



## CABINET – 10TH APRIL 2019

**SUBJECT: WELSH GOVERNMENT COMMUNITY HUB GRANT 2019/20**

**REPORT BY: CORPORATE DIRECTOR FOR EDUCATION AND CORPORATE SERVICES**

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### 1. PURPOSE OF REPORT

- 1.1 To provide details of the Authority's bid to Welsh Government for Community Hub Grants to develop a Community Athletics Hub at Rhiw Syr Dafydd Primary School and in collaboration with Coleg Gwent to provide a Community Sporting Excellence Education Hub (Installation of a 3G multi use all weather pitch with flood lights) on the Risca Community Comprehensive School site.
- 1.2 To seek approval from Cabinet to progress to procurement and construction with immediate effect if the Business Cases are approved and funding agreed.

### 2. SUMMARY

- 2.1 At the end of November 2018 Welsh Government (WG) announced a £15 million Community Hub Grant. This grant was accessible to all Local Authorities and Further Education establishments via a bidding process.
- 2.2 The primary purpose of the Welsh Government Community Hub Grant is to use capital investment to facilitate the community use of educational assets. This grant can be used to adapt assets for wider community use; provide specialist facilities to widen the potential use of the asset in question; or create a fit for purpose space for the community. This is in line with the Welsh Government's *Prosperity for All* commitment to introduce Community Learning Centres which provide extended services with childcare, parenting support, family learning and community access to facilities built around the school day; and creation of community hubs.
- 2.3 Two Business Cases were submitted to Welsh Government to access this grant which, if supported, would provide 100% funding for the projects outlined in 2.3.1 and 2.3.2 below.
  - 2.3.1 The construction of an Athletics Facility on the school fields located at Rhiw Syr Dafydd Primary School – 300m x 6 lane plus 6 lane sprint straight. This will consist of a flood lit synthetic running track area which will include a fan for off field events e.g. high jump, long jump, shot put, javelin and discus. The amount of this bid is £755k.
  - 2.3.2 To develop a Community Sporting Excellence Education Hub (Installation of a 3G all weather multi use pitch with flood lights) on the Risca Community Comprehensive School site. This bid has been submitted by Coleg Gwent in partnership with Caerphilly County Borough Council. The project will be on our school site and procured and constructed by the Authority. The 3G facility will meet both rugby and football governing body requirements. The amount of this bid is £900k.

2.4 These facilities will address both the gap in sporting provision in these areas and will present an opportunity to develop both recreation and competitive sport linking with our local clubs and will align with the Authority's Sport and Active Recreation Strategy 2019 -2029, Caerphilly's Wellbeing Objectives 2018 to 2023 and Caerphilly's Education Attainment Strategy.

### **3. RECOMMENDATIONS**

3.1 Cabinet Members are asked to endorse the proposal to:-

- establish a 21<sup>st</sup> Century Athletic facility on the Rhiw-syr-Dafydd Primary School site, subject to Welsh Government approval and allocation of £755k funding (100% funded by Welsh Government)
- develop a Community/Sporting Education Excellence Hub (3G multi use all weather pitch plus floodlights) on the Risca Community Comprehensive School site, in partnership with Coleg Gwent, subject to Welsh Government approval and allocation of £900k funding (100% funded by Welsh Government).

3.2 Subject to Welsh Government approval Cabinet Members are asked to agree for officers to proceed to procurement and construction and agree the establishment of an earmarked reserve facility in the Education area of the Council's accounts for major maintenance repairs and ultimately renewal of fixed life elements.

### **4. REASONS FOR THE RECOMMENDATIONS**

4.1 In order to maximise the use of current Education assets and address identified need for provision within the area Cabinet are asked to consider the recommendations in 3.1 and 3.2 above.

4.2 In order to meet Welsh Government delivery expectations it is essential for procurement and construction to progress as soon as possible following Welsh Government approval of the bid.

