

Equality Impact Assessment / Equality Analysis Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	RVP Leisure Facilities Contract			
Growth or Savings/Income?	Savings	FTE Reduction/Increase		N/A
Brief Description and Aim (no more than 100 words)	New 20 years contract procured and in place for RVP Leisure Facilities (tennis, adventure golf, café and event space). Increase usage and improved facilities. Other outcomes: 1. Improved facilities for residents 2. Third party investment in buildings and leisure facilities including cafe. 3. Improved access for disabled residents 4. Reduction in carbon footprint of the site with ambition to reach net zero. 5. Increased opportunities for increased health and wellbeing.			
Budget Reduction (note year 2 value is the increase/decrease on year 1)	Year	2026/27	2027/28	2028/29
	Value (£000)	(20)		

Directorate/Service area and Cabinet Portfolio	Public Health and Prevention
Impacts to Service Delivery <i>(no more than 100 words)</i>	New contract has encouraged investment in facilities, better health and wellbeing outcomes for residents to tackle health inequalities, and increased income to be generated from the site linked to a 20-year business plan and lease.
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Low
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	No
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail <i>(no more than 100 words)</i>	No knock-on impacts expected

Assessment of impact: 'Equality analysis'

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	How this proposal might advance equality	Potential negative or adverse impacts - and what steps can be taken to mitigate this	Potential knock-on impacts for other service areas/other proposals
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1	Sex	<p>The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.</p> <p>Quarterly Monitoring in place and annual user surveys and social media feedback used to improve service.</p>	<p>Improvement works on site may impact on availability of certain activities/ Facilities.</p> <p>Alternative provision provided where possible</p> <p>Council officers and operator to work together to establish robust feedback mechanisms to continuously gather input from all user groups.</p> <p>Risk of undeliverable outcomes could be damaging for the council and residents. This will be mitigated by contract monitoring process.</p>	None
2	Pregnancy & maternity	<p>The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.</p> <p>Café toilet facilities are equipped with parent-friendly amenities such as baby changing station.</p> <p>Operator to offer specialised fitness and wellness</p>		None

		<p>programmes for pregnant mothers and new mothers.</p> <p>Programmes will be inclusive to others who are pregnant.</p>		
3	Gender reassignment	<p>The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.</p> <p>Staff trained to be aware of gender issues.</p> <p>Trans people are more likely to experience depression or poor mental health so improving access and facilities could benefit this protected group.</p>	<p>Staff to be trained to be aware of gender issues.</p> <p>Membership data collected and stored via CRM system with gender information (if provided)</p> <p>Toilets/changing rooms – are not currently gender neutral and do not offer shared accessibility. Refurbishment of the lower changing areas and toilets will address this.</p>	None
4	Disability	<p>The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.</p> <p>Lift provided in the Pavilion to allow access to lower level and café.</p> <p>Planned refurbishment of lower level changing area and toilets</p>		

		<p>will provide accessible toilets on all floors.</p> <p>Disabled people often experience health inequality. This contract aims to improve access to leisure facilities and the health and wellbeing of disabled users.</p>		
5	Race	The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.	Council officers and operator to work together to host cultural events and festivals to celebrate diversity and promote understanding among different ethnic groups.	None
6	Sexual orientation	The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.	<p>Council officers to work with the operator to develop programs and events specifically for the LGBTQ+ community to create a welcoming environment.</p> <p>Strengthen anti-discrimination policies and ensure staff are trained to handle issues sensitively</p>	None
7	Marriage and civil partnership	The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.		None

		Family membership concession is offered to encourage shared leisure use.		
8	Religion/belief	The facilities on the site are designed to be responsive to the needs of the community.	Council Officers to work with the operator to increase outreach efforts to ensure people of different religious/faith groups and those with no religion are aware of and can access available services	None
9	Age	<p>The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.</p> <p>Programmes available that encourage interaction between different age groups, fostering community cohesion e.g. Table tennis and walking tennis offered for older people on a weekly basis.</p>	Council officer and operator to work together to expand the range of activities tailored for older adults, such as low-impact exercise classes and social clubs	None
B&NES Local Priority				
10	Socio-economically disadvantaged	The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.	Council Officers to work with the operator to increase outreach efforts to ensure disadvantaged communities are aware of and can access available services.	None

		<p>Range of apprenticeships opportunities offered in catering, events and sports coaching.</p> <p>Concessionary fees are offered and advertised including free access to state schools to activities such as the ice rink.</p>		
11	Rural communities	<p>The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.</p>		None
12	Armed Forces Community	<p>The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.</p> <p>Concessions offered for Armed Forces Community.</p>	<p>Council officers and operator to develop programmes specifically for veterans and their families, focusing on physical and mental health.</p>	None
13	Care Experienced	<p>The facilities on the site are designed to be responsive to the needs of the community and assistance is available to customers who request this.</p> <p>Access to apprenticeship programmes for those with 'care experience'</p>	<p>Training for key staff to better understand and support the unique needs of care-experienced individuals.</p>	None

Name of officer(s) conducting equality analysis: Martin Pellow

Signed off by: Rebecca Reynolds, Director of Public Health and Prevention

A handwritten signature in black ink that reads "Becky Reynolds". The signature is written in a cursive, flowing style.

Date: 4 Dec 2025