



CYNGOR BWRDEISTREF SIROL
RHONDDA CYNON TAF
COUNTY BOROUGH COUNCIL

COMMITTEE SUMMONS

C Hanagan
Service Director of Democratic Services & Communication
Rhondda Cynon Taf County Borough Council
The Pavilions
Cambrian Park
Clydach Vale CF40 2XX

Meeting Contact: Sarah Handy - Members' Researcher & Scrutiny Officer
(07385401942)

YOU ARE SUMMONED to a Hybrid meeting of **HEALTH AND WELLBEING SCRUTINY COMMITTEE** on **TUESDAY, 15TH FEBRUARY, 2022** at **5.00 PM**.

Non Committee Members and Members of the public may request the facility to address the Committee at their meetings on the business listed although facilitation of this request is at the discretion of the Chair. It is kindly asked that such notification is made to Democratic Services by Friday, 11 February 2022 on the contact details listed above, including stipulating whether the address will be in Welsh or English.

AGENDA

**Page
No's**

1. DECLARATION OF INTEREST

To receive disclosures of personal interest from Members in accordance with the Code of Conduct

Note:

1. Members are requested to identify the item number and subject matter that their interest relates to and signify the nature of the personal interest: and
2. Where Members withdraw from a meeting as a consequence of the disclosure of a prejudicial interest they must notify the Chairman when they leave.

2. MINUTES

To receive the minutes of the previous meeting of the Health and Wellbeing Scrutiny Committee which was held on the 22nd November

2021.

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REPORT OF THE SERVICE DIRECTOR DEMOCRATIC SERVICES & COMMUNICATIONS

3. CONSULTATION LINKS

Information is provided in respect of relevant [consultations](#) for consideration by the Committee.

REPORT OF THE DIRECTOR, PUBLIC HEALTH, PROTECTION & COMMUNITY SERVICES

4. LEISURE MEDIUM TERM STRATEGY

To provide Members with the opportunity to contribute to the development of the next medium-term health and wellbeing strategy for leisure services.

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5. URGENT ITEMS

To consider any items, which the Chairman, by reason of special circumstances, is of the opinion should be considered at the meeting as a matter of urgency

6. CHAIR'S REVIEW AND CLOSE

To reflect on the meeting and actions to be taken forward.

Service Director of Democratic Services & Communication

Circulation:-

The Chair and Vice-Chair of the Health and Wellbeing Scrutiny Committee (County Borough Councillor R Yeo and County Borough Councillor S Evans respectively)

County Borough Councillors:

Councillor J Davies, Councillor L De Vet, Councillor M Forey, Councillor M Griffiths, Councillor P Howe, Councillor G Jones, Councillor L Jones, Councillor S Powderhill, Councillor A Roberts, Councillor G Stacey, Councillor S Trask and Councillor J Williams

County Borough Councillor G. Caple, Cabinet Member for Adult Services



RHONDDA CYNON TAF COUNCIL HEALTH AND WELLBEING SCRUTINY COMMITTEE
Minutes of the virtual meeting of the Health and Wellbeing Scrutiny Committee held on Monday, 22
November 2021 at 5.00 pm.

County Borough Councillors - Health and Wellbeing Scrutiny Committee Members in attendance:-

Councillor R Yeo (Chair)

Councillor S Evans	Councillor L De Vet
Councillor M Griffiths	Councillor P Howe
Councillor G Jones	Councillor L Jones
Councillor S Powderhill	Councillor A Roberts
Councillor G Stacey	Councillor J Williams
Councillor S Trask	

Officers in attendance:-

Mr P Nicholls, Service Director, Legal Services
Ms L Davies, Director, Public Health, Protection and Community Services
Mrs R Hope, Head of Public Protection and Regulatory Services
Mrs Cheryl Emery, Head of Community Safety and Community Housing

County Borough Councillors in attendance:-

Councillor W Lewis

16 Declaration of Interest

In accordance with the Council's Code of Conduct, there were no declarations made pertaining to the agenda.

17 Minutes

It was **RESOLVED** to approve the minutes of the 20th September 2021 as an accurate reflection of the meeting.

18 Consultation Links

Members acknowledged the consultation links which were provided for their information and **RESOLVED** to note any consultations that are relevant to the remit of the Committee.

