

Subject:	Haslingden Swimming Pool	Status:	For Publication
Report to:	Full Council	Date:	25 th September 2013
Report of:	Chief Executive and General Manager of Leisure Trust	Portfolio Holder:	Regeneration, Tourism and Leisure
Key Decision:	<input checked="" type="checkbox"/> Forward Plan <input checked="" type="checkbox"/>	General Exception <input type="checkbox"/>	Special Urgency <input type="checkbox"/>
Equality Impact Assessment:	Required:	Yes	Attached: Yes
Biodiversity Impact Assessment	Required:	No	Attached: No
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1.	RECOMMENDATION(S)
1.1	That Members note the work done to date in order to identify a solution for Haslingden Pool and note the detailed consultation undertaken.
1.2	Haslingden Pool to close within the next two months.
1.3	The pool site to be disposed of and a capital receipt realised.

2. PURPOSE OF REPORT

- 2.1 To update Members that the Council did not receive any bids under the Community Asset Transfer policy and is therefore unable to progress with the transfer of the pool to a third party organisation. It is therefore recommended that the pool close within the next two months in order to enable statutory redundancy processes to be undertaken.

3. CORPORATE PRIORITIES

- 3.1 The matters discussed in this report impact directly on the following corporate priorities:
- **Responsive Value for Money Services:** This priority is about the Council working collaboratively, being a provider, procurer and a commissioner of services that are efficient and that meet the needs of local people.

4. RISK ASSESSMENT IMPLICATIONS

- 4.1 Undertaking appropriate consultation on potential service changes is essential to enable informed decision making and to mitigate the risk of challenge. Importantly, this also reinforces a culture of engagement and empowerment.

5. BACKGROUND AND OPTIONS

- 5.1 Cabinet considered a paper on the Medium Term Financial Strategy in June 2012 and gave approval for officers to work with Rossendale Leisure Trust in identifying potential savings and efficiencies in order to support the overall reduction in Council funding. One key aspect of this work related to Haslingden Swimming Pool. A further report was presented to Cabinet in September 2012, updating Members on progress to date and a report in November 2012 to both Cabinet and Overview and Scrutiny was received. This latter report gave authority to commence a 12 week consultation period in relation to either transferring responsibility for the pool to another organisation or closing the pool and considering site disposal options.
- 5.2 In order to support the work, an expression of interest process commenced in March 2013, with the aim of inviting organisations to submit their interest for managing the pool. An update report was received by June 2013 Overview and Scrutiny and July 2013 Full Council.

6.0 Haslingden Swimming Pool

6.1 The key stages (all of which have now been completed) in terms of the options appraisal for the pool comprised:

Stage 1 - determine options available in relation to the pool

Stage 2 - confirm criteria for assessing options

Stage 3 - develop community impact assessments for each option

Stage 4 - assess options (first stage assessment)

Stage 5 - consult on options which meet the criteria

Stage 6 - assess consultation feedback (second stage assessment)

Stage 7 - report to enable preferred option to be confirmed

6.2 **Stage 1** - The options identified in relation to Haslingden Pool were:

- 1) For the pool to continue as is
- 2) Reduce costs, increase revenue and identify capital programme (it was recognised by the pool panel that this option needed to be expanded to demonstrate different variables)
- 3) Build an alternative pool
- 4) To close the pool and consider site disposal options
- 5) Transfer responsibility for the pool to another organisation
- 6) Other options identified as part of the consultation process

6.3 **Stage 2** - Development of appropriate equality impact assessments which assist the assessment and final decision making stage.

6.4 **Stage 3** Each option assessed and the criteria for assessing each included:

- Fit with Council Priorities (supports a healthy and successful Rossendale and supports the Medium Term Financial Strategy)
- Risk Assessment assessing against
 - Timescales
 - Deliverability
 - Market
 - Sustainability
 - Funding
 - Equality assessment

6.5 **Stage 4** – An assessment panel met comprising of Rossendale Leisure Trust Officers, Board member, Rossendale Council Officers and Members to identify which options were viable and able to go forward for public consultation. Two options from the list identified at stage 1 were identified for public consultation. The two options identified were for the pool to close and consider site disposal options or to transfer the pool to another organisation. The assessment panel used the evidence which had been reviewed and considered by the pool panel and all information was also submitted to overview and scrutiny and Cabinet in November 2012.

6.6 **Stage 5** – A consultation process commenced in January 2013 until the end of March 2013. In particular, focus groups working with equality groups potentially affected by either recommendation were undertaken as well as:

- citizen panel questionnaire
- use of borough and leisure trust web site
- key stakeholders such as educational establishments, Rossendale's clinical commissioning group and Lancashire County Council were all contacted
- use of questionnaires/posters at key locations

6.7 **Stage 6 – Assessment of Consultation.** Key information which can be derived from the consultation is as follows including a summary of the completed equality assessments. The consultation data was detailed in the report presented to Full Council July 2013.

6.8 **Consultation findings summary**

Consultation told us that:

- Of all respondents, over half that responded said they did not use HSP to swim. Of those that did, the majority used it on a weekly basis and accessed the pool by car.
- 41% of swim session respondents said that they would not attend any identified swim time at an alternative facility. But just under half would.
- The majority of disabled users feel closure of the pool would impact on them, but the majority also said they would attend alternative sessions elsewhere if their water time could be re-provided.
- The majority of disabled users access HSP by car.
- Just over half of women respondents said they use HSP weekly and the majority felt that closure of the pool would impact on them. Half of women said that they would not go to alternative sessions if water time could be re-provided elsewhere, but nearly half said that they would.
- Of the schools that responded, nearly half felt that they would not be able to access another pool to swim. However, the majority did wish to be considered when looking at re-programming of water time.
- The majority of older people (50+) who responded said that they did not use HSP to swim. Of those that did, the majority use it weekly and access it by car. However, just over half of them said they would not attend other alternative sessions if water time could be re-provided elsewhere, but nearly half said they would. The majority of older people said they felt the closure of the pool would impact on them.
- There are still a reasonable proportion of HSP users who responded to the consultation that access the pool by walking or bus. It is recognised that these users would be affected should Option 2 (closure be pursued). This is identified as a cross cutting travel/cost impact factor.

As part of the consultation we asked a number of open questions to obtain an understanding of the impact people felt either of the options being considered would have on them.

Some of the main commonly occurring issues arising in relation to *impact* were:

- Financial impact
- Public Transport/Travel (accessibility & time)
- Health and wellbeing impacts (physical, social and mental)
- Other inconveniences
- Loss to the area

6.9 **Assessment of Expression of Interest**

Two expressions of interest were received from the private sector as a result of advertising the operational brief. In addition an expression of interest was received via the Community Asset Transfer procedure from Friends of Haslingden Baths.

A panel consisting of cross party members considered the expressions of interest and determined that all three expressions should be contacted to submit detailed business cases with a deadline submission date of 9 August. A due diligence process was planned to take place thereafter to assess all bids and the Council committed to support successful bids with

a £200k fund.

The two private sector expression of interest applications withdrew from the process leaving one group working on a business case for submission by 9 August. The Friends of Haslingden Baths Group submitted a response to the Expression of Interest including an alternative proposal. They indicated in their submission that they were unable to proceed with a Community Asset Transfer Bid. The Assessment of Interest process therefore closed on the 9 August with no expressions received.

6.10 Friends of Haslingden Baths Group Alternative proposal

The Friends group whilst recognising they did not want to take responsibility for the pool as per a Community Asset Transfer did submit an alternative proposal (appendix 3) highlighting the potential to:

Provide volunteer staff equivalent to 4 fte (12 volunteers)

Provide expertise in marketing to enable £30k of additional income to be achieved via local businesses

Grow the business by 10% pa and achieve £20k per year with new user groups

The themes contained in the alternative proposal are similar to that which were explored by the Pool Panel last year and this was the subject of a cross party review and also a Council scrutiny process, all of which have been documented and reported previously. At a meeting on 23 August with a representative of the pool panel it was recognised by both parties that the alternative proposal would still require significant Council funding over a period of years as work would be needed to develop the proposal and if successfully implemented would still result in a revenue deficit. No evidence or market intelligence was provided to support the business growth assumptions. In addition, it was recognised and confirmed that the proposal was a short term solution and that the desire of the group was to develop plans for a new pool. The group have indicated “this short term provision would, in our considered view, provide the best way forward to retain existing users and attract new users as an interim expediency to the building of a new, state of the art pool, following professional joint fund raising”.

It is correct and proper to give due regard to the alternative proposal but the liability and continuing loss of the pool will continue to rest with the Borough Council. In addition it is recognised that the pool's ongoing capital needs will increase and become a further burden. The alternative proposal does not provide the Council with adequate assurances or indeed a sustainable solution.

6.11 Closure of the Pool and Disposal

Members should note that if Option 2 (closure of the pool) is agreed, activities / swim sessions will be re-provided via a re-programming exercise. Some existing users/customers would not be fully accommodated in the re-programming as identified within the EIA and highlighted below. RLT have continued to work with individuals/groups on this as far as is reasonably practical to find alternative provision and/or provide signposting.

Further, there have been cases highlighted during consultation which identifies that some individuals would struggle to travel to any other location at all and/or could not use public transport for health or financial or time convenience related issues and no mitigating actions aside from the pool remaining open would reduce this impact.

