across all age groups. The continued operation of Calverton Leisure Centre and Redhill Leisure Centre will ensure that residents of all ages retain access to local leisure opportunities. Calverton Leisure Centre in particular functions as an important community hub for residents in the northern rural area of the Borough. The facility provides accessible opportunities for

					<p>swimming, fitness and social activity which can support the health and wellbeing of both older residents and young people.</p> <p>Local leisure facilities can also help reduce social isolation, particularly for older residents who may rely on nearby facilities for physical activity, social interaction and structured activities. Maintaining local provision ensures that residents who may not be able to drive or easily access public transport can continue to participate in leisure activities within their community.</p> <p>The continued operation of the centres therefore supports the Council's wider objectives around active ageing, community wellbeing and increasing participation in physical activity.</p>
	Internal			X	<p>The leisure workforce spans a wide age range. No age group will be disadvantaged by the proposed changes. Training and redeployment will be</p>

					open to all, all staff will receive appropriate HR and wellbeing support
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## Equality Impact Assessment



<b><u>Marriage and civil partnership</u></b>	External			X	No differential impact identified. Services remain open and accessible to all residents regardless of marital or partnership status.
	Internal			X	No specific impacts identified. Workforce policies are applied equally to all staff.
<b><u>Disability</u></b>	External		X		<p>Accessible leisure facilities play an important role in supporting the health, wellbeing and social inclusion of disabled residents. Access to local leisure provision enables disabled individuals to participate in physical activity, maintain independence and engage in social and community activities.</p> <p>The continued operation of Calverton Leisure Centre and Redhill Leisure Centre ensures that disabled residents across the Borough retain access to local leisure opportunities, including swimming, fitness activities and indoor sport. These facilities provide accessible environments</p>

					<p>where individuals can participate in physical activity in a safe and supportive setting. Swimming facilities in particular can provide significant health and rehabilitation benefits for disabled residents, offering opportunities for low-impact exercise that may not be available in other environments. Calverton Leisure Centre also hosts a number of Special Educational Needs (SEN) swimming sessions, which provide inclusive opportunities for children and young people with additional needs to participate in swimming in a supportive environment. Local leisure facilities are also important in reducing barriers to participation for disabled residents who may face challenges travelling longer distances or accessing public transport. Continuing to operate the joint use centres ensures that residents have access to leisure opportunities within their local communities,</p>
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					<p>reducing the need for longer journeys to alternative facilities. Leisure centres also provide opportunities for structured programmes, inclusive fitness activities and community participation which can support physical health, mental wellbeing and social inclusion for disabled residents.</p> <p>By continuing to operate both facilities, the Council is supporting inclusive access to leisure provision and helping ensure that disabled residents can continue to benefit from opportunities to remain active, socially connected and engaged within their local communities.</p>
	Internal			X	No specific impacts identified. Workforce policies are applied equally to all staff.
<b><u>Race &amp; Ethnicity</u></b>	External			X	No direct disproportionate impact identified. All employment processes will continue to apply the Council's equality and diversity principles.

	Internal			X	No evidence of disproportionate impact. All employment processes will continue to apply the Council's equality and diversity principles.
<b><u>Sexual Orientation</u></b>	External		X		<p>Leisure facilities provide opportunities for physical activity, recreation and community participation that are accessible to residents of all sexual orientations. The continued operation of Calverton Leisure Centre and Redhill Leisure Centre ensures that inclusive leisure opportunities remain available within local communities across the Borough.</p> <p>Leisure centres can also provide safe and welcoming community environments where individuals are able to participate in sport, fitness and recreational activities regardless of sexual orientation. Access to local leisure facilities supports wider health and wellbeing outcomes, including physical activity, social connection and community engagement.</p>

					By maintaining the operation of both facilities, the Council is supporting the continued availability of inclusive leisure provision that is accessible to all residents and aligns with the Council's commitment to equality, diversity and inclusion.
	Internal			X	No specific impacts identified. The Council maintains zero tolerance for discrimination and promotes inclusion for all staff.
<b><u>Religion or Belief (or no Belief)</u></b>	External			X	No adverse impacts identified.
	Internal			X	No differential impact identified. The Council's flexible working arrangements will continue to accommodate staff observing religious practices.
<b><u>Pregnancy &amp; Maternity</u></b>	External		X		Leisure facilities provide important opportunities for physical activity and wellbeing for individuals during pregnancy and after childbirth. Activities such as swimming and low-impact exercise can be particularly beneficial for maintaining physical health during