4.3 In order to ensure the facilities are sustainable, maintained to an approved standard and funding is available to ultimately renew the fixed life elements of the facilities.

### **5. THE REPORT**

5.1 On 30/11/18 Welsh Government, in support of their commitment to community use of learning facilities in Prosperity for All, made available £15 million (across Wales) for capital investment to facilitate the increased community use of Education Assets.

5.2 This funding was open to local authorities and further education institutions in partnership with the third sector, community groups and other partners as appropriate.

5.3 The first stage was the submission of an Expression of Interest (EOI) by 04/01/19 followed by progression to full Business Case for those projects that WG determined provided the most effective community links, while aligning with policy priorities, achieving value for money and evidencing sustainability.

5.4 The Council submitted an Expression of Interest for the development of an Athletics Facility at Rhiw Syr Dafydd Primary School.

- 5.4.1 The National School Sport Surveys of 2015 and 2018 highlighted that there is significant demand in Caerphilly for Athletics and that our young people in Caerphilly want to participate more in athletics, but the lack of facilities is a major barrier to participation. The Authority has been working with the National Governing Body of Sport, Welsh Athletics and Sport Wales for a number of years on this, but due to finance have not been able to deliver a track in Caerphilly.
- 5.4.2 Caerphilly is one of only 6 local Authorities in Wales not to have an Athletics track, but with the resurrection of the Rhymney Valley Athletics Club (RVAC) in 2014 the authority have supported the club to grow to now see the club positioning itself competing with the top clubs in Wales.
- 5.4.3 This grant, if approved, will provide a real opportunity for Caerphilly to create an aspirational facility that will serve our schools, the Authority's only athletics club, Rhymney Valley Athletics Club and the wider Community including over 10 social running clubs, a number of which compete at formal events. All will benefit from a fit for purpose, innovative 21<sup>st</sup> Century facility.
- 5.4.4 The Primary school site already has fit for purpose changing rooms with external access which is currently not used after school hours. The proposal would also allow access for the Athletics community to other facilities within the school for training and development purposes.
- 5.4.5 Rhiw Syr Dafydd Primary School and Islwyn High School are fully supportive of the proposal to develop this facility on the school site.
- 5.4.6 Letters of support for the proposal have also been submitted to Welsh Government from Rhymney Valley Athletics Club and Welsh Athletics.
- 5.4.7 This proposal will create a fit for purpose, sustainable facility that will effectively support schools in the delivery of the new Curriculum for Wales and National Agenda for Sport and physical activity through the Vision for Sport in Wales. It will also create an innovative approach to widening the Community use of the school site.
- 5.4.8 This facility will also deliver on the key agendas within Disability Sports Wales, Positive Futures, Age UK and will also establish links with employability and social running clubs.
- 5.4.9 On 28/02/19 WG confirmed that they had received a high number of Expressions of Interest from across Wales and therefore it had been necessary to categorise the projects into 3 Priorities. Projects were ranked on the basis of Additionality, Innovation and Degree of Community Inclusion. Priority one was for projects considered most suitable for funding against the scheme criteria.
- 5.4.10 WG advised that the Athletics track EOI had been classified as Priority one – those projects most suitable for funding.
- 5.5 An Expression of Interest for the development of a Community/Sporting Education Excellence Hub (3G multi use all weather pitch plus floodlights) on the Risca Comprehensive School site was also submitted by Coleg Gwent, in partnership with the Council.
- 5.5.1 Although this bid has been submitted by Coleg Gwent, the pitch will be constructed on Risca Community Comprehensive School's site and will be accessible by the College, the School and the wider community.
- 5.5.2 The project will be managed and procured by the Council in collaboration with the College.
- 5.5.3 If the bid is successful it will create a Community Sporting Excellence Hub for learners and members of the local and wider communities. Sport Caerphilly highlighted a gap in provision in this area (School Sports Survey); this new facility presents an opportunity to develop both recreation and competitive sport linking with our local clubs.