It should also be noted that regardless of the extent of impact or not, some current users of HSP would choose not to use another facility at all.

Members' attention is drawn to acknowledging the possible negative impact a decision to close HSP could have. Given the Council's financial situation it has been unable to put in place any further mitigation.

6.12 Equality Impact Assessment Summary for Pool Closure

Option 2 – Closure of the pool and to consider site disposal options

Negative impacts on various equality groups have been identified in relation to Option 2. Specifically a potential negative impact is identified for; older people, children and young people, BME, disability and women, the detail of which is set out in the EIA. Further, there is a general cross cutting impact in relation to costs and travel across all group/current users regardless of protected characteristic. However, the Council and Leisure Trust have sought to put mitigating actions in place to reduce the impact on these groups as far as is possible, including looking at re-programming swim time allocations at Marl Pits to re-accommodate those that wish to. Discussions have been on-going and signposting to alternative provision undertaken. RLT liaised with neighbouring pool facilities to obtain alternative provision, timetable information which is detailed in the EIA and has been shared with the relevant swim groups as part of the consultation.

Nonetheless, consultation did recognise that some groups or individuals would be impacted on as a result of Option 2 should the pool close that could not be re-accommodated for by RLT:

Three disabled users who live outside the borough and it is unlikely they can be accommodated with individual water time to meet their needs at Marl Pits. Alternative swim times were offered where possible, and signposting to private swimming providers has been provided to help them identify alternative facilities within their local authority areas or elsewhere.

Two special needs schools from outside of the Borough that currently use HSP on a weekly basis as part of the set school sessions programme. Weekend water time access has been offered at Marl Pits as an alternative to the special needs schools. However, this is not compatible with their desire to keep swimming within the mainstream education programme for its pupils. Therefore, RLT cannot re-provide for the two current school users. However, signposting to private swimming providers has been provided to the schools to help them identify alternative facilities within their local authority areas or elsewhere.

Dive club (1 hour per week for 10 weeks per year) have been notified of alternative venues that can support diving including Bury, Hyndburn and Padiham for the club to consider.

Haslingden Swim Club – RLT continue to engage with all three Borough swimming clubs in order to explore a joint solution to maximise use of swim time, which may or may not result in finding a joint solution. RLT will continue to work with them as far as is reasonably possible.

Schools (current HSP and MPs users) – 34 schools were directly contacted as part of the HSP Options formal consultation period. 15 schools responded to this consultation, of those 15, 11 schools stated that they would like their swim time to be re-arranged as part of a possible reprogramming exercise, if HSP was to close.

Further contact was made with schools [since April 2013 to date] to discuss / determine

details for draft reprogramming should option 2 (closure) be agreed. All but two schools have now responded to the potential reprogrammed timetable offer, and those that required swim time, have accepted the proposed timetable change to be accommodated at Marl Pits. One school has found alternative provision at Ramsbottom pool, nearer to their school. Once a decision is made, this will then assist the remaining schools to make a decision as to their requirements. RLT will therefore be able to complete the reprogramming schedule in discussion with the schools to determining timings. The Trust is confident that it will be able to accommodate all schools within the new schedule. This appears to be acceptable to the majority of schools.

6.13 Internal Audit Assessment in relation to the process followed

A review of public consultations, including the pool project, has been undertaken by the Internal Audit service as part of the 2012/13 Internal Audit Plan which involved assessing a sample of consultation exercises against the consultation principles set out by the Government and the Council's internal practices and procedures. However, they have confirmed that overall, the work they have undertaken allows them to provide a substantial assurance over the systems and processes in place relating to the Council's public consultation arrangements. The system of internal control over public consultations has adequate controls to achieve its control objectives and the controls are generally operating effectively in the areas covered by the internal audit review. The internal audit assessment of the consultation exercise surrounding Haslingden Pool did not identify any significant issues for actioning by management and it was confirmed that the process followed is in line with the established best practice principles and internal procedures.

7. COMMENTS FROM STATUTORY OFFICERS:

7.1 SECTION 151 OFFICER

The cost in closing the pool would be £80k in redundancies. In addition there would be a continuing revenue cost estimated at £20k per annum to ensure that the site is secure until such time as a permanent solution is identified.

Should the decision be made to close the pool it is recommended that the site be disposed of and a capital receipt achieved. Consideration of the disposal of the Council's adjoining garage site should also be made in order to maximise the capital receipt.

8. MONITORING OFFICER

8.1 Advice has been provided throughout the process. In addition, the Leisure Trust has confirmed that they will surrender the lease of Haslingden Pool at the point of disposal.

9. POLICY IMPLICATIONS AND CONSULTATION CARRIED OUT

9.1 There are staffing implications for the Leisure Trust in relation to Haslingden Pool. Rossendale Leisure Trust is leading the staff consultation and will be responsible for undertaking the correct human resource process.

9.2 The Equality Act 2010 requires the Council to have due regard in the exercising of its functions to three considerations. The need to :

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.

- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.
- The amount of regard that is “due” is set out in the Act and will depend on the circumstances of the case.

Under the general equality duty there is a requirement to engage with people with protected characteristics and to have an adequate evidence base for Council decision-making.

9.3 The Council is under a Duty to Consult representatives of a wide range of local people; this should include local voluntary and community organisations and small businesses in such consultation.

9.4 Rossendale Leisure Trust, Pool Panel and Rossendale Borough Council have been consulted. Citizen panel has been utilised. In addition, wider community engagement and specific focus groups were utilised as detailed in the consultation plan. Staff and employee consultation has commenced and is being led by Rossendale Leisure Trust.

10. CONCLUSION

10.1 The work surrounding Haslingden Pool has taken place over a long period in order to ensure a full and exhaustive process could be undertaken. Should Members agree to the closure of the pool, it is anticipated this would occur as soon as the statutory redundancy processes have been completed.

Background Papers	
Document	Place of Inspection
Report to Cabinet on MTFs – June 2012	Rossendale Borough Council Website
Report to Cabinet – Sept 2012	Rossendale Borough Council Website
Report to Overview and Scrutiny and Cabinet – November 2012	Rossendale Borough Council Website
Report to Overview and Scrutiny June 2013 and Full Council July 2013	Rossendale Borough Council Website
Expression of Interest to Manage Haslingden Pool	Rossendale Borough Council Website
Consultation Plan	Rossendale Borough Council Website

Appendix 1 - Equality Impact Assessments

Appendix 2 - Evidence for EIA

Appendix 3 - Alternative Proposal

Appendix 1

FULL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Haslingden Pool Proposed Option: To close the pool and consider site disposal options	
Lead Officer Name(s):	Helen Lockwood and Martin Kay	
Job Title & Location:	Chief Executive of the Council and General Manager of Rossendale Leisure Trust	
Department/Service Area:	-	
Telephone & E-mail Contact:	01706 252428 helenlockwood@rossendalebc.gov.uk	
Date Assessment:	Commenced: May 2012	Completed: September 2013

We carry out Equality Impact Assessments to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. OVERVIEW

The main aims/objectives of this policy¹ are:
A number of options have been considered by the Council and Rossendale Leisure Trust to reduce the costs of leisure provision in the valley. Five options underwent an options appraisal for viability, resulting in agreed consultation and due consideration given to two options: Option 1: Transfer responsibility for the pool to another organisation. Option 2: To close the pool and consider site disposal options.
Subsequently no viable expressions of interest were received in relation to option 1 therefore, this impact assessment considers the impact on protected equality groups should the proposed option to close the pool and consider site disposal options be agreed.
This EIA has been carried out in accordance with the evidence available at this current time and has been informed by the outcome of the consultation process, to inform final decision making.

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

The main intended people or groups that will be most affected by this policy are:
Current users of the Haslingden Pool facility (including the health suite), this includes local residents, schools, and specific swim session groups. Details are set out in the EIA

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

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Evidence Appendices.

Current users of Marl Pits might also be affected as a result of possible reprogramming of water time as a consequence of either option.

GP referrals currently using Haslingden Pool may also be affected as they may have travel issues in relation to accessing the nearest alternative.