					<p>pregnancy and supporting postnatal recovery.</p> <p>The continued operation of Calverton Leisure Centre and Redhill Leisure Centre ensures that local leisure facilities remain available for expectant parents and families with young children. Access to local swimming pools and fitness facilities provides opportunities for safe physical activity, which can support both physical and mental wellbeing during pregnancy and the postnatal period.</p> <p>Leisure centres also support families through opportunities for children's activities such as swim school provision, which can be particularly important for parents with young children. Maintaining access to local leisure facilities reduces the need for families to travel longer distances to access leisure opportunities, which can be particularly beneficial during pregnancy or when caring for young children.</p>
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	Internal			X	No negative impact anticipated. HR policies ensure staff on maternity or shared parental leave remain fully informed and supported throughout any organisational change.
<p><b>Other Groups</b> (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)</p> <p>Please state the group/s:</p> <ul style="list-style-type: none"> <li>• Low-income households</li> <li>• Rural Residents</li> <li>• Carers</li> <li>• Parents with young children</li> </ul>	External		X		<p>Leisure facilities play an important role in supporting the health, wellbeing and social connectivity of local communities. The continued operation of Calverton Leisure Centre and Redhill Leisure Centre ensures that accessible leisure opportunities remain available for a wide range of residents across the Borough.</p> <p>Calverton Leisure Centre in particular serves residents in rural communities within the northern part of Gedling Borough, where access to alternative leisure facilities may require longer travel distances. Consultation responses highlighted that many users of the facility live locally, with a significant proportion of users reporting that they walk to the centre. Maintaining</p>

					<p>local leisure provision therefore helps ensure that residents without access to private transport can continue to access physical activity and recreation opportunities within their community.</p> <p>Access to local leisure facilities can also be particularly important for low income households, where the cost of travelling to alternative facilities may create barriers to participation. Continuing to operate local facilities helps ensure that affordable opportunities for sport, swimming and physical activity remain available to residents.</p> <p>Leisure centres also support families with children and young people through access to swimming lessons, junior sports activities and recreational facilities. Swim school provision and other structured activities provide opportunities for children and young people to develop physical skills, confidence in water and</p>
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				<p>healthy lifestyle habits from an early age.</p> <p>In addition to supporting physical activity, leisure centres can act as community hubs, providing opportunities for social interaction, recreation and community engagement. Maintaining access to these facilities therefore supports wider community wellbeing and helps ensure that residents across different communities can continue to benefit from local leisure provision.</p>
	Internal		X	<p>The proposal supports the continued operation of leisure services at Calverton Leisure Centre and Redhill Leisure Centre and therefore provides stability for staff currently employed at these facilities. Continuing to operate the centres under the existing Joint Use Agreements helps maintain employment opportunities within the leisure service and supports the ongoing delivery of community</p>

					leisure provision by Council staff.

<p>Is there is any evidence of a high disproportionate adverse or positive impact on any groups?</p>			<p>No evidence of a high disproportionate adverse impact has been identified as a result of the proposal.</p> <p>The Equality Impact Assessment has identified a number of positive impacts for certain groups, particularly in relation to continued access to local leisure facilities. The decision to continue operating leisure services at Calverton Leisure Centre and Redhill Leisure Centre ensures that residents across the Borough retain access to opportunities for physical activity, recreation and community participation.</p> <p>The continued operation of Calverton Leisure Centre in particular supports residents in rural communities, where travel to alternative facilities may present barriers for those without access to private transport. Maintaining local leisure provision therefore supports accessibility for residents who rely on nearby facilities.</p> <p>The facilities also provide opportunities that support older residents, disabled residents, families with children and young people, including activities such as swimming, fitness and community sport programmes. Calverton Leisure Centre also hosts Special Educational Needs (SEN) swimming sessions, which support inclusive participation in physical activity.</p>
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			Overall, the proposal supports the continued availability of accessible leisure opportunities and therefore has positive equality outcomes for a number of groups within the community.
Is there an opportunity to mitigate or alleviate any such impacts?			N/A
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?			<p>While detailed demographic information relating to all protected characteristics of leisure centre users is not fully available, the Council has used a range of available evidence to inform this assessment.</p> <p>This includes participation and membership data from the Council's leisure facilities, information contained within the Leisure Strategy (2025), and the results of the public consultation undertaken between November and December 2025, which received 933 responses from residents, users and stakeholders.</p> <p>The consultation and participation data provide a reasonable evidence base to understand how the facilities are used and the importance of local leisure provision to different groups within the community.</p> <p>Based on the available evidence, no disproportionate adverse impacts have been identified as a result of the proposal to continue operating leisure services at Calverton Leisure Centre and Redhill Leisure Centre.</p>
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:			

Deliver a formal consultation	November– December 2025	Minimum of 500 responses; representation across all protected groups; equality data analysed and reported	Leisure Transformation Team
Data Analysis and EIA Review	Late December 2025 – February 2026	Revised EIA and full equality analysis included in Cabinet report.	Leisure Transformation Team.
Cabinet Reporting and Decision-Making	March 2026	Cabinet report approved by Cabinet	Assistant Director - Communities, Leisure & Wellbeing

### Authorisation and Review

<b>Completing Officer</b>	<b>Tom Fletcher</b>
<b>Authorising Head of Service/Director</b>	<b>Lance Juby</b>
<b>Date</b>	<b>March 2026</b>
<b>Review date ( if applicable)</b>	