- 5.5.4 The Community Sporting Excellence Hub will provide support to schools, community and Coleg Gwent learners who currently operate in a number of facilities not fit for purpose within the Authority.
- 5.5.5 Coleg Gwent, Crosskeys, has currently no provision for male and female football and partial provision for male and female rugby. This project will support the College in addressing this shortfall in addition to meeting the latent community demand for such provision within the area.
- 5.5.6 Risca Comprehensive School is fully supportive of the proposal.
- 5.5.7 WG advised that this Expression of Interest had been classified as Priority two – Projects appear suitable for funding but required further detail on how the project would provide a growth in community use of the assets. (see 5.4.9 for further clarification).
- 5.6 Following both projects passing the Expression of Interest Stage (Athletics Hub – Priority 1 and Community Sporting Excellence Education Hub (3G development) – Priority 2) a detailed Business Case was then submitted for each project by the 08/03/19.
- 5.7 It is anticipated that the projects, if funding is approved, would start in the summer of 2019 and be completed by the end of 2019.
- 5.8 WG, in their communication of 28/01/19 confirmed that the outcome of the submissions would be notified to Local Authorities by 31/03/19.
- 5.9 If successful the grant would be awarded for spend by 31/03/20.
- 5.10 In order to meet the timescales for completion it is essential that the projects commence with immediate effect following Welsh Government approval of the funding.
- 5.11 The Authority has developed a Community Use Agreement that will need to be adopted by all relevant parties and implemented for these projects to ensure maximum usage and engagement. This will generate income to sustain the facility and provide revenue to maintain and replace the provisions in the longer term. The Authority's Sport and Leisure Services will provide support in managing these facilities in a structured manner to ensure maximum use.
- 5.12 An earmarked reserve facility will need to be established in the Education area of the Council's accounts for major maintenance repairs and ultimately renewal of fixed life elements.
- 5.13 The Community Use Agreement establishes a management group to oversee the agreed management and operating arrangements. The group will consist of the Headteacher, two Governors, two Council representatives and relevant Cabinet Member.

## **6. ASSUMPTIONS**

- 6.1 The total cost of the facilities are estimated at £1,655,000. If agreed this sum will be 100% funded by Welsh Government as part of the Community Hub Grants to Caerphilly County Borough Council and Coleg Gwent.
- 6.2 The associated revenue costs and the renewal of the fixed life elements of these facilities will be met from the income generated.

## 7. LINKS TO RELEVANT COUNCIL POLICIES

- 7.1 The Sport and Active Recreation Strategy 2019-2029 which sets out a future purpose and direction for the provision of sport and active recreation in Caerphilly County Borough Council. It establishes the key principles and vision which will inform future decisions and actions.
- 7.2 Caerphilly's Attainment Strategy: To raise standards and ensure our learners are healthy, confident, proud and ambitious and can access high quality educational opportunities, settings and experience.
- 7.3 Caerphilly's Wellbeing Objectives 2018 to 2023. This proposal will assist the Authority in meeting these objectives in particular the following

Well-being Objective 1 – Improve Education opportunities for all

Well-being Objective 2 – Enabling Employment

Well-being Objective 3 – Provide assistance or support to help improve people's health and well being

Well-being Objective 5 – Supports a Healthy Lifestyle in accordance with the Sustainable Development Principle within the Wellbeing of Future Generations (Wales) Act 2015.

## 8. WELL-BEING OF FUTURE GENERATIONS

- 8.1 The Well-Being of Future Generation (Wales) Act 2015 is about improving the social, economic, environmental and cultural wellbeing of Wales. It requires public bodies to think more about the long-term, working with people and communities, looking to prevent problems and take a more joined up approach. This will create a Wales that we all want to live in, now and in the future. The Act puts in place seven well-being goals:

- A prosperous Wales.
- A resilient Wales.
- A healthier Wales.
- A more equal Wales.
- A Wales of cohesive communities.
- A Wales of vibrant culture and thriving Welsh Language.
- A globally responsible Wales.