2. FINDINGS / EVIDENCE

FINDINGS/EVIDENCE: The following information/data has been considered in developing this policy/decision (including any consultation or engagement):	
Information/data obtained and/or Consultation/engagement carried out (please state who with)	What does this tell us? / What does it say?
Please note that the full details of the evidence used is set out in the Evidence Appendices – summary points of which had been highlighted here as follows:	
<p>Haslingden Swimming Pool Options Consultation. The consultation ran from January to end of March 2013.</p> <p>Respondents can be identified into three types:</p> <ul style="list-style-type: none"> - General HSP user / other interested parties (635) - HSP swim session users (114) - Schools (15) <p>784 consultation questionnaire responses received including 18 comments were received from Marl Pits users via the specific comments form at this facility.</p> <p>In addition, 5 individual responses have been submitted to the council outside of the consultation questionnaire. These have been noted and responded to where appropriate/required.</p> <p>Sent to: [see consultation plan via the Council's website] 769 Citizen's Panel members Neighbourhood Forums Key partners / stakeholders</p>	<p>Key messages / headline points – overview of all respondents:</p> <p>General HSP swim users / other interested parties (635 - 83.1%) Of the general users who responded:</p> <ul style="list-style-type: none"> • The majority use only HSP to swim • 72% use it at least weekly • 66% travel to the pool by car • 39% also use other leisure facilities in the borough to swim • 80% of users or over support Option 1 (transfer) • 52% of users believe that Option 1 would have a direct impact on them, positive and negative <ul style="list-style-type: none"> - Mainly that the pool will stay open but that prices may increase • There is a willingness to accept small changes to prices, water time allocation and opening times • 72% of respondents felt that they would be affected by Option 2 closing the pool (9% for non users) • 36% would be able to use another pool nearby <ul style="list-style-type: none"> - 46% would not <p><u>Feedback from general user/interest parties also identified the following:</u></p> <ul style="list-style-type: none"> - Ensure the new owners have a clause to state the hours of opening and the costs cannot go over a certain % within a set length of time. - Impact on current concession passes for users? What provision has been / will be put in place as part of the transfer agreement. - Consider a community project for running the pool. - Give some financial help to any new owners - Have conditions in relation to prices and opening hours - Any transfer should include a 'none worsening' clause in the contract. <p>Swim session group users (114 - 14.9%) Of the swim session users who responded:</p>

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34 schools
Awareness raising generally throughout RBC/RLT websites and posters in the borough in key community facilities.

- 80% use the pool only (19% use the pool and health suite)
- 98% use the pool at least weekly
- 62% travel to the pool by car
- 20% also use other leisure facilities in the borough to swim
- 84% agree with Option 1 (transferring ownership)
- 55% believe Option 1 would have a direct impact on them, positive and negatives are identified
 - Mainly that it would ensure that they could continue swimming but that costs may increase
- There is a willingness to accept changes to opening times and water time allocation, but lower willingness to accept price increases
- 89% would be highly affected by closing the pool
- 21% would be able to use another pool nearby
 - 58% would not
- 41% would/could not attend any alternative swim time arranged for them at Marl Pits

Schools (15 - 2%)

Of the Schools who responded:

- 82% travel to the pool by bus
- 33% use other Leisure Trust facilities in the borough to swim
- 80% support Option 1 (transfer of ownership)
- 53% believe that Option 1 would have a direct impact on their school
 - Mainly due to increased costs and reduced availability of time slots
- There is a willingness to accept changes to opening times but a lower willingness to accept changes to prices and water time allocation
- 80% of schools would be affected by closing the pool
- 40% would be able to use another facility nearby
 - 33% felt they would not
- The majority (11 schools) would like the council to re-arrange their swim sessions if the pool was to close. Only 3 schools did not want to be considered in re-programming of water time. One school did not answer.

Marl Pits users (18 comments forms responses received)

- Strong preference to keep Haslingden pool open to avoid overcrowding at Marl Pits.
- Concerns about impacts of existing Marl Pits school and children's lessons
- Bring sauna and steam room facilities to Marl Pits
- Sell the pool to a developer and build a new pool in Haslingden with the money raised.

General consultation findings (784 total number of respondents)

- Fairly even split of male/female respondents
- Largely the age range of respondents was similar to the borough actual, except for the under 30s for whom we had a lower response rate.
- The percentage of disabled respondents was proportionate with the profile of the borough. 18% identified as disabled.
- The majority of respondents were White British. BME respondents only accounted for 2%. This is below the percentage of the boroughs BME population.
- The majority of respondents (38%) were in full time work, followed by

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- 29% being retired. Only 2% were unemployed and 3% identified as a carer or unable to work.
- The majority travel to HSP by car, schools by bus. However between 18-30% across all three respondent types walk to the facility.
- The majority do not use any other facilities.
- The majority across the board agreed with Option 1 (transfer). Although about half did say that this option would have an impact on them, the impacts identified were both positive and negative.
- The majority said that they would support possible small changes opening times, price and water time allocation for Option 1. Although schools were generally less inclined to support price changes.
- A high percentage of the general public and swim session users said that Option 2 (closure) would have a 'high' impact on them. But only 47% of schools said it would have a 'high' impact on them. 7% of school said it would impact on the 'not at all'.
- In relation to Option 2 (closure) a third of schools said they would not be able to use another facility but 40% said they would. Over half of swim session users said that they would not be able to use another facility nearby, but a fifth said, yes, they could. For general users, just under half said that they could not use another facility nearby, although just over a third said yes, they could use another facility.
- The geographical location / spread of general public respondents identified 1% were from outside of the borough. The majority of general public respondents were from Helemshore, Greenfield and Longholme.
- Of all respondents, over half said they did not use HSP to swim. Of those that did use HSP, 80% use it for the pool only, 19% for the pool and health suite and only 2% for just the health suite.
- 18% of swim session users said that helping to find them alternative water time would 'not at all' reduce the impact on them.
- 48% of current users would still use other alternative facilities if they could be accommodated.
- 41% of swim session users would not attend any identified swim time at an alternative facility if option had to be pursued. This is higher for women, those aged 50-59 and users without a disability.
- 58% of swim session users said that they would not be able to use another facility nearby if Option 2 had to be pursued; this is higher for users with a disability. However, when asked whether trying to re-accommodate users at alternative facilities would reduce the impact on them, over half of swim session users said yes. This is higher for men, those aged under 30 and for users with a disability.

Key findings from equality groups

It should be noted that some data when broken down by equality group are small numbers, with common impact themes which include travel, additional costs and the suitability / capacity of Marl Pits to accommodate those impacted on at HSP.

BME (9): Despite efforts to engage the Asian community, and in particular Asian women by attending local groups, the response rate was very small, therefore the statistical validity of the findings need to be considered in light of small number of responses.

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Of those BME residents that did respond, the majority were male .The majority of BME users access the pool by car. Half of BME respondents said they also use other RLT facilities too. A third of BME respondents said they would be able to use another facility nearby to swim, the same proportion said that they would not and did not know if they could use another facility. This suggests there is a need for further awareness raising/ signposting support with this group should Option 2 have to be pursued. Consultation also identified the need to ensure the needs of Asian women were taken into account when considering re-programming and/or transfer of ownership.

Women (424): Half of women respondents said they used HSP once a week with 28% using it most days. The majority (68%) access HSP by car and 29% walk, 3% use the bus. 66% of women users said they only use HSP, while a third of women said that they did use other facilities to swim too. 81% of women said that it would impact on them 'a lot' if HSP was to close. Just over half said they would not be able to use another pool facility, but 29% said that they could use another facility. 17% felt that they did not know if they would be able to use another facility. This suggests there is a need for further awareness raising/ signposting support with this group should Option 2 have to be pursued. Over half of women said that it would help reduce the impact 'a lot' or 'a little' if the Council / Trust tried to help find an alternative pool facility / water time. 24% of women felt that this would not reduce the impact at all. Half of women respondents said that still would not go to alternative sessions if we could look to re-provide, but 48% said they would.

Disability* (128): There is a fairly even split of male/female disabled respondents. 50% of disabled respondents use HSP once a week and 29% said they use the pool most days. The majority (46%) of disabled users access HSP by car. Just under a third walk and a fifth by bus. The majority of disabled respondents (77%) only use HSP, just over a fifth do use other facilities. 85% of disabled users said that closure of the pool would impact on them 'a lot'. While over half of disabled respondents said that they would not be able to use another facility, about a fifth said they would be able to use another facility, and another fifth said they didn't know. This suggests there is a need for further awareness raising/ signposting support should Option 2 have to be pursued. Over half of disabled users said that help from Council/Trust to try to find alternative facilities/ water time would reduce the impact on the 'a lot'. The majority of disabled respondents said they would attend alternative sessions elsewhere if we could look to re-provide, however 37% said they would not. Feedback from special needs schools identified that 'any changes should be kept to a minimum and that swimming time should be made available in the week time as it is part of the children's education'.

*NB: it should be noted that this accounts for respondents who identified themselves as disabled within the equality monitoring section of the consultation questionnaire.

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GP referrals: RLT are not able to provide details in relation the number of users at HSP from GP referrals. Therefore with the information available it is not possible to identify the level of potential impact option 1 or 2 might have on this group. However, it is recognised that there may be a cross cutting impact in relation to travel and cost impacts on this group.

Schools (Children & Young People): Of the 34 schools directly contacted during the consultation, only 15 formal responses to the consultation questionnaire were received (two did not provide the school name). One fifth of school's who did respond, said they currently walk to HSP. A third said that they also use other RLT facilities already. Where schools identified concerns with Option 1 and 2 the main reasons where due to concerns about increased costs, staffing changes, reduced availability of time slots and increased time out of school travelling to an alternative.

27% of schools still didn't feel they knew what the impact would be on them if HSP had to close. While nearly half the schools that responded felt the impact would be 'a lot' if HSP had to close, a third said while they would be affected by the closure, they would be able to find a way of using an alternative facility. Further, despite a third also saying they felt that they could/would not be able to access another pool nearby, the majority (11) of the schools that responded confirmed that they would like their swim time to be re-arranged as part of a possible reprogramming exercise, if HSP was to close.

