

Name of project, policy, function, service or proposal being assessed:		Richard Herrod Centre – Demolition			
The main objective of (please insert the name of accessed document stated above):		The objective of this proposal is to enable the demolition of the Richard Herrod Centre as part of the Carlton Active development and the approved Leisure Transformation Programme. The demolition works include the demolition of the existing building, removal of slabs and foundations, and associated site clearance works required to prepare the site for redevelopment. This assessment considers the equality implications associated with the demolition phase and should be read alongside the Equality Impact Assessments previously undertaken in relation to the closure of the Richard Herrod Centre and the wider Carlton Active programme. This assessment also reflects ongoing engagement undertaken since the closure of the Richard Herrod Centre to ensure equality impacts continue to be reviewed and appropriate mitigation measures remain in place.			
What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact: • 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	Demolition 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 demolition works.
	Internal			X	There is no differential impact on staff based on gender as demolition works will be delivered by contractors under established health and safety and employment practices.
<u>Gender Reassignment</u>	External			X	Demolition 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 demolition works.
<u>Age</u>	External			X	The closure of the Richard Herrod Centre has had a recognised impact on some older residents who previously accessed leisure facilities and community activities on the site. These impacts were identified and assessed through the Carlton Active Equality Impact Assessment at RIBA 2 and previous decision-making processes. Since closure, the Council has continued to engage with Gedling Indoor Bowls Club, bowls stakeholders and affected users through the implementation of a joint action plan and related support activities. This ongoing engagement has not identified any additional impacts beyond those already recognised, but has reinforced the

					importance of continuing mitigation measures, particularly in relation to opportunities for physical activity, social interaction and active ageing. Demolition itself does not create additional impacts beyond those arising from closure and the permanent loss of the existing facility
	Internal				No direct impact on Council staff.

Equality Impact Assessment



<u>Marriage and civil partnership</u>	External			X	Demolition 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 demolition activity that relate to marriage or civil partnership status.
<u>Disability</u>	External			X	The closure of the Richard Herrod Centre and loss of indoor bowls provision has had a recognised impact on some disabled users who previously accessed facilities on the site. These impacts were identified through the Carlton Active Equality Impact Assessment at RIBA 2 and have continued to be reviewed through ongoing engagement with Gedling Indoor Bowls Club, the English Indoor Bowls Association and other stakeholders. Whilst no additional impacts have been identified since

					closure, engagement has reinforced the importance of maintaining mitigation measures and exploring future opportunities to support participation for disabled residents. This has included the implementation of a joint action plan, feasibility work considering alternative provision and continuing stakeholder engagement. Demolition itself does not introduce any new service-related impacts but does result in the permanent loss of the existing building and bowls hall.
	Internal			X	Phase 2 demolition 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.
<u>Race & Ethnicity</u>	External			X	No new differential impacts are anticipated. Demolition 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 Demolition activity.
<u>Sexual Orientation</u>	External			X	Demolition 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.
<u>Religion or Belief (or no Belief)</u>	External			X	Demolition 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 demolition works.
<u>Pregnancy & Maternity</u>	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	Demolition activity does not affect employment conditions or workplace arrangements that would impact staff who are pregnant or on maternity leave.
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)	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

Please state the group/s: Low income households, socially isolated residents					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. Demolition works do not materially increase these impacts.
	Internal			X	No internal equality impacts affecting low-income staff or other vulnerable workforce groups arise from demolition works.

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes		The most significant impacts relate to older people, disabled users and former indoor bowls users arising from the closure and permanent loss of the Richard Herrod Centre. These impacts were identified through the Carlton Active Equality Impact Assessment at RIBA2 and continue to be reviewed through ongoing
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			engagement with Gedling Indoor Bowls Club, the English Indoor Bowls Association and other stakeholders. Whilst no additional equality impacts have been identified since the closure of the facility, ongoing engagement has reinforced the importance of maintaining mitigation measures and continuing to support opportunities for physical activity, social interaction and community wellbeing for those groups most affected
Is there an opportunity to mitigate or alleviate any such impacts?	Yes		• Delivery of alternative leisure, health and wellbeing programmes. • Continued engagement with affected user groups. • Commitment to inclusive, accessible replacement provision at Carlton Active. • Ongoing implementation of the joint action plan developed with Gedling Indoor Bowls Club. • Completion of a feasibility study into future options for indoor bowls provision. • Continued engagement with the English Indoor Bowls Association and exploration of opportunities to sustain

			bowls participation within the borough. • Support for wider bowls participation opportunities and community-based provision across Gedling Borough. Ongoing engagement has not identified any additional equality impacts beyond those previously assessed; however, it has reinforced the need to maintain these mitigation measures as the programme progresses. Demolition works do not require additional mitigation beyond these measures.
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 demolition works, including information on site access, hoarding and anticipated activity	Prior to site handover and during Phase 1 and Demolition works	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 demolition period	Throughout Phase 1 and demolition works	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 and demolition	During Phase 1 and demolition	Equality impacts monitored and recorded, issues escalated where required.	Leisure Transformation Team
Ensure contractors undertaking works operate in accordance with health, safety and equality obligations while on site	Throughout Phase 1 and demolition	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
Continue engagement with former indoor bowls users, Gedling Indoor Bowls Club, the English Indoor Bowls Association and other stakeholder groups impacted by the demolition and redevelopment of the site.	Throughout demolition and pre-construction phases	Feedback recorded, equality impacts reviewed and considered through programme governance arrangements.	Leisure Transformation Team
Continue to review equality impacts identified through the Carlton Active Equality Impact Assessment through ongoing engagement with Gedling Indoor Bowls Club, the English Indoor Bowls Association, bowls stakeholders and other affected user groups.	Throughout Carlton Active Programme	Emerging equality impacts identified, recorded and considered through programme governance arrangements and future Equality Impact Assessment reviews where required.	Leisure Transformation Team

Authorisation and Review

Completing Officer	Tom Fletcher
Authorising Head of Service/Director	Lance Juby
Date	15/8/2026
Review date (if applicable)	N/A