The Act sets out the sustainable development principle against which all public bodies in Wales should assess their decision-making. The aim of the legislation is to ensure the well-being of future generations through maximising the contribution public bodies make towards the well-being goals. In using the sustainable development principle it is incumbent that the authority considers the whole of the population it serves and considers the effect of its actions on future generations. The principle, also known as the five ways of working is assessed below:

- **Long Term** - Provide 21<sup>st</sup> Century provision on school sites for both Education and the wider community that will be managed effectively to ensure maximum usage and engagement. This will generate income to sustain the facility in the long term. The Education Attainment Strategy and the Council's Sport and Active Recreation Strategy establishes the key principles and vision which will inform future decisions.
- **Prevention** - Expansion of the provision available on our Education Estates will support all learners in their long term Education and Skills outcome in that they are more likely to succeed if their Educational experience is positive. In addition the proposals will support a healthier lifestyle and improve well-being for both learners and the wider community, reducing the demand for Public Services. The Council will continue to support its communities to enable them to take responsibility for their own health and levels of physical activity.

- **Integration** - The proposals are designed to maximise the use of the school asset in increasing the community use of learning facilities. This aligns with the Welsh Government “Prosperity For All” and is recognised in the Sport and Active Recreation Strategy that activity can take place across the Authority in a wide variety of sites.
- **Collaboration** - To work collaboratively with all stakeholders to continue to improve the sport and leisure facilities on our education estate ensuring these are opened up to the wider Community.
- **Involvement** - Through collaborative working the Council will ensure that the needs of its learners and the wider community are met.

## 9. EQUALITIES IMPLICATIONS

- 9.1 An Equalities Impact Assessment (EIA) has been completed in accordance with the Council’s Strategic Equality Plan and supplementary guidance. A copy of the EIA is attached at Appendix 1. No potential for unlawful discrimination and/or low level or minor negative impact has been identified.

## 10. FINANCIAL IMPLICATIONS

- 10.1 In order to proceed with this development Welsh Government will need to approve the business cases for each individual project. This will generate 100% funding for the schemes.
- 10.2 The procurement, project management and construction of both schemes will be undertaken by the Council.
- 10.3 The ongoing revenue and capital replacement responsibilities will be agreed between all parties prior to the commencement of the project and will be contained within an agreed Community Use document signed by all parties.
- 10.4 If funding for the projects is not agreed the sporting facilities will not be deliverable.

## 11. PERSONNEL IMPLICATIONS

- 11.1 No personnel implications.

## 12. CONSULTATIONS

- 12.1 The draft report was distributed as detailed below. All comments received have been reflected in this version of the report.

## 13. STATUTORY POWER

- 13.1 The School Standard and Framework Act 1998  
The Local Government Act 2000  
The Learning and Skills Act 2000.

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Councillor Philippa Marsden, Cabinet Member, Education & Achievement  
Robert Tranter, Head of Legal Services and Monitoring Officer  
Lynne Donovan, Head of People Services  
Jane Southcombe, Finance Manager (Education, Lifelong Learning & Schools)  
Mark Williams, Interim Head of Property Services  
Ros Roberts, Performance Manager

Background Papers:

Expression of Interest Submission to Welsh Government  
Business Case Submission to Welsh Government

Appendices:

Appendix 1 : Equality Impact Assessment

# EQUALITY IMPACT ASSESSMENT FORM

October 2018

## THE COUNCIL'S EQUALITIES STATEMENT

This Council recognises that people have different needs, requirements and goals and we will work actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce.

We will also work to create equal access for everyone to our services, irrespective of ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, use of Welsh language, BSL or other languages, nationality, responsibility for any dependents or any other reason which cannot be shown to be justified.