Further contact was made with schools [since April 2013 to date] to discuss / determine details for draft reprogramming should option 2 (closure) be agreed. All but two schools have now responded to the potential reprogrammed timetable offer, and those that required swim time, have accepted the proposed timetable change to be accommodated at Marl Pits. One school has found alternative provision at Ramsbottom pool, nearer to their school. Once a decision is made, this will then assist the remaining schools to make a decision as to their requirements. RLT will therefore be able to complete the reprogramming schedule in discussion with the schools to determine timings. The Trust is confident that it will be able to accommodate all schools within the new schedule. This appears to be acceptable to the majority of schools.

Two schools from outside of the borough cannot be accommodated in the re-programming due to their specific needs– signposting to possible alternative providers has been shared. See reference in Appendix 3 noted below.

Consultation feedback from schools and parents was to 'keep costs the same, provide free transport, set up 'double lessons' to justify the additional time and cost of travel. Ensure private swim times. Have later after school swimming sessions to take account of extra travel time needed'.

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Older people 50+ (464):

The majority of older respondents were female (56%). The majority of respondents said that they did not use HSP to swim (67%). Of those that do use HSP 43% use it once a week and 38% use it most days. The majority access HSP by car, a third walk and 6% use the bus. The majority of older people who responded only use HSP to swim, but 30% said that they use other facilities to swim too. 54% felt that Option 1 (transfer) would still have an impact on them, while 46% felt that it would not. 82% of older people felt that Option 2 (closure) would impact on them 'a lot'. While over half said they would not be able to use another facility should Option 2 have to be pursued 26% said they could use somewhere else. 17% of older respondents didn't know if they would be able to use somewhere else. This suggests there is a need for further awareness raising/ signposting support with these groups should Option 2 have to be pursued. Just over half of older respondents felt that it would help reduce the impact on them if the Council / Trust tried to help them find an alternative facility / water time. A fifth said that this would not help them at all. 53% said they would not attend other sessions elsewhere if we could look to re-provide, however 46% would.

Cross cutting factors /impacts

There are a number of factors identified throughout the consultation that are recognised as cross cutting impacts.

Transport / Travel & Costs

It is recognised that if Option 2 (closure) was to be pursued, transport/travel and associated cost issues to alternative locations/facilities could have an impact for some current user groups.

If users had to move to Marl Pits (MP) suggestions arising from consultation include:

- Providing free transport / bus transfer to MPs
- Reduce the cost of swimming at MPs to compensate for additional travel costs.
- Improve transport connections to MPs
- Possible discussions with Rossendale Transport to support an improved bus service to MPs from Haslingden?
- Provide subsidised transport

Cost of travel and access to swimming / price increases

- Extra costs for RLT members to use a pool locally that isn't part of their membership fee as run by someone else
- Wouldn't be able to use smyl card
- Increased costs for those on low/tight incomes – wouldn't be able to swim

Other facilities becoming busier / customer satisfaction

Consultation identified concerns about possible effects on how busy other facilities would become and customer satisfaction.

It is recognised that if the Option 2 (closure) was to be pursued, a potential impact could be that the relocation of users to other locations,

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namely Marl Pits, could become much busier/full and have an impact on customer satisfaction / service provision to existing customers. However, it should be noted that this is not specifically in relation to impacting on a particular protected equality group that we are aware of currently.

The consultation identified that both HSP users and Marl Pits users were concerned about the capacity at Marl Pits and not being able to accommodate everyone from MPs. Suggestions include extending the opening hours of MPs to help accommodate increased demand.

Options for disposal – overview

All respondents were asked to consider what they felt should be done with the site, should the option to close the pool have to be pursued: aside from the desire for the pool to either remain open or a new pool to be built on the same site or at HSC, there is a diverse perspective on what should be done with the site if Option 2 was pursued, responses include

Ideas of future use of the site

- A sports field for all
- Keep the site sports related
- Swap with HPS field on St. Peter’s Avenue
- Another sports facility that is cheaper to run
- Affordable housing / community / social housing
- Adventure playground
- Facility for local recreational use
- An alternative type of privately owned leisure facility
- Green area
- Community garden / meeting place / vegetable patch
- Demolition and clearance of site would be expensive...sell site ‘as is’ for redevelopment
- Car parking for Haslingden Primary School
- Further health beneficial equipment/area suitable for all the family
- Low level bungalows
- Housing for older / vulnerable people
- Replace with a community centre for the local area
- Utilise for some sort of leisure from a private organisation – e.g. soft play, climbing centre, lazer quest etc.
- Astra turf surface for ball games
- Sell it and use the money to help build a new one at HSC.
- Make sure the money from sale goes into the community of Haslingden nowhere else.
- Skate park
- Something beneficial to the local community / people of Haslingden
- Just leave as an open space
- Something for young people / Haslingden youth
- Community centre with children’s playground
- Something for women and children like a community centre with reasonable rates
- A cultural facility
- Site should still have physical activities available for the local community
- Sports hall or community centre for young people

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	<p><u>Concerns / things people do not want to see done.</u></p> <p>Don't allow it to become vandalised Don't just leave it boarded up Anything but another piece of tarmac like the Valley Centre No more housing or takeaways No pubs or off licences Not a supermarket Do not sell for private development For full details of consultation response see HSP Options Consultation Report in background documents.</p>
Health bodies – consultation feedback	<p>As part of the consultation feedback was received from Lancashire County Council (LCC) and NHS East Lancashire Clinical Commissioning Group (CCG). Both responses concluded while there were health benefits of swimming activity, they would not be able to support future funding to support continued operation of Haslingden Swimming Pool. They also stated that Haslingden Swimming Pool was not considered a high public health / CCG priority at the moment.</p>
Expressions of Interest received for Option 1 – Transfer responsibility for the pool to another organisation	<p>In order to support the consultation process, in particular to facilitate / support Option 1, during March – April 2013 the opportunity for interested parties to submit expressions of interest to take over the management/operation of Haslingden Swimming Pool was opened up.</p> <p>Two expression of interest were received and one Community Asset Transfer Expression of Interest. All parties were asked to submit a detailed business case by 9th August 2013.</p> <p>Subsequently the two private sector interests were withdrawn. Friends of Haslingden Baths Group submitted a response to the Expression of Interest including an alternative proposal. They indicated in their submission that they were unable to proceed with a Community Asset Transfer Bid. The Assessment of Interest process therefore closed on the 9 August with no expressions received. The alternative proposal was given due regard as per details in the cover report (Council September 25th 2013).</p> <p>The HSP Options consultation identified that of the majority of those that responded, 80% or more across all types of respondents, agreed with option 1 (transfer of ownership). Although about half of all types of respondents felt that Option 1 would still have some kind impact on them, the qualitative responses indicate both positive and negative impacts were identified as identified in the EIA and Evidence Appendices.</p> <p>When asked if, in order to keep the pool open via a third party organisation, would people support a small increase in price, changing of opening times and changes water time allocation, the majority said they would support small changes to these aspects.</p> <p>It should be noted that schools were less inclined to support a change to price and water time allocation and specific swim session users were less inclined to support prices changes.</p>

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<p>Appendix 1 Haslingden Swimming Pool background information</p>	<p>A 25 by 8 yard 4 lane swimming pool built in 1936.</p> <p>Currently used by disabled users, however there are restrictions; specifically there is no accessible toilet or changing facilities nor adequate access to the spectator area. Any further accessibility works is not currently economically viable.</p> <p>There is assigned disabled parking.</p>
<p>Appendix 2 Facility usage data (provided by Rossendale Leisure Trust (RLT))</p> <ul style="list-style-type: none"> - Overall usage - Break down of user groups 	<p>Table 1 shows usage figures year on year on year for Haslingden Swimming Pool. A steady decline since 2007/08. The 2012-13 headcount shows a slight increase. This is due to Marl Pits being closed for refurbishment for six weeks during the summer of 2012.</p> <p>Table 2 shows that general swimming aside, the top 3 highest head count on a weekly basis is:</p> <p>Children's Lessons – 416 pw Primary Schools – 300 pw Swimming Club – 220 pw</p>
<p>Appendix 3 User groups potentially affected and mitigating actions considered / alternatives considered</p>	<p>From ongoing discussions between the Borough Council and Leisure Trust, the Trust have identified it is likely that the majority of the current user groups for specific swim sessions at HSP could be accommodated at other facilities/locations. However it is recognised that as far as is reasonably possible, it will not be possible to re-accommodate all current users as detailed below. Other cross cutting impacts such as travel/costs/inconvenience are also noted. See above.</p> <p>In particular the following is recognised: <u>Confirmed displaced</u></p> <ul style="list-style-type: none"> • 3 disabled users (1 hour per week, per user) • 2 special needs schools from outside the Borough (1 hour per week per school) <p>There are 3 disabled users from outside the borough who currently access one to one swimming sessions at HSP on a weekly basis who would be impacted on should the pool have to close. All need the sole use of the pool to accommodate their specific needs.</p> <ul style="list-style-type: none"> • 2 children with various conditions who use the pool on a weekly basis weekly • 1 adult who is blind and has learning/ behavioural difficulties <p>Consultation has been undertaken with these uses and their carers to understand their needs. Currently Rossendale Leisure Trust cannot re-provide for these disabled one-to-one users within Trust facilities due to their specific need for whole facility use. Sign posting to private swimming providers has been shared with these users/carers to help them identify alternative facilities within their local authority areas or elsewhere.</p> <p>There are two special needs schools from outside of the Borough that currently use HSP on a weekly basis as part of the set school sessions programme, they are:</p> <ul style="list-style-type: none"> • Linkway House Residential School, Burnley

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- Oswaldtwistle School

Rossendale schools, Belmont School and Tor View School are now accommodated at other facilities within the Borough.