19 Regional Feed Law Enforcement Service: Food Standards Agency Full Audit Report & Action Plan

The Head of Service for Public Protection and Regulatory Service outlined the

purpose of the report to provide members the opportunity consider and scrutinise the Report of the Food Standards Agency (FSA) following the full audit of the Council's Regional Feed Law Enforcement Service, carried out in December 2019.

The Officer explained the reasons for the delay in the report being presented to Committee and informed Members that the final report and action plan were received from the Food Standards Agency in July 2021, 18 months after the audit.

The Officer continued to outline the background to the report, funding for feed controls and the feedback received from the Food Standards Agency Audit. The Officer highlighted the feedback from the report drawing Members attention to section 4.4 confirming that the Report concluded that:

- A 'Moderate' Assessment of Assurance was identified in relation to the Cwm Taf Regional Feed Service. There are four categories of audit assurance; 'Moderate' is the second highest;
- 11 specific recommendations were made by the auditors in relation to service delivery in Rhondda Cynon Taf;
- 5 of these were required process or procedural amendments;
- 6 of these were areas where Rhondda Cynon Taf already had processes in place, but could benefit from recommended amendment;
- 1 example of Good Practice was identified within the report, and this specifically related to Rhondda Cynon Taf.

Members were informed of the 11 recommendations made, a number of these have already been addressed.

One Member queried the length of time between the inspection being carried out and the report being produced and whether a further audit was due impacting on the Council's ability to implement the recommended actions. The Officer advised that there is currently no planned audit by the Food Standards Agency and the impact of Covid on timescales has been recognised but assured Members that the Council were on track to complete all actions by December 2021.

Another Member queried the 5 process / procedural recommendations as recommended in the results of the Audit and asked whether these had been carried out. The Officer confirmed for Members that the majority of the recommendations had already been completed but all were on track for completion by the above date.

The Chair thanked the Officer for a comprehensive report and Members **RESOLVED** to:-

1. Note the Food Standards Agency Report on the Cwm Taf Regional Feed Law Enforcement Service provided by Rhondda Cynon Taf County Borough Council in partnership with Merthyr Tydfil County Borough Council.
2. Note the Action Plan prepared by the Public Health and Protection Service to address the recommendations arising from the Food Standards Agency Report on the Regional Feed Law Enforcement Service.

Progress made by Community Housing in relation to the Rhondda Cynon Taf Homelessness Strategy Action Plan 2018-2022

The Director Public Health Protection and Community Services introduced Members to the Head of Community Safety and Community Housing who took Members through the detail of the report. The Officer outlined the purpose of the report to update members of the committee with the progress made by the Housing Department in relation to the RCTCBC Homelessness Strategy Action Plan 2018 -202 and to outline the significant ongoing pressure on the Housing Solutions Service and support services resulting from the pandemic and the additional actions that have been taken.

The Officer took Members through the background to the report outlining the specific duties of the Housing Wales (Act) 2014 and the objectives of the Homelessness Strategy and Action Plan 2018. Members were informed that as a result of the Covid-19 pandemic and lockdowns additional challenges were identified in terms of needs duties.

The Officer continued to present to Members from the report the progress against the Homelessness Action Plan discussing the 3 objectives and their detail as outlined in the report. Members were also provided with information regarding Regional Project Development – Homeless and Housing Support Grant as detailed in section 5 of the report.

Lastly, the Officer took Members through the challenges and opportunities going forward including:

- The significant pressure on temporary accommodation and high number of individuals placed in Bed and Breakfast accommodation
- People remaining in temporary and supported accommodation longer than necessary due to limited move on housing options.
- Meeting the housing and support needs of a small cohort of homeless individuals with high complex needs.
- The possible removal of the WG Hardship Fund as from 1st April 2022 and the uncertainty of the medium to long term impact of the pandemic on homelessness and housing services.
- Identifying suitable locations and buildings for the development of specialist projects.
- Recruitment and retention within support sector of high- quality staff linked with uncertainty over funding and short- term contracts.

The Chair thanked the Officers for the presentation and raised a query regarding the figures outlined in section 3.5.1 of the report and the impact that Covid legislation had on the figures and whether the numbers represented repeat or new clients. The Officer clarified the impact of Covid legislation on the figures and confirmed that the figures represented mostly new clients although acknowledged the high levels of repeat clients amongst prison leavers.