The Council is required to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics are:

- |                                  |                                  |
|----------------------------------|----------------------------------|
| • Age                            | • Race                           |
| • Disability                     | • Religion, Belief or Non-Belief |
| • Gender Re-assignment           | • Sex                            |
| • Marriage and Civil Partnership | • Sexual Orientation             |
| • Pregnancy and Maternity        | • Welsh Language*                |

\* The Welsh language is not identified as a protected characteristic under the Equality Act 2010, however in Wales we also have to treat Welsh and English on an equal basis as well as promoting and facilitating the use of the Welsh language.

Further advice on completing impact assessments can be found on the equalities pages of Corporate Policy Unit Portal.

## THE EQUALITY IMPACT ASSESSMENT

<b>NAME OF NEW OR REVISED PROPOSAL*</b>	WELSH GOVERNMENT COMMUNITY HUB GRANT 2019/20
<b>DIRECTORATE</b>	Education and Corporate Services
<b>SERVICE AREA</b>	Education Planning and Strategy
<b>CONTACT OFFICER</b>	Andrea West
<b>DATE FOR NEXT REVIEW OR REVISION</b>	As or when required

**\*Throughout this Equalities Impact Assessment Form, ‘proposal’ is used to refer to what is being assessed, and therefore includes policies, strategies, functions, procedures, practices, initiatives, projects and savings proposals.**

The aim of an Equality Impact Assessment (EIA) is to ensure that Equalities and Welsh Language issues have been proactively considered throughout the decision making processes governing work undertaken by every service area in the Council as well as work done at a corporate level.

The Council’s work across Equalities, Welsh Language and Human Rights is covered in more detail through the **Equalities and Welsh Language Objectives and Action Plan 2016-2020**.

When carrying out an EIA you should consider both the positive and negative consequences of your proposals. If a project is designed for a specific group e.g. disabled people, you also need to think about what potential effects it could have on other areas e.g. young people with a disability, BME people with a disability.

There are a number of supporting guidance documents available on the **Corporate Policy and Business Support Portal** and the Council’s Equalities and Welsh Language team can provide advice as the EIA is being developed. Please note that the team does not write EIAs on behalf of service areas, the support offered is in the form of advice, suggestions and in effect, quality control.

Contact [equalities@caerphilly.gov.uk](mailto:equalities@caerphilly.gov.uk) for assistance.

## PURPOSE OF THE PROPOSAL

<b>1</b>	<p><b>What is the proposal intended to achieve?</b>  <i>(Please give a brief description and outline the purpose of the new or updated proposal by way of introduction.)</i></p> <ul style="list-style-type: none"> <li>• establish a 21<sup>st</sup> Century Athletic facility on the Rhiw-syr-Dafydd Primary School site, subject to Welsh Government approval and allocation of £755k funding (100% funded by Welsh Government)</li> <li>• develop a Community/Sporting Education Excellence Hub (3G multi use all weather pitch plus floodlights) on the Risca Comprehensive School site, in partnership with Coleg Gwent, subject to Welsh Government approval and allocation of £900k funding (100% funded by Welsh Government)</li> <li>• to agree for officers to proceed to procurement and construction and agree the establishment of an earmarked reserve facility in the Education area of the Council's accounts for major maintenance repairs and ultimately renewal of fixed life elements</li> </ul>
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<b>2</b>	<p><b>Who are the service users affected by the proposal?</b>  <i>(Who will be affected by the delivery of this proposal? e.g. staff members, the public generally, or specific sections of the public i.e. youth groups, carers, road users, people using country parks, people on benefits etc. Are there any data gaps?)</i></p> <p>Schools, Local Sporting Clubs and the wider Community.          No data gaps          The Community Use Agreement will outline the usage.</p>
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## IMPACT ON THE PUBLIC AND STAFF