With reprogramming, weekend water time access has been offered at Marl Pits as an alternative to the special needs schools; however this was not compatible with their desire to keep swimming within the mainstream education programme for its pupils. Therefore, RLT cannot re-provide for the two current school users. However, signposting to private swimming providers has been provided to the schools to help them identify alternative facilities within their local authority areas or elsewhere.

Possibly displaced

- Dive club (1hour per week for 10 weeks per year) *not a protected equality group

The minimum depth for diving training is not specified but some of the training components need a minimum depth. The diving club has advised that 2.5m (depth of Haslingden Pool) is just enough to achieve this. Therefore unfortunately could not be accommodated at Marl Pits Pool. Many diving clubs train in pools of 3m depth.

RLT have tried to support this group in their efforts to find an alternative venue, as far as is reasonably possible. Possible alternative for this group have been identified at Bury Pool, Hyndburn Pool and Padiham pool. All host diving clubs and signposting information has been shared with the clubs for them to consider.

- Haslingden Swimming Club (7 hours per week) *not a protected equality group

Haslingden Swimming Club are the largest of the Rossendale swimming clubs and currently have significant pool time at HSP. Discussions are continuing with the borough's 3 swimming clubs via the swimming forum to find the most effective way to accommodate the clubs. The possibility of a joint solution is being explored for one club rather than 3 separate clubs in order to make maximum use of the limited time available within the programme for club swimming, which may or may not be acceptable to all swim clubs. The outcome of this will also have an impact on what other swim sessions can be accommodated in the re-programming.

- Some children's lessons (up to 52 x 1 hour per week)

Children's lessons are available at other alternative locations: Marl Pits, Ramsbottom, Whitworth and Hyndburn pool, so these user groups could be accommodated at other locations. As of November 2012, Whitworth Swimming operates swimming lessons for 23 hours per week. As of November 2012 Ramsbottom Swimming Pool are operating 20 hours per week.

Scheduling of more swimming lessons at Marl Pits pool to accommodate the children's lessons would need to be considered. This is still being explored and it is dependent on a joint solution being

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	<p>identified for the borough's 3 swimming clubs.</p> <ul style="list-style-type: none"> • Some schools (up to 12 x 1 hour per week) <p>10 schools currently use HSP on a weekly basis (2 special needs schools) plus 1 school for 6 weeks only and 3 additional high schools for ad hoc sessions/events)</p> <p>During the formal consultation 11 of 34 schools consulted responded to confirm that they would like their swim time to be re-arranged as part of a possible reprogramming exercise, if HSP was to close.</p> <p>Further contact was made with schools [since April 2013 to date] to discuss / determine details for draft reprogramming should option 2 (closure) be agreed. All but two schools have now responded to the potential reprogrammed timetable offer, and those that required swim time, have accepted the proposed timetable change to be accommodated at Marl Pits. One school has found alternative provision at Ramsbottom pool, nearer to their school. Once a decision is made, this will then assist the remaining schools to make a decision as to their requirements. RLT will therefore be able to complete the reprogramming schedule in discussion with the schools to determining timings. The Trust is confident that it will be able to accommodate all schools within the new schedule. This appears to be acceptable to the majority of schools.</p> <p>It should be noted that there has been a slight reduction in school bookings due to their own efficiency savings challenges.</p> <p>Where other protected equality groups have been identified as a possible impact, mitigating actions have been explored /put in place as far as possible to provide alternative sessions for these groups. Full details of other affected groups and mitigating actions considered are explored in the EIA Evidence Appendices.</p> <p>General cross cutting factors to take into account are (or see above):</p> <ul style="list-style-type: none"> - Difficulties in accessing alternative facilities - Transport/travel issues to alternative locations - Increase costs - Possible affect on how busy other facilities would become and customer satisfaction. - Health and wellbeing (physical, social and mental) impacts
Appendix 4 details of Schools using Haslingden Pool (Provided by RLT)	<p>10 schools currently use HSP on a weekly basis (2 special needs schools) plus 1 school for 6 weeks only, and 3 additional high schools for ad hoc sessions/events including swimming galas.</p> <p>Based on the school responses and confirmation received to date, RLT will be able to accommodate all of these schools at Marl Pits. Two schools are still to determine their swim time requirement and are waiting for a decision to be made on the future of HSP.</p>

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Appendix 5 comparison of services available at each swimming pool facility within Rossendale (Provided by RLT)	If a decision was taken to close Haslingden Swimming Pool, this information would be utilised to raise awareness and signpost customers to services at alternative facilities/services within Rossendale. In addition, actions to support the current user groups to be accommodated at alternative venues or find alternative sessions would be undertaken.
Appendix 6 Alternative pool facilities within Rossendale and neighbouring areas (Provided by RLT)	There are a number of swimming pools serving the community, both within Rossendale and the neighbouring areas: Marl Pits, Rawtenstall - 2.7 miles Ramsbottom – 4.2 miles Hyndburn Leisure Centre, Hyndburn – 5.7 miles Shadsworth Leisure Centre, Blackburn – 7 miles Mercer Hall Leisure Centre, Hyndburn - 7.8 miles Padiham Leisure Centre, Burnley – 8.3 miles Castle Leisure Centre Bury - 8.8 miles Whitworth Leisure Centre (CLAW), Whitworth – 9.3 miles St Peters Leisure Centre, Burnley - 9.3 miles
Appendix 7 bus routes information to local facilities and location of swimming pool users – 2006 survey by PM consulting.	<p><u>Bus route data:-</u> Data is not available to determine what proportion of current HSP users use public transport in order to determine a specific impact. However it is recognised that any decision to close HSP might impact on public transport users and/or those without access to a car.</p> <p>Bus route data indicates that additional bus journeys would be required should Option 2 to close Haslingden Swimming Pool be pursued.</p> <p>Bus route journey details and sample fare information is set out in Appendix 7 of the EIA Evidence Appendices.</p> <p>This data tells us that current users of HSP who do not have access to a car would be required to take either one bus and a walk up an incline between Peel Street and Marl Pits; or two buses direct to Marl Pits. Journeys via public transport to other alternative facilities would also require one or more business journeys of anything between 21 minutes to just over one hour.</p> <p>It is recognised that Option 2 would have a cost and travel time impact for some users with and without protected equality characteristics.</p> <p><u>The survey on location of pool users:-</u> While the majority of Haslinden pool users live in Haslingden, data usage suggests that there is some cross over between Marl Pits and Haslingden Pool sites i.e. customers for who Haslingden is most local, may use Marl Pits and vice versa. Based on this information, should Haslingden pool close it is likely that some customers may start to use Marl Pits.</p> <p>This suggests that Marl Pits is a viable alternative for some users to be relocated / accommodated at, as some people already use both facilities or live in Haslingden but use Marl Pits.</p>

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Appendix 8 Local ethnicity data	<p>This data show that:</p> <ul style="list-style-type: none"> • The majority of the population across Rossendale and more locally within the Haslingden area is White British. • Haslingden has one of the highest BME populations within the Borough. <p>HSP do not offer BME users specific sessions therefore with the information available it is not possible to determine the level of potential impact of option 1 or 2 for this group. However, consultation has been undertaken with a very small number of BME Haslingden Swimming Pool users - see above.</p>
RLT Membership & passport to active living and smyl scheme	<p>Rossendale Leisure Trust currently operates two discounted / concessionary membership passes; passport to active living and the smyl card scheme. There are 1,456 members / subscriptions to these. It is recognised that these would be affected should Option 1 to transfer ownership be pursued.</p> <p>As a membership based organisation, RLT membership holders, regardless of whether they have a protected equality characteristic or not, would also no longer be able to access HSP should ownership be transferred to another third party organisation.</p>

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3. EQUALITY IMPACT

PROPOSED OPTION TO CLOSE THE POOL AND CONSIDER SITE DISPOSAL OPTIONS

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Negative impact on this group has been identified however the over 50s swim sessions could be accommodated at Marl Pits or other locations. There are other Health Suites outside of RLT facilities within and outside of the Borough.</p> <p>Possible cross cutting travel /cost impact in relation to the nearest alternatives.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group. Recognise that we cannot completely remove all impacts to this group.</p> <p>Appendix 3 sets out possible mitigating actions.</p>	<input type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Negative impact on this group has been identified - parent and toddlers / children's swim sessions and school swim sessions.</p> <p>With potential re-programming it is likely that all schools and some of the children's lessons could be accommodated. Subject to agreement of schools on the proposed timetable.</p> <p>All but two schools have responded to date and confirmed that they would</p>	<input type="checkbox"/>

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				<p>accept the re-programmed swim time offer, to be accommodated at Marl Pits should option 2 (closure) be agreed.</p> <p>Mitigating actions have been put in place as far as possible.</p> <p>Possible cross cutting travel /cost impact in relation to the nearest alternatives.</p> <p>Recognise that we cannot completely remove all impacts to these groups.</p> <p>Appendix 3 sets out all possible mitigating actions.</p>	
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Negative impact on this group has been identified.</p> <ul style="list-style-type: none"> • 3 disabled users (1 hour per week, per user) • 2 special needs schools from outside the Borough (1 hour per week per school) <p>There are 3 disabled users from outside the borough. All need the sole use of the pool to accommodate their specific needs.</p> <p>Consultation has been undertaken with these users and their carers to understand their needs. Currently Rossendale Leisure Trust cannot not re-provide for these disabled one-to-one users within Trust facilities due to their</p>	<input type="checkbox"/>