One Member noted the slow uptake of the hardship grant and queried whether this was a result of people not being aware of the availability of the grant. The Officer confirmed that the application was made available online and Officers had contact with relevant 3rd parties to ensure the grant was targeted at the right individuals. The Officer highlighted to Members that a barrier to the process was

identified regarding the eligibility criteria for the grant which prevented a number of individuals in completing successful applications. Members were informed that this has been fed back to Welsh Government and requests made to widen the criteria to ensure the target groups can apply.

One Member also asked Officers to clarify the data included in the report relating to people leaving B&B accommodation and being offered tenancy agreements and the sustainability of this offer. The Office advised that whilst they did not have specific data at present this is something that will be collated to share with Members. Members felt that there should be a proactive offer of support available to ensure tenancy agreements are able to be as successful as possible.

Lastly, a Member discussed the impact of anti-social behaviour and the issues this can have on the ability to sustain tenancy agreements and support homeless residents. The Director Public Health Protection and Community Services referenced how key to tackling this issue is having the support of elected Members and local engagement to raise issues and be addressed appropriately. The Director also acknowledged the important role that privately rented landlords have and the importance of engaging with this sector.

The Chair thanked Officers and Members for their in depth discussion on the topic, Members **RESOLVED** to:

1. Note the content of the report and provided comment on the progress made to date.

(**Note:** During the discussion, County Borough Councillor W Lewis declared a personal interest in this item:

"I work for Hafod Housing which has been referenced in the discussion.")

21 Chair's Review and Close

The Chair thanked Members and Officers for their attendance and contribution to this evening's discussion highlighting the importance of the topics raised in both reports and brought the meeting to a close.

This meeting closed at 6.00 pm

**CLLR R. YEO
CHAIR.**



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2021/22

**HEALTH AND WELLBEING
SCRUTINY COMMITTEE**

15TH FEBRUARY 2022

**REPORT OF THE DIRECTOR OF PUBLIC
HEALTH, PROTECTION, and COMMUNITY
SERVICES.**

Agenda Item No: 4

**REPORT ON THE DRAFT SPORT
AND PHYSICAL ACTIVITY
STRATEGY 2022-26**

Author: Sarah Kochalski

1. PURPOSE OF REPORT

- 1.1.1 The purpose of the report is to consult with Members of the Health and Wellbeing Scrutiny Committee on the draft Sport and Physical Activity Strategy 2022-26 and receive Member's feedback.

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1 Consider the draft Sport and Physical Activity Strategy 2022-26 prior to a formal public and stakeholder consultation process.
- 2.2 Consider presentation of the completed Sport and Physical Activity Strategy 2022-26 to Cabinet.

3. BACKGROUND

- 3.1 The Sport, Physical Activity and Wellbeing Strategy 2016-21 focused primarily on increasing participation through investment in high quality facilities and opportunities and has informed the investment into the service over the last 5 years. The primary target of achieving over 10,000 leisure for Life Members was achieved up to 2019/20.

- 3.2 The Covid 19 pandemic caused significant disruption to the service due to the national restrictions and the need for the service to support the required public health measures. It also led to significant disruption and alterations in the exercise behavioural patterns of residents due to a reduction in confidence and changes in working routines.

4 UPDATE /ISSUES ENCOUNTERED/ CURRENT POSITION

- 4.1 The Sport and Physical Activity Strategy 2022-26 is designed to provide a strategic focus that will contribute to the Councils' Corporate Plan – Making a Difference and inform the Service Delivery Plan and work programmes.
- 4.2 The strategy is to increase participation in sport and physical activity with a specific focus on inactive or less active residents and those who experience barriers to undertaking regular sport and physical activity as part of a healthy lifestyle that supports their physical and mental wellbeing.
- 4.3 Barriers to participation may include:
- a lack of confidence
 - low motivation
 - practical barriers such as a lack of access to opportunities, time, transport, and childcare
 - economic barriers such as cost and equipment
 - social barriers such as culture and a lack of inclusion
 - psychological barriers such as “I’m not fit enough”
- 4.4 The service will contribute to the Corporate Plan by focusing on the development of increased opportunities to participate in sport and physical activity in 8 key areas:

People:

1. Personalised support to exercise
2. Reducing barriers to exercise
3. Enabling independent exercise
4. Developing people

Place:

5. Formal and informal outdoor spaces
6. Leisure centres and swimming pools
7. Schools and community venues
8. The virtual environment

- 4.5 The delivery of the commitments within the strategy will be monitored and reviewed through a framework of national and local performance outcome measures.