<b>3</b>	<p><b>Does the proposal ensure that everyone has an equal access to all the services available or proposed, or benefits equally from the proposed changes, or does not lose out in greater or more severe ways due to the proposals?</b>  <i>(What has been done to examine whether or not these groups have equal access to the service, or whether they need to receive the service in a different way from other people?)</i></p> <p>The facilities will be able to cater for all groups.</p> <p>This grant, if approved, will provide a real opportunity for Caerphilly to create an aspirational facility that will serve our schools, the Authority's only athletics club, Rhymney Valley Athletics Club and the wider Community including over 10 social running clubs, a number of which compete at formal events. All will benefit from a fit for purpose, innovative 21<sup>st</sup> Century facility.</p>
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	<p>Caerphilly is one of only 6 local Authorities in Wales not to have an Athletics track, but with the resurrection of the Rhymney Valley Athletics Club (RVAC) in 2014 the authority have supported the club to grow to now see the club positioning itself competing with the top clubs in Wales.</p> <p>Community Sporting Excellence Hub will cater for learners and members of the local and wider communities. Sport Caerphilly highlighted a gap in provision in this area (School Sports Survey); this new facility presents an opportunity to develop both recreation and competitive sport linking with our local clubs.</p>
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<b>4</b>	<p><b>Is your proposal going to affect any people or groups of people with protected characteristics?</b>  <i>(Has the service delivery been examined to assess if there is any indirect effect on any groups? Could the consequences of the policy or savings proposal differ dependent upon people's protected characteristics?)</i></p>	
	<p><b>Protected Characteristic</b></p>	<p><b>Positive, Negative, Neutral</b></p>
		<p><b>What will the impact be? If the impact is negative how can it be mitigated?</b></p>
	<b>Age</b>	Positive
	<b>Disability</b>	Positive These facilities will also deliver on the key agendas within Disability Sports Wales, Positive Futures, Age UK and will also establish links with employability and social running clubs.
	<b>Gender Reassignment</b>	Neutral
	<b>Marriage &amp; Civil Partnership</b>	Neutral
	<b>Pregnancy and Maternity</b>	Neutral
	<b>Race</b>	Neutral
	<b>Religion &amp; Belief</b>	Neutral
	<b>Sex</b>	Neutral
	<b>Sexual Orientation</b>	Neutral

<b>5</b>	<p><b>In line with the requirements of the Welsh Language Standards. (No.1) Regulations 2015, please note below what effects, if any (whether positive or adverse), the proposal would have on opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</b></p> <p><i>(The specific Policy Making Standards requirements are Standard numbers 88, 89, 90, 91, 92 and 93. The full detail of each Standard is available on the Corporate Policy Unit Portal. Although it is important that what is outlined in the proposal is available in Welsh and English, please consider wider impacts on Welsh speakers.)</i></p> <p>No effect.</p>
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## INFORMATION COLLECTION

<b>6</b>	<p><b>Please outline any evidence and / or research you have collected which supports the proposal? This can include an analysis of service users.</b></p> <p><i>(Is this service effectively engaging with all its potential users or is there higher or lower participation of uptake by one or more protected characteristic groups? If so, what has been done to address any difference in take up of the service? Does any savings proposal include an analysis of those affected?)</i></p> <p>This grant, if approved, will provide a real opportunity for Caerphilly to create an aspirational facility that will serve our schools, the Authority's only athletics club, Rhymney Valley Athletics Club and the wider Community including over 10 social running clubs, a number of which compete at formal events. All will benefit from a fit for purpose, innovative 21<sup>st</sup> Century facility.</p> <p>Caerphilly is one of only 6 local Authorities in Wales not to have an Athletics track, but with the resurrection of the Rhymney Valley Athletics Club (RVAC) in 2014 the authority have supported the club to grow to now see the club positioning itself competing with the top clubs in Wales.</p> <p>Community Sporting Excellence Hub will cater for learners and members of the local and wider communities. Sport Caerphilly highlighted a gap in provision in this area (School Sports Survey); this new facility presents an opportunity to develop both recreation and competitive sport linking with our local clubs. The National School Sport Surveys of 2015 and 2018 highlighted that there is significant demand in Caerphilly for Athletics and that our young people in Caerphilly want to participate more in athletics, but the lack of facilities is a major barrier to participation. The Authority has been working with the National Governing Body of Sport, Welsh Athletics and Sport Wales for a number of years on this.</p> <p>It will also deliver on the key agendas within Disability Sports Wales, Positive Futures, Age UK and will also establish links with employability and social running clubs.</p>
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## CONSULTATION