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
			<p>specific need for whole facility use. Sign posting to private swimming providers has been shared with these users/carers to help them identify alternative facilities within their local authority areas or elsewhere.</p> <p>There are two special needs schools from outside of the Borough that currently use HSP on a weekly basis as part of the set school sessions programme, they are:</p> <ul style="list-style-type: none"> • Linkway House Residential School, Burnley • Oswaldtwistle School <p>Rosendale schools, Belmont School and Tor View School are now accommodated at other facilities within the Borough.</p> <p>With possible reprogramming, weekend water time access has been offered at Marl Pits as an alternative to the special needs schools; however this was not compatible with their desire to keep swimming within the mainstream education programme for its pupils. Therefore, RLT cannot not re-provide for the two current school users. However, signposting to private swimming providers has been provided to the schools to help them identify alternative facilities within their local authority areas or elsewhere.</p>	

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
			Possible cross cutting travel/cost impact issues in relation to the nearest alternatives. Mitigating actions have been considered and/or put in place as far as is possible. Recognise that we cannot completely remove all impacts to these groups.	
Gender Reassignment	Transsexual people	<input type="checkbox"/>	No information identified to suggest an adverse impact on this protected equality group. Possible cross cutting travel/cost impact issues in relation to the nearest alternatives.	<input checked="" type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	Currently no aqua natal sessions offered at Haslingden Pool, therefore no impact has been identified for this group. No information has been identified to suggest an impact on this group. Possible cross cutting travel/cost impact issues in relation to the nearest alternatives.	<input checked="" type="checkbox"/>
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	Ethnicity data of customers at HSP is not collected. Consultation with a very small number of BME (Asian/Asian British) users despite efforts to engage this group. The majority of BME users that did respond, said they access the pool by car. Half of BME respondents said they also use other RLT facilities too. A third of BME respondents said they would be able to use another facility nearby to swim. Consultation also identified the need to	<input type="checkbox"/>

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
			<p>ensure the needs of Asian women were taken into account when considering re-programming and/or transfer of ownership.</p> <p>Possible cross cutting travel/cost impact issues in relation to the nearest alternatives.</p> <p>Recognise that we cannot completely remove all impacts to these groups.</p>	
	Black or black British people	<input type="checkbox"/>	No information identified to suggest an adverse impact on this protected equality group. Possible cross cutting travel/cost impact issues in relation to the nearest alternatives.	<input checked="" type="checkbox"/>
	Irish people	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	White British	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	Chinese people	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
	Gypsies & Travellers	<input type="checkbox"/>	As above.	<input checked="" type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	As above	<input checked="" type="checkbox"/>
Belief or Religion		<input type="checkbox"/>	No information identified to suggest an adverse impact on this protected equality group. Possible cross cutting travel/cost impact issues in relation to the nearest alternatives.	<input checked="" type="checkbox"/>
Gender	Women	<input type="checkbox"/>	<p>Negative impact has been identified for this protected equality group. However, the ladies only swim sessions could be accommodated at Marl Pits or other facilities as an alternative.</p> <p>Mitigating actions have been considered</p>	<input type="checkbox"/>

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
			<p>and/or put in place as far as is possible.</p> <p>Possible cross cutting travel/cost impact issues in relation to the nearest alternatives.</p> <p>Appendix 3 sets out possible mitigating actions.</p> <p>Recognise that we cannot completely remove all impacts to this group.</p>	
	Men	<input type="checkbox"/>	<p>Negative impact identified for this protected equality group. No current men's only swim sessions are provided. However, alternative adult only, early bird or general public swim sessions are available at Marl Pits and other locations.</p> <p>Possible cross cutting travel/cost impact issues in relation to the nearest alternatives.</p> <p>Mitigating actions have been considered and/or put in place as far as is possible. Appendix 3 sets out possible mitigating actions.</p> <p>Recognise that we cannot completely remove all impacts to this group.</p>	<input type="checkbox"/>
Sexual Orientation	Lesbian women , gay men and bisexual people	<input type="checkbox"/>	No information identified to suggest an adverse impact on this protected equality group. Possible cross cutting travel/cost impact issues in relation to the nearest	<input checked="" type="checkbox"/>

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
			alternatives.	
Marriage and Civil Partnership (employment only)	<input type="checkbox"/>	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Contribution to equality of opportunity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>A potential impact on equality of opportunity in relation to access to swimming services. However, as far as is as reasonably possible, alternatives have been provided/signposted to.</p> <p>Possible cross cutting travel/cost impact issues in relation to the nearest alternatives.</p> <p>Recognise that we cannot completely remove all impacts to all groups.</p>	<input type="checkbox"/>
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)	<input type="checkbox"/>	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251	<input type="checkbox"/>	<input type="checkbox"/>	Any Council decisions will be undertaken in line with the Human Rights Act 1998.	<input checked="" type="checkbox"/>

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4. OUTCOME OF EIA – COURSE OF ACTION TO BE TAKEN

What course of action does this EIA suggest you take? More than one of the following may apply	Please indicate
<p>Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.</p>	<input type="checkbox"/>
<p>Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? If there is a negative impact identified, you must consider (and evidence/record) what mitigating actions you have or will put in place to reduce the negative impact where/if possible, and to enhance the positive impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<input type="checkbox"/>
<p>Outcome 3: Continue the policy despite potential for negative impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<input checked="" type="checkbox"/> <p>The Council recognises the potential impact based on the proposed option of closure being considered and has as far as is possible put in place mitigating actions to reduce this. However, it recognises that it cannot completely remove all impacts.</p>
<p>Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination or significant negative impact that can not be justified or mitigated against.</p>	<input type="checkbox"/>

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5. EIA ACTION PLAN & REVIEW

Based on the impact assessment, findings/evidence and outcomes identified above, please complete the Action Plan below – these should be actions arising as a result of undertaking the EIA.

The Action Plan should address (not exhaustively):-

- Any gaps in findings/evidence research including any consultation or engagement regarding the policy and its actual/potential affects.
- How you will address any gaps.
- What practical changes/action will help reduce any negative impacts that you have identified.
- What practical changes/action will help enhance any positive contributions to equality.

Further Actions Required: Yes No

EIA Action Plan

Issue	Action required	Lead officer	Timescale
Proposed option / decision (Closure)			
Impact of closure on current users if agreed	Communication of closure to users and signposting as appropriate.	RLT	From decision onwards
Impact on immediate community if closure pursued	Ensuring that the building is safe and secure.	RBC	TBC in consultation RLT
	Communications Plan developed / to be implemented.	RLT/ RBC	From decision onwards
	Consideration of disposal options would need to be taken into account and possibly a further impact assessment undertaken.	RBC	TBC

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Monitoring & Reviewing the Effect of the Policy

Please state how you will monitor the impact and effect of this policy and where this will be reported:

The impact assessment has been updated following consultation and will be used by Elected Members to inform their decision making.

Date of Review²: As required to inform a final decision.

² This date will be set on an annual basis as default for review unless otherwise specified by you.

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Last edited 13.09.13_EH

Appendix 1 Background and overview information about Haslingden Swimming Pool

Background Information

Haslingden Swimming Pool was built in 1936. The building houses one 25 yard by 8 yard 4 lane swimming pool and a health suite. The health suite comprises a sauna box, steam room and spa pool. There is a small car park to the front of the pool with 19 car parking spaces, two of which are designated disabled parking.

The pool is accessible to disabled users, however there are restrictions. Disability access at Haslingden Swimming Pool consists of a ramp to the front entrance, Trixy Lift to transport people from a wheelchair to the pool side, and a hoist to lower them in and out of the pool, handrails in the toilets and shower area.

There are currently no handrails along corridors, no disabled/accessible toilet facilities, no designated disabled changing room with changing bed and suitable seating; no disabled/accessible shower area, and no stair-lift to enable disabled people access to the spectator area.

Consideration of reasonable adjustments should take into account:

- how effective the change will be in avoiding the disadvantage
- its practicality
- the cost
- the organisation's resources and size
- the availability of financial support.

Based, on this any further accessibility works is not currently economically viable.

Appendix 2

Appendix 2 Facility usage data

The following tables set out usage data provided by Rossendale Leisure Trust:

- Table 1&2: Overall usage
- Table 3: Break down of current user groups

Table 1: Haslingden Swimming Pool level of use:

Year	Use
2012/13	81,478 visits
2011/12	78,300 visits
2010/11	83,017 visits
2009/10	83,547 visits
2008/09	91,190 visits
2007/08	98,788 visits
2006/07	79,701 visits

Source: Provided by RLT. Figures correct as at April 2013

The 2012-13 headcount shows a slight increase. This is due to Marl Pits being closed for refurbishment for six weeks during the summer of 2012.