5. EQUALITY AND DIVERSITY IMPLICATIONS

- 5.1 An Equality Impact Assessment (EqIA) screening form has been completed for the proposal.
- 5.2 The Leisure Strategy has no impact on the protected characteristics therefore full assessment is not required at this time.

6. CONSULTATION

- 6.1 It is recommended that following consultation with the Members of the Health and Wellbeing Scrutiny Committee that the draft Sport and Physical Activity Strategy 2022-26 is subject to a formal public and stakeholder consultation process.
- 6.2 Consultation would be undertaken with but not limited to: Councillors, other Council services and departments such as Parks and Countryside, residents and service users, Health Service providers and Public Health Wales, voluntary sector Sports Clubs and community organisations, Sport Wales, Disability Sport Wales, Interlink, National Governing Bodies for sport, neighbouring local authorities with which we work in partnership, RCT schools and educational institutions.

7. FINANCIAL IMPLICATION(S)

- 7.1 There are no financial implication.

8. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 8.1 There are no legal implications

9. LINKS TO THE COUNCIL'S CORPORATE PLAN / OTHER CORPORATE PRIORITIES/SIP

- 9.1 The Sport and Physical Activity Strategy 2022-26 directly supports the priorities of People and Place as set out in the Corporate Plan 2020-24 "Making a Difference". It will increase opportunities and participation that will improve the health and wellbeing of those that live, work, and visit Rhondda Cynon Taf. (People)
Increased opportunities and improved facilities within local communities will have a positive impact on the lives of people that live, work, and visit the county borough. (Place)
- 9.2 The development of new and existing opportunities to become active alongside new and improved facilities support the seven well-being goals as identified in The Well-being of Future Generations (Wales) Act 2015.

10. CONCLUSION

- 10.1 The draft Sport and Physical Activity Strategy 2022-26 is designed to increase regular participation across the Council's comprehensive range of indoor and outdoor physical activity facilities, with a particular focus on residents who are inactive or less active due to barriers.
- 10.2 That to inform the final document, a comprehensive process of public and stakeholder consultation is undertaken.
- 10.3 That the Sport and Physical Activity Strategy 2022-26 is presented to Cabinet for consideration and formal adoption.

ACTIVE LEISURE FOR LIFE

The Sport and Physical Activity Strategy for Rhondda Cynon Taf. 2022-2026

Rhondda Cynon Taf County Borough Council

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1.	Welcome from Cllr. Cabinet Member for Environment, Leisure & Heritage Services
2.	Section 1: The context
3.	Section 2: The resilience of the service
4.	Section 3: The Vision and Mission
5.	Section 4: The Strategy
6.	Section 5: Our Priorities
7.	Section 6: The Aims
8/9	Section 7: What we will do
10.	Section 8: How we will know how we are doing

Welcome from Cllr.

Cabinet Member for Environment, Leisure & Heritage Services.

Keep in touch.....

Telephone:

General enquiries: 01443 562202
or contact your local Leisure Centre

Websites:

<https://www.rctcbc.gov.uk/EN/Resident/SportsandLeisure/SportsandLeisure.aspx>

www.sportrct.co.uk

Socials:

f [facebook.com/Rhondda Cynon Taf Council Leisure Services](https://www.facebook.com/RhonddaCynonTafCouncilLeisureServices)

t [@sportrct](https://twitter.com/sportrct)

f [facebook.com/RCTCBCsport](https://www.facebook.com/RCTCBCsport)

Context

The last few years have demonstrated how unpredictable and changeable the external operating environment can be. The key factors that influence the provision of active leisure opportunities are:

<p>Political: National and local governance influences the policies and approaches to physical activity and sport and the financial resources available.</p>	<ul style="list-style-type: none"> • Local Government Council elections are scheduled to take place in May 2022. • Welsh Government elections are scheduled to take place in 2025.
<p>Economic: Following the impact of the Covid pandemic, it is envisaged that there will be continued pressure on public and personal finances.</p>	<ul style="list-style-type: none"> • Continued pressure on Leisure Services to reduce the net cost of leisure provision. • More targeted national funding for physical activity, designed to achieve specific target population outcomes. • Increased pressure on personal finances and the affordability of leisure activities.
<p>Social: The measures required during the Covid pandemic have highlighted the importance of social networks and socialising.</p>	<ul style="list-style-type: none"> • Increased social awareness of the importance of a healthy lifestyle, including regular physical activity. • Greater appreciation of the importance of social networks in supporting good mental health.
<p>Technological: An increased awareness and usage of digital methods of communication and service delivery, along with the recognition that a proportion of the population are not particularly digitally literate.</p>	<ul style="list-style-type: none"> • Increased use within the population of online services • Increased usage of social media for advertising and communication
<p>Legal: The necessity to comply with Covid laws and guidance when delivering services and the introduction of the new schools' curriculum in Wales from 2022</p>	<ul style="list-style-type: none"> • An emphasis on Covid secure service delivery and the ability to adapt services accordingly, to maintain the best service possible • The ability to support the integration of the health and physical activity priorities into the deliver of the new curriculum
<p>Environmental: An increased awareness and urgency surrounding the reduction of environmental factors that contribute to climate change and reducing biodiversity</p>	<ul style="list-style-type: none"> • An emphasis on non-carbon energy usage • Ensuring services do not adversely impact on the green environment and biodiversity

The resilience of the service

Over the last 10 years the Council’s Leisure Services have successfully delivered a comprehensive facility investment programme and increased participation in active leisure. It provides strong support for our community sports organisations and physical activity groups. The service is enabled by an experienced and dedicated staff team, who during the Covid pandemic have demonstrated their versatility and ability to manage change.

<p>Strengths</p> <ul style="list-style-type: none"> • Strong political support for the service • Experienced, qualified, versatile staff team • A wide range of good quality leisure facilities across the County Borough, with an on-going investment plan • Excellent local knowledge and partnership working platforms 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Staff succession planning to develop the right skills for the future • To further develop community capacity building skills • To further develop long term retention and impacts for inactive people, that create sustainable lifestyle change for individuals
<p>Opportunities</p> <ul style="list-style-type: none"> • Increased awareness and desire to be active within the population • Increased willingness and ability to use technology to support an active lifestyle • Opportunities to create new organisational and community partnerships, where there is a joint goal 	<p>Threats</p> <ul style="list-style-type: none"> • Potential future reductions in financial investment in leisure facilities and services • A potential lack of confidence in accessing indoor leisure opportunities, due to health concerns • An increased regional approach to service management, with less focus on localised services based on community needs. • High and potentially increasing levels of socio-economic disadvantage within the population

RCT Leisure Facilities

Abercynon Sports Centre
 Hawthorn Leisure Centre
 Llantwit Fardre Leisure Centre
 Llantrisant Leisure Centre
 Llys Cadwyn
 Rhondda Fach Leisure Centre
 Rhondda Leisure Centre
 Tonyrefail Leisure Centre
 Sobell Leisure Centre
 The National Lido of Wales
 Browyndd Swimming Pool
 Hawthorn Swimming Pool
 Ron Jones Athletics Stadium
 King George V Athletics Track
 Bryncelynnog Athletics Track
 King George V Athletics Track



200 + Grass Sports Pitches, Bowling Greens, and Tennis Courts.
 10 Regional and 80+ Local Parks
 217 Outdoor Playgrounds
 16 Artificial Sports Pitches/3G's
 97 pavilions and changing rooms
 11 Multi Activity Games Areas (MUGA's)
 2 pump tracks
 5 skateboard parks & 3 half pipes
 2 Outdoor Exercise HUBs
 199 Outdoor Playgrounds
 3 Community Recreation Centres

The RCT Vision

The Sport and Physical

Activity Mission

Encouraging all residents to lead active and healthy lifestyles and maintain their mental wellbeing

