

Name of project, policy, function, service or proposal being assessed:	Richard Herrod Centre – Phase 1 Pre-Enabling Works and Licence to Occupy					
The main objective of (please insert the name of accessed document stated above):	<p>The objective of this proposal is to enable Phase 1 pre-enabling works at the Richard Herrod Centre following closure of the facility, through the grant of a Licence to Occupy and associated contractual arrangements. Phase 1 pre-enabling works include site possession, securing and hoarding the building, temporary welfare and site set-up, utility disconnections, temporary services and soft strip works to prepare the site for later phases of the Carlton Active development.</p> <p>This assessment relates only to Phase 1 pre-enabling works and does not cover Phase 2 Enabling works and demolition or construction activities, which will be subject to separate decision-making and equality assessment at a later stage.</p>					
<p>What impact will this (please insert the name) 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	Phase 1 pre-enabling works are limited to site preparation activities within a secured contractor-controlled site and do not involve direct service delivery or changes	

					to public access arrangements beyond those already arising from the closure of the Richard Herrod Centre. Equality implications relating to gendered use of leisure facilities have been fully assessed within the RIBA Stage 2 Equality Impact Assessment and are not materially affected by Phase 1 works.
	Internal			X	There is no differential impact on staff based on gender as Phase 1 pre-enabling works will be delivered by contractors under established health and safety and employment practices.
<b><u>Gender Reassignment</u></b>	External			X	Phase 1 pre-enabling works do not alter access arrangements, service delivery, or public interaction with leisure facilities. Inclusive design considerations and service provision supporting trans and non-binary users are addressed through the Carlton Active project and assessed within the RIBA 2

					Equality Impact Assessment.
	Internal			X	No differential impact is anticipated for Council staff or contractors. Contractors are required to operate in line with equality legislation, and no employment-related changes arise from Phase 1 works.
<b><u>Age</u></b>	External			X	The closure of the Richard Herrod Centre has a recognised temporary impact on some older residents who previously accessed leisure facilities on the site. These impacts were fully identified, assessed and mitigated within the RIBA Stage 2 Equality Impact Assessment, including commitments to alternative age-friendly provision and ongoing engagement. Phase 1 pre-enabling works do not introduce additional age-related impacts but form part of the necessary transition period.

	Internal				No direct impact on Council staff.
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## Equality Impact Assessment



<b><u>Marriage and civil partnership</u></b>	External			X	Phase 1 pre-enabling works do not impact access to services or facilities in a way that would differentially affect individuals based on marital or civil partnership status.
	Internal			X	There are no employment or workplace impacts arising from Phase 1 activity that relate to marriage or civil partnership status.
<b><u>Disability</u></b>	External			X	The closure of Richard Herrod Centre has had a temporary impact on some disabled users who previously accessed accessible on-site provision. These impacts, including the loss of indoor bowls provision, were comprehensively assessed within the RIBA Stage 2 Equality Impact Assessment, alongside mitigation measures such as alternative health and wellbeing pathways and the inclusive design of the future Carlton Active facility. Phase 1

					pre-enabling works do not introduce new disability-related impacts beyond those already identified.
	Internal			X	Phase 1 works do not introduce changes to staffing structures or working arrangements. Contractors are expected to comply with equality and health and safety legislation, including reasonable adjustments where applicable.
<b><u>Race &amp; Ethnicity</u></b>	External			X	No new differential impacts are anticipated. Phase 1 works do not involve community-facing service delivery or access to facilities. Inclusive service design and culturally sensitive programming considerations are addressed at project level and were assessed during RIBA Stage 2
	Internal			X	No impacts relating to race or ethnicity have been identified for Council staff as part of Phase 1 activity.

<b><u>Sexual Orientation</u></b>	External			X	Phase 1 pre-enabling works do not affect user interaction with leisure services or community spaces. Inclusive design and programming considerations were assessed within the wider Carlton Active Equality Impact Assessment.
	Internal			X	There is no differential impact on staff relating to sexual orientation as part of this phase of works.
<b><u>Religion or Belief (or no Belief)</u></b>	External			X	Phase 1 works do not impact access to facilities, programming, or service delivery and therefore have no identified impact relating to religion or belief.
	Internal			X	No workplace or employment impacts arise in relation to religion or belief during Phase 1 pre-enabling works.
<b><u>Pregnancy &amp; Maternity</u></b>	External			X	Closure-related impacts on pregnant users and people with young children were assessed within the RIBA Stage 2 Equality Impact Assessment and mitigated through alternative

					provision and inclusive future design. Phase 1 pre-enabling works do not introduce additional impacts.
	Internal			X	Phase 1 activity does not affect employment conditions or workplace arrangements that would impact staff who are pregnant or on maternity leave.
<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> <p>Low income households, socially isolated residents</p>	External			X	The temporary loss of local leisure provision following closure of Richard Herrod Centre has a recognised impact on some low-income residents and individuals who relied on the social and wellbeing benefits of the facility. These impacts were assessed within the RIBA Stage 2 Equality Impact Assessment and mitigated through concessionary pricing, alternative provision and accessible health programmes elsewhere in the borough. Phase 1 works do not materially increase these impacts.

	Internal			X	No internal equality impacts affecting low-income staff or other vulnerable workforce groups arise from Phase 1 pre-enabling works.

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes		These impacts arise from closure decisions previously assessed under RIBA Stage 2 and are not materially altered by Phase 1 pre-enabling works.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes		<p>Mitigation measures already in place include:</p> <ul style="list-style-type: none"> <li>• Delivery of alternative leisure, health and wellbeing programmes</li> <li>• Continued engagement with affected user groups</li> <li>• Commitment to inclusive, accessible replacement provision at Carlton Active</li> </ul> <p>Phase 1 works do not require additional mitigation beyond these measures.</p>
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
Provide clear communications to ward Members and local residents in advance of Phase 1 pre-enabling works, including information on site access, hoarding and anticipated activity	Prior to site handover and during Phase 1	Ward Members briefed; residents informed ahead of activity.	Leisure Transformation Team / Communications Team
Maintain engagement with user groups previously identified as impacted by the closure of the Richard Herrod Centre, particularly older and disabled users, during the Phase 1 period	Throughout Phase 1	No new unmitigated equality issues identified, feedback logged and addressed where appropriate.	Leisure Transformation Team
Monitor equality impacts associated with the temporary absence of on-site provision during the pre-enabling period	During Phase 1	Equality impacts monitored and recorded, issues escalated where required.	Leisure Transformation Team
Ensure contractors undertaking Phase 1 works operate in accordance with health, safety and equality obligations while on site	Throughout Phase 1	Works delivered without equality, accessibility or safety breaches.	Alliance Leisure / Universal Civils and Build Ltd
Review and update the Equality Impact Assessment prior to Phase 2 demolition and wider enabling works	Prior to Phase 2 decision	Updated EIA completed and approved alongside future decision report.	Programme Manager

## 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>11/5/2026</b>
<b>Review date ( if applicable)</b>	<b>October 2026 (Pre-enabling phase)</b>