Table 2: Break down of user group usage

User Group	Session Details	Approximate Head Count per Week
Over 50's	3 x 1 hour sessions per week	140
Ladies Only	2 x 1 hour sessions per week	45
Adult Only	3 x 1 hour sessions per week	120
Disabled 1 to 1	3 x 1 hour sessions per week	3
Parent & Toddler	1 x 1 hour sessions per week	6
Children Lessons	52 x 1hour sessions per week	416
1 to 1 Lessons	5 x 1 hour sessions per week	5
Children's Fun	2 x 1 hour sessions	70
Primary Schools	12 x 1 hour sessions	300
Specials Schools	2 x 1 hour per week	10
High Schools	As required	Ad hoc
Swimming Club	7 hours per week	220
Diving Club	1 hour for 10 weeks per year	24
Aqua Fit Lite	2 x 1 hour sessions	30
Aqua Fit / Aqua-cise	2 x 1 hour sessions	34
Early Bird Public swim	4 x 1¼ hours + 1 x 1 hour per week	84
Lunch Time Swim	5 x 1¼ hours per week	75
General Public Swim	33½ hours per week	Variable

Source: Provided by RLT. Figures correct as at April 2013

Appendix 3 User groups potentially affected and mitigating actions considered / alternatives considered

User Group	Session Details	Approximate Head Count per Week	Mitigating actions to reduce impact considered
Over 50's	3 x 1 hour sessions per week	140	<p>Sessions at HSP are on a Monday/ Wednesday and Friday. Alternate sessions are available 1 hour later at Marl Pits on Monday and Friday, however there is no alternate session on a Wednesday. There are no equivalent sessions at Hyndburn pool.</p> <p>The over 50's session has no coach or instructor and is very similar to lane swimming or a public swim. There are daily swimming sessions at all pools available for the over 50's to swim.</p> <p>Ramsbottom Swimming Pool at November 2012 are not offering any specific ladies only sessions nor over 50's.</p> <p>Whitworth Swimming Pool at November 2012 are offering 2 x 1 hour over 50's sessions.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Ladies Only	2 x 1 hour sessions per week	45	<p>Sessions at HSP are on a Monday afternoon and Tuesday evening. An equivalent session is held at Marl Pits on a Monday morning.</p> <p>The ladies only session has no coach or instructor and is very similar to lane swimming or a public swim. There are daily swimming sessions at all pools available as an alternative to the ladies only swim.</p> <p>Ramsbottom pool at November 2012 are not offering and ladies only sessions.</p> <p>Whitworth Swimming Pool at November 2012 is offering 1 x 1 hour ladies only session.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>

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Adult Only	3 x 1 hour sessions per week	120	<p>There are significantly more adult only swims at a wider variety of times at Marl Pits pool giving an excellent range of equivalent sessions and alternatives.</p> <p>Whitworth Pool at November 2012 are offering 2 sessions 1x 1 hour and 1 x 2 hour session.</p> <p>Ramsbottom Swimming Pool are offering 3 x 1 hour sessions and 5 x 1 ¾ hour sessions (early bird sessions).</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Disabled 1 to 1	3 x 1 hour sessions per week	3	<p>There are 3 disabled users from outside the borough who currently access one to one swimming sessions at HSP on a weekly basis who would be impacted on should the pool have to close. All need the sole use of the pool to accommodate their specific needs.</p> <ul style="list-style-type: none"> - 2 children with various conditions who use the pool on a weekly basis - 1 adult who is blind and has learning/ behavioural difficulties <p>Consultation has been undertaken with these users and their carers to understand their needs. Currently Rossendale Leisure Trust cannot re-provide for these disabled one-to-one users within the Trust facilities due to their specific need for whole facility use. Sign posting to private swimming providers has been shared with these users/carers to help them identify alternative facilities within their local authority areas or elsewhere.</p>
Parent & Toddler	1 x 1 hour sessions per week	6	<p>There is an alternative parent and toddler session at Marl Pits as well as an extensive small pool programme ideal for parents and their children.</p> <p>At Ramsbottom as of November 2012 they offer 1 x 1hour.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Children Lessons	52 x 1 hour sessions per week	416	<p>Children's lessons are available at other alternative locations:</p> <p>Marl Pits, Ramsbottom, Whitworth and Hyndburn pool, so these user groups could be accommodated at other locations.</p> <p>As of November 2012, Whitworth Swimming operates swimming lessons for 23 hours per week.</p> <p>As of November 2012 Ramsbottom Swimming Pool are operating 20 hours per week.</p>

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			<p>Scheduling of more swimming lessons at Marl Pits pool to accommodate the children's lessons would need to be considered. This is still being explored and it is depended on a joint solution being identified for the Borough's three swimming clubs. If not, it is unlikely that there will be enough free water time to accommodate this group at other RLT facilities. But alternative sessions are available at other locations.</p>
1 to 1 Lessons (adults)	5 x 1 hour sessions per week [NB: this water time is on a demand basis]	5	<p>These could be accommodated at Marl Pits or offered places in the normal group learn to swim lessons.</p> <p>As one-to-one adult lesson are usually block booked ad hoc, this water time is allocated on a demand basis. Therefore it is considered that currently no one would be displaced as a result should the pool have to close.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Children's Fun	2 x 1 hour sessions	70	<p>There are alternative fun sessions at Marl Pits as well as an extensive small pool programme ideal for parents and their children.</p> <p>Ramsbottom swimming pool are offering 2 x 1 hour sessions.</p> <p>Whitworth Pool are offering sessions.</p> <p>Both Ramsbottom and Bury operate holiday clubs.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Primary Schools	12 x 1 hour sessions	300	<p>Schools (current HSP and MPs users) – 34 schools were directly contacted as part of the HSP Options formal consultation period. 15 schools responded to this consultation, of those 15, 11 schools stated that they would like their swim time to be re-arranged as part of a possible reprogramming exercise, if HSP was to close.</p> <p>Further contact was made with schools [since April 2013 to date] to discuss / determine details for draft reprogramming should option 2 (closure) be agreed. All but two schools have now responded to the potential reprogrammed timetable offer, and those that required swim time, have accepted the proposed timetable change to be accommodated at Marl Pits. One school has found alternative provision at Ramsbottom pool, nearer to their school. Once a decision is made, this will then assist the remaining schools to make a decision as to their requirements. RLT will therefore be able to complete the reprogramming schedule in discussion with the schools to determining timings. The Trust is confident that it will be able</p>

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			<p>to accommodate all schools within the new schedule. This appears to be acceptable to the majority of schools.</p> <p>Two schools from outside of the borough cannot be accommodated in the re-programming due to their specific needs– signposting to possible alternative providers has been shared. See special needs schools below.</p> <p>It should be noted that there has been a slight reduction in school bookings due to their own efficiency savings challenges.</p>
Specials Needs Schools	2 x 1 hour per week	10	<p>Marl Pits has the better facilities out of Rossendale pools to accommodate both children and adults with disabilities.</p> <p>There are two special needs schools from outside of the Borough that currently use HSP on a weekly basis as part of the set school sessions programme, they are:</p> <ul style="list-style-type: none"> - Linkway House Residential School, Burnley - Oswaldtwistle School <p>Rossendale schools, Belmont School and Tor View School are now accommodated at other facilities within the Borough.</p> <p>With reprogramming, weekend water time access has been offered at Marl Pits as an alternative to the special needs schools, however this was not compatible with their desire to keep swimming within the mainstream education programme for its pupils. Therefore, RLT cannot re-provide for the two current school users. However, signposting to private swimming providers has been provided to the schools to help them identify alternative facilities within their local authority areas or elsewhere.</p>
High Schools	As required		<p>Currently the 3 high schools that use HSP do so on an ad hoc basis, largely for swimming galas. RLT are confident that they would be able to accommodate for this at other RLT facilities.</p> <p>In addition, sign posting to other providers has been /will be shared.</p>
Swimming Club	7 hours per week	220	<p>Haslingden swimming club are the largest of the Rossendale Swimming clubs and currently have significant pool time at HSP. Discussions are continuing with the borough's 3 swimming clubs via the swimming forum to find the most effective way to accommodate the clubs. A joint solution is being explored for one club rather than 3 separate clubs in order to make maximum use of the limited time available within the programme for club swimming. The outcome of this will also have an impact on what other swim sessions can be accommodated in the re-programming.</p>

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Diving Club	1 hour for 10 weeks per year	24	<p>The minimum depth for diving training is not specified but some of the training components need a minimum depth. The diving club has advised that 2.5m (depth of Haslingden Pool) is just enough to achieve this. Therefore unfortunately could not be accommodated at Marl Pits Pool. Many diving clubs train in pools of 3m depth.</p> <p>RLT has supported this group in their efforts to find an alternative venue, as far as is a reasonably possible. Possible alternative for this group have been identified at Bury Pool, Hyndburn Pool and Padiham pool all host diving clubs and signposting information shared with the club for them to considered arrangements.</p>
Aqua Fit Lite	2 x 1 hour sessions	30	<p>Alternative Aquafit Lite sessions are held at Marl Pits, however these are held on different days.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Aqua Fit	2 x 1 hour sessions	34	<p>One Aquafit session is held at Marl Pits, however this is held on a different day.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Early Bird Public swim	4 x 1¼ hours + 1 x 1 hour per week	84	<p>There are alternative early bird swims at Marl Pits as well as an extensive public swimming programme.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Lunch Time Swim	5 x 1¼ hours per week	75	<p>There are alternative/equivalent lunch time swims at Marl Pits as well as an extensive public swimming programme. However, Haslingden have a general public swim at lunchtime, but Marl Pits is Adult Only. This will mean reducing the current amount of public swim time for children at Marl Pits.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Health Suite (spa and sauna)	Open all hours	92	<p>In addition to swimming, based on RLT staff knowledge, there is likely to be an impact on older people or those with specific health conditions, who are currently the majority users of the HSP health suite.</p> <p>There is no other health suite within the Leisure Trust facilities. There is no health suite provision at Ramsbottom or Whitworth Swimming Pool. However the Riverside Health Club have a small health suite in Rawtenstall. There is also health suite provision at Hyndburn Leisure Centre.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Adult lessons	Adhoc blocks of lessons during the year	<1	<p>Due to limited water time we only programme Adult Lessons in during the Summer Holidays when swimming clubs are not using our facilities.</p>