RCT population projections
2022: 242,784
2027: 245,645

2022: Male 49% Female 51%
Juniors: Male 22,992 (10%)
Female 21,997 (9%)
Adults: Male 74,048 (30%)
Female 76,293 (32%)
60+ Male and Female 47,454 (19%)

3 areas in RCT are in the top 15 most deprived areas in Wales

17% of RCT is in the top 10% of areas of deprivation in Wales

71% of RCT is below the average levels of wealth in Wales

76% of adults from the most deprived areas in Wales are overweight or obese

To enable more people, to be more active, more often

Moderate activity
Adults: 150 minutes per week
Juniors: 60 minutes per day

30.5% (13,722) of RCT juniors are active less than 60 minutes a day

RCT Adults active less than 150 minutes per week
Age 16-24: 49%
Age 25-34: 63%
Age 35-44: 60%
Age 45-54: 64%
Age 55-64: 72%
Age 65-74: 78%

Inactivity is approximately 15% higher in the most deprived areas of Wales

The Strategy

MAKING A DIFFERENCE

The Council's Corporate Plan 2020-2024

PEOPLE

PLACE

Encouraging all residents to lead active and healthy lifestyles and maintain their mental wellbeing

We will deliver this by....

- Ensuring participation in sport and physical activity is accessible and inclusive for all by maintaining low cost, high value provision
- Giving residents access to health and wellbeing information and activities through the GP referral schemes, and other health and wellbeing intervention programmes

We will deliver this by....

- Delivering new indoor and outdoor sporting facilities and enhancing existing sporting facilities such as changing rooms and outdoor play areas
- Investing in parks infrastructure, including playgrounds
- Supporting the voluntary, community and faith sectors to help build active communities, creating the capacity for meeting the needs of residents within their communities

Our Priorities

RCT Leisure Services will deliver the Corporate Vision by focusing on



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The Aims

Priority	Aims
Personalised support to exercise	To increase the number of residents undertaking regular sport and physical activity, as part of a healthy lifestyle.
Reducing barriers to exercise	To increase the number of residents who experience socio-economic, physical, practical, and psychological barriers in undertaking regular physical activity, as part of a healthy lifestyle, through physical activity and sport, in indoor, outdoor, school, community, and virtual settings.
Enabling independent exercise	To increase Leisure for Life membership through increasing services that support inactive and less active residents to progress towards and achieve independent regular exercise.
Developing people	To deliver a programme of training, support, and development to the paid, volunteer, and student workforce.
Formal and informal outdoor places	To deliver a programme of investment into outdoor play and exercise facilities, support community organisations looking to enhance their outdoor facilities and ensure all residents live within 5 miles of an outdoor exercise HUB, during the summer months.
Leisure centres and swimming pools	To undertake a programme of investment and refurbishment in Council gyms, leisure centres, and swimming pools.
Schools and community venues	To support the development of schools and community venues to achieve increased community usage.
The virtual environment	To develop further a mainstream service of online information, support, and online exercise opportunities.

What we will do

The service will continue to review, reflect, learn, and improve the quality of existing services and adapt services to meet evolving customer needs due to post covid lifestyle changes. In addition, we will undertake the following actions to develop and expand the opportunities for **More People** to be **More Active, More Often**.

PEOPLE AIMS	WHAT WE WILL DO
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<p>Personalised support to exercise To increase the number of residents undertaking regular physical activity, as part of a healthy lifestyle.</p>	<ol style="list-style-type: none"> 1. The development, delivery, and integration of personalised support services in swimming and fitness for new customers or those transitioning from specialist health interventions, to increase participation by inactive and less active residents and promote retention, as part of a healthy lifestyle. 2. The development of additional personalised support services in sport and physical activity Leisure Centre services for new customers or those transitioning from specialist health interventions, to increase participation by inactive or less active residents and promote retention, as part of a healthy lifestyle. 3. Continue to access external funding and work in partnership with Public Health Wales to provide physical activity opportunities for residents with identified health risks.
<p>Reducing barriers to exercise To increase the number of residents who experience socio-economic, physical, practical, and psychological barriers in undertaking regular physical activity, as part of a healthy lifestyle, through physical activity and sport, in indoor, outdoor, school, community, and virtual settings.</p>	<ol style="list-style-type: none"> 1. To deliver the Council capital investment programme and support and enable community organisations to access funding to develop local sport and physical activity facilities for residents. 2. The development of a team of outreach staff from across the services to work with partners and communities to develop additional sport and physical activities opportunities for residents experiencing barriers to regular participation. 3. In partnership with leisure centres, swimming pools, community recreation centres, parks and countryside, schools, sports clubs, and community partners develop further supported services for inactive and less active residents that enable regular physical activity as part of a healthy lifestyle.
<p>Enabling independent exercise To increase Leisure for Life membership through increasing services that support inactive and less active residents to progress towards and achieve independent regular exercise.</p>	<ol style="list-style-type: none"> 1. Develop a marketing and information campaign that provides residents with the confidence to return to regular sport and physical activity, following the interruptions caused by the Covid pandemic. 2. Review the swimming programme to enable the provision of increased Junior Learn to Swim opportunities and increase swimming as part of a healthy lifestyle. 3. Review the Leisure for Life membership service to ensure it is fit for purpose and encourages independent regular participation.