<b>7</b>	<p><b>Please outline the consultation / engagement process and outline any key findings.</b>  <i>(Include method of consultation, objectives and target audience. What steps have been taken to ensure that people from various groups have been consulted during the development of this proposal? Have you referred to the Equalities Consultation and Monitoring Guidance?)</i></p> <p>Officers have consulted with Schools, Coleg Gwent , RVAC and Welsh Athletics.</p>
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## MONITORING AND REVIEW

<b>8</b>	<p><b>How will the proposal be monitored?</b>  <i>(What monitoring process has been set up to assess the extent that the service is being used by all sections of the community, or that the savings proposals are achieving the intended outcomes with no adverse impact? Are comments or complaints systems set up to record issues by Equalities category to be able analyse responses from particular groups?)</i></p> <p>The proposals will be monitored by the School Strategy Board, Officers from Sport and Leisure, Coleg Gwent and various other parties.</p> <p>The Authority has developed a Community Use Agreement that will need to be adopted by all relevant parties and implemented for these projects to ensure maximum usage and engagement. This will generate income to sustain the facility and provide revenue to maintain and replace the provisions in the longer term. The Authority's Sport and Leisure Services will provide support in managing these facilities in a structured manner to ensure maximum use</p>
<b>9</b>	<p><b>How will the monitoring be evaluated?</b>  <i>(What methods will be used to ensure that the needs of all sections of the community are being met?)</i></p> <p>Community Use Agreement  Feedback via Customer Usage be it negative or positive</p>
<b>10</b>	<p><b>Have any support / guidance / training requirements been identified?</b>  <i>(Has the EIA or consultation process shown a need for awareness raising amongst staff, or identified the need for Equalities or Welsh Language training of some sort?)</i></p> <p>N/A, however this will be reviewed if required.</p>

<b>11</b>	<p><b>If any adverse impact has been identified, please outline any mitigation action.</b></p> <p>The impact identified will be positive as the proposal is to provide inspirational 21<sup>st</sup> Century facilities.</p>
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<b>12</b>	<p><b>What wider use will you make of this Equality Impact Assessment?</b> (What use will you make of this document i.e. as a consultation response, appendix to approval reports, publicity etc. in addition to the mandatory action shown below?)</p> <p>The Equality Impact Assessment appended to the report.</p>
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<b>13</b>	<p><b>An equality impact assessment may have four possible outcomes, through more than one may apply to a single proposal. Please indicate the relevant outcome(s) of the impact assessment below.</b></p> <p style="text-align: right;"><b>Please tick as appropriate:</b></p> <p><b>No major change</b> – the impact assessment demonstrated that the proposal was robust; there was no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <input checked="" type="checkbox"/></p> <p><b>Adjust the proposal</b> – the impact assessment identified potential problems or missed opportunities. The proposal was adjusted to remove barriers or better promote equality. <input type="checkbox"/></p> <p><b>Continue the proposal</b> – the impact assessment identified the potential problems or missed opportunities to promote equality. The justification(s) for continuing with it have been clearly set out. (The justification must be included in the impact assessment and must be in line with the duty to have due regard. Compelling reasons will be needed for the most important relevant proposals.) <input type="checkbox"/></p> <p><b>Stop and remove the proposal</b> – the impact assessment identified actual or potential unlawful discrimination. The proposal was stopped and removed, or changed. <input type="checkbox"/></p>
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<b>Completed by:</b>	Andrea West
<b>Date:</b>	14 March 2019
<b>Position:</b>	21 <sup>st</sup> Century Schools, Admissions and Exclusions Manager
<b>Name of Head of Service:</b>	Sue Richards