Developing people

To deliver a programme of training, support, and development to the paid, volunteer, and student workforce.

1. To produce and deliver a workforce development plan that meets the requirements of the current and future service delivery needs, including recruitment, training, continued professional development, and retention of the paid and voluntary workforce.
2. The review and development of links between Educational establishments and community workforce opportunities.
3. The review and development of volunteer recruitment, training, and support to ensure services meet community needs.

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PLACE AIMS	WHAT WE WILL DO
<p>Formal and informal outdoor places</p> <p>To deliver a programme of investment into outdoor play and exercise facilities, support community organisations looking to enhance their outdoor facilities and ensure all residents live within 5 miles of an outdoor exercise HUB, during the summer months.</p>	<ol style="list-style-type: none"> 1. Develop and deliver a programme of physical activity opportunities based around an additional 3 outdoor exercise HUBs per year, located in regional and neighbourhood parks across the County Borough. 2. Deliver the Council capital investment programme in outdoor play and sports facilities. 3. Continue to support schools and community sports organisations in accessing funding to improve and upgrade their facilities and expand their participation opportunities.
<p>Leisure centres and swimming pools</p> <p>To undertake a programme of investment and refurbishment in Council gyms, leisure centres, and swimming pools.</p>	<ol style="list-style-type: none"> 1. To develop and agree a financial model for on-going investment in indoor leisure facilities. 2. To deliver a leisure centre investment and refurbishment programme, in consultation with users and residents. 3. To utilise feedback and consultation to continually review and improve the quality of the service available.
<p>Schools and community venues</p> <p>To support the development of schools and community venues to achieve increased community usage.</p>	<ol style="list-style-type: none"> 1. To work in partnership with 3 schools per year to deliver increased community use of facilities for sport and physical activity. 2. To support schools in the delivery of the new curriculum for Wales. 3. To work in partnership with Education to deliver sport and physical activity opportunities within school holiday services.
<p>The virtual environment</p> <p>To develop further a mainstream service of online information, support, and online exercise opportunities.</p>	<ol style="list-style-type: none"> 1. To develop and deliver a regular on-line service of exercise opportunities. 2. Develop a Sports Pitches App that enables customers to book and pay for casual outdoor pitch usage online. 3. To further develop online information resources that promote confident access to opportunities e.g., virtual facility tours, and motivation to participate e.g., health and social benefits of participation.

How we will know how we are doing

National Key Performance Indicators	Frequency
<ul style="list-style-type: none"> • Number of people visiting RCT leisure centre facilities • Number of visits from the public and school pupils to local authority sport and leisure facilities per 1,000 population where the visitor is participating in physical activity • Number of people visiting RCT leisure centre facilities participating in physical activity (excluding schools) • Number of leisure for Life members • Number of people who started the NERS exercise programme • Number of people who completed the NERS exercise programme • Usage of the National Lido at Pontypridd • The % of year 6 pupils who can swim 	Quarterly
Participation data	
<ul style="list-style-type: none"> • Numbers attending • Retention • Population statistics: age, gender, disability, ethnic origin, geographical location. • Barriers to participation experienced by inactive or less active residents 	Quarterly or per project as applicable
Impact data: Health and Wellbeing (self-reported)	
<ul style="list-style-type: none"> • Healthier lifestyle • Happier • More active, more often • More confident • Included • Intention to continue taking part in sport and physical activity 	After 12 weeks of new participation or at the end of a project as applicable
Outcome data: The sustainable outcomes for People and Places	
<ul style="list-style-type: none"> • Case studies: Changes and benefits to individuals' lifestyles and community opportunities to be More Active, More Often 	As applicable

EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

SECTION 1 – PROPOSAL DETAILS

Lead Officer: Sarah Kochalski

Service Director: Louise Davies

Service Area: Leisure, Parks and Countryside

Date:

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
Yes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal? Leisure Strategy 2022-2026

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

1.e) Please outline who this proposal affects:

- Service users - yes
- Employees
- Wider community - yes

SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Age (<i>Specific age groups i.e. young people or older people</i>)	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics.	Previous strategy, and subsequent plans, were inclusive providing opportunities for all
Disability (<i>people with visible and non-visible disabilities or long-term health conditions</i>)	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all
Gender Reassignment (<i>anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities</i>)	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Neutral impact:	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all
Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all
Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i>	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all
Sex <i>(women and men, girls and boys)</i>	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all
Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i>	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all

In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i>	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all
Carers <i>(anyone of any age who provides unpaid care)</i>	Neutral impact	The Leisure Strategy aims to provide opportunities for all resident and visitors to lead a healthy and active life regardless of protected characteristics	Previous strategy, and subsequent plans, were inclusive providing opportunities for all

If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

Are you happy you have sufficient evidence to justify your decision?

Name: Sarah Kochalksi

Position: Leisure Strategy Manager

Date: 07/02/2022

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals.

Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the [Preparing for the Commencement of the Socio-economic Duty](#) Welsh Government Guidance.

SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- Pensioners
- Looked after children
- Homeless people
- Students
- Single adult households

- People living in the most deprived areas in Wales
- People with low literacy and numeracy
- People who have experienced the asylum system
- People misusing substances
- People of all ages leaving a care setting
- People involved in the criminal justice system

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<u>Low Income/Income Poverty</u> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Select from the following:		
<u>Low and / or No Wealth</u> <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i>	Select from the following:		
<u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i>	Select from the following:		

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i>	Select from the following:		
Socio-economic background <i>(social class i.e. parents education, employment and income)</i>	Select from the following:		
Socio-economic disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i>	Select from the following:		

SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**
- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.
- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.
- 4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.
- 4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?
- Yes No

SECTION 5 – MONITORING AND REVIEW

- 5a) Please outline below how the implementation of the proposal will be monitored:
The strategy will be monitored via the council's Performance Management processes including Self-Service Evaluation and Delivery Planning process. Key teams that will deliver against the strategies outcomes will also report in to external grant funding bodies
- 5b) When is the evaluation of the proposal due to be reviewed?
The strategy will be reviewed annually
- 5c) Who is responsible for the monitoring and review of the proposal?
The Head of Service will lead the monitoring and review process with the wider service area.
- 5d) How will the results of the monitoring be used to develop future proposals?
The monitoring will assist to develop the annual Delivery Plan.

SECTION 6 – REVIEW

As part of the Impact Assessment process all proposals that fall within the definition of ‘Key Decisions’ must be submitted to the Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your proposal is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Decision please forward your impact assessment to Councilbusiness@rctcbc.gov.uk for a Review Panel to be organised to discuss your proposal. The EqIA guidance document provides more information on what a Key Decision is.

It is important to keep a record of this process so that you can demonstrate how you have considered equality and socio-economic outcomes. Please ensure you update the relevant sections below

Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation

SECTION 6 – SUMMARY OF IMPACTS FOR THE PROPOSAL

Provide below a summary of the impact assessment. This summary should be included in the equality and socio-economic impact section of the Cabinet report template. The impact assessment should be published alongside the report.

The Leisure Strategy has no impact on the protected characteristics therefore a full assessment is not required at this time.

SECTION 7 – AUTHORISATIONS

Lead Officer: Sarah Kochalski

Name:

Position:

Date:

I recommend that the proposal:

- Is implemented with no amendments **YES**
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval:

Name:

Position:

Date:

Please submit this impact assessment with any SLT/Cabinet Reports.