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			<p>If Haslingden pool were to close Marl Pits would be able to accommodate these lessons. Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
Spectators	N/A	321	<p>There are spectator facilities at Marl Pits and likely to be spectator facilities as some other facilities. No mitigating actions required.</p>
General Public Swim	33½ hours per week	Variable	<p>There are alternative & equivalent public swimming sessions at Marl Pits and other pools within the valley as well as an extensive small pool programme ideal for parents and their children.</p> <p>As a membership basis organisation, it will be important that re-provision is considered as far as is practically possible, whilst maintaining a balanced programme for the public and existing customers.</p> <p>Mitigating actions have been put in place as far as possible to provide as alternative sessions for this group.</p>
GP referrals	n/a	Variable	<p>Currently, specific to the GP referral clients are the existing aqua fit lite and aqua cise / aqua fit sessions (an approximate weekly head count of 30 and 34 respectively), these classes are not exclusively for GP referrals.</p> <p>Alternative GP sessions are available at both Marl Pits and Whitworth.</p>

Source: Provided by RLT. Correct as at April 2013.

Appendix 2

Appendix 4 Details of schools using Haslingden Pool

September - March						
Day	School	Arrive	In Pool	Out Pool	Depart	Phone No
Tuesday	Helmshore Primary	9.25	9.30	10.00	10.10	
	Helmshore Primary	9.55	10.00	10.30	10.40	
	Stonefold	10.45	10.50	11.20	11.30	
	St James' C of E	11.15	11.20	11.50	12.00	
LUNCH BREAK						
	Haslingden Primary	1.25	1.30	2.00	2.10	
	Haslingden Primary	1.55	2.00	2.30	2.40	
	St Veronica's	2.20	2.30	3.00	3.10	
Wednesday	Stubbins	1.10	1.15	1.45	1.55	
	Broadway Primary	1.40	1.45	2.15	2.25	
	Edenfield C of E	2.10	2.15	2.45	2.55	
Thursday	Linkway House		1.30	2.30		
Friday	Oswaldtwistle School		1.3	2.3		
6 Weeks only	St. Mary's					

Source: Provided by RLT. Correct as at April 2013.

Other schools that use the pool for part of the year on an ad hoc basis include:

- Haslingden High School
- Fearn Community Sports College
- Hollins School

Appendix 2

Appendix 5 Comparison of services currently available at each swimming pool facility within Rossendale

	Marl Pits Pool	Haslingden Pool	Whitworth Leisure Centre
Monday	7.00 am – 9.30 pm	7.00 am – 9.30 pm	7.30 am- 8.00 pm
Tuesday	12.00 pm – 9.00 pm	7.00 am – 9.00 pm	10.00 am -7.00 pm
Wednesday	7.00 am – 9.30 pm	9.00 am – 9.15 pm	9.00 am – 7.00 pm
Thursday	7.00 am – 9.00 pm	7.00 am – 9.30 pm	7.30 am – 8.00 pm
Friday	7.00 am – 9.00 pm	7.00 am – 9.00 pm	10.00 am – 8.00 pm
Saturday	8.00 am – 3.00 pm	9.00 am – 3.00 pm	9.00 am – 2.00 pm
Sunday	9.00 am – 3.00 pm	8.00 am – 12.30 pm	9.00 am – 2.00 pm

Session	Marl Pits Pool	Haslingden Pool	Whitworth Leisure Centre
Early Birds Swim	✓	✓	✓ (Wake Up Whitworth)
Ladies Only Swim	✓	✓	✓
Over 50's Swim	✓	✓	✓
Lunch Time Swim	✓	✓	✓
Pool Pilates	✓	✓	X
Public Swimming	✓	✓	✓
Bacup Swim Club	✓	x	X
Haslingden Swim Club	x	✓	X
Rawtenstall Swim Club	✓	X	X
Rays Swim Club	✓	x	x
Adult Lessons	✓	x	✓
Adult Only	✓	✓	✓
Aqua Aerobics	✓	✓	✓ (Aqua Fit)
Aqua Mobility	✓	X	X
Aqua Aerobic Lite	✓	✓	✓ (Aqua Fit)
Parent & Toddler	✓	✓	✓
Aqua Natal	✓	X	X
Laned Swimming	✓	✓	X
Fun/Kids Session	✓	✓	✓ (Kids Hour)
Family Fun	X (Fun Session)	X (Fun Session)	✓
Under 5's & Accompanying Adults in Small Pool	✓	x	x
Drop Off – Dip In	X	✓	X
Schools	✓	✓	✓
Pool Parties	✓	✓	✓
Health Suite	X	✓	✓
Junior Lessons	✓	✓	✓
Sub Aqua	x	✓	x

Source: Provided by RLT. Correct as at April 2013.

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Appendix 6 Alternative pool facilities within Rossendale and neighbouring areas

The nearest alternative swimming pool facilities from Haslingden Swimming Pool are:

1. Marl Pits, Rawtenstall - 2.7 miles
2. Ramsbottom – 4.2 miles
3. Hyndburn Leisure Centre, Hyndburn – 5.7 miles
4. Shadsworth Leisure Centre, Blackburn – 7 miles
5. Mercer Hall Leisure Centre, Hyndburn - 7.8 miles
6. Padiham Leisure Centre, Burnley – 8.3 miles
7. Castle Leisure Centre Bury - 8.8 miles
8. Whitworth Leisure Centre (CLAW), Whitworth – 9.3 miles
9. St Peters Leisure Centre, Burnley - 9.3 miles

NB: this data has been obtained from google maps (August 2012) web based journey planner and denotes the distance by car only.

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Appendix 7 Bus routes information to local facilities & location of swimming pool users

Bus route data

Please note that bus route data has been obtained via Transport Direct web based public transport journey planner (April 2013)

Test Time 9am (or nearest first bus)

POOL LOCATIONS	MARL PITS, BB4 7SN	HASLINGDE N POOL, BB4 6NX	WHITWORTH POOL, OL12 8BT	RAMSBOTTOM POOL, BLO 0PT	ST. PETER'S LEISURE CENTRE, BURNLEY, BB11 2EF	SHADSWORTH LEISURE CENTRE, BLACKBURN BB1 2HT	HYNDBURN LEISURE CENTRE, BB5 4EP	HYNDBURN MERCER LEISURE CENTRE BB6 7AL	CASTLE LEISURE CENTRE, BURY, BL9 0EZ	PADIHAM LEISURE CENTRE, BURNLEY, BB12 8ED
USER START LOCATION (AREAS NEAR TO HSP)										
RAWTENSTALL BB4 7NG	1. Walk ¹ 0.8miles 2. 483 (est. 15 mins)	1. 464 (est. 12 mins)	1. 464 (est. 38 mins)	1. 482 & 472 (est. 25 mins) 2. 273 (est. 17 mins) 3. 483 + 472 (est. 30 mins)	1. X43 (est. 33 mins) 2. 484 (est. 33 mins)	1. 244 & (est. 35 mins) 2. 464 & 14 (est. 1hr 7 mins)	1. 464 & 41 (est. 47 mins) 2. 244 (est. 35 mins) 3. 464 (est. 47 mins) 4. 464 + 46 (est. 45 mins)	1. 464 & 7 (est. 1hr 5 mins) 2. 464 + 231 (est. 53 mins)	1. 482 (est. 42 mins) 2. 483 (est. 41 mins) 3. 483 + 48b (est. 40 mins)	1. 464 + 24 (est. 1hr 6 mins) 2. X43 + 23 (est. 1hr) 3. 464 + 521 (est. 1hr) 4. X43 + 152 (est. 1hr) 5. 483 + 27 (est. 1hr)
EDENFIELD BLO 0JZ	482 (est. 24 mins)	1. 482 & 464 (est. 29 mins) 2. 484 (est. 18 mins)	1. 482 & 464 (est. 54 mins) 2. 483 & 464 (est. 52 mins)	1. 482 & 472 (est. 17 mins) 2. 273 (est. 10 mins) 3. 484 (est. 10 mins)	1. 482 & 464 & 46 (est. 1hr 12 mins) 2. 484 & 41 (est. 1hr) 3. 483 & 244 & 7 (1hr 7 mins)	1. 483 & 244 (est. 51 mins) 2. 482 & 464 & 14 (est. 1hr 24 mins) 3. 484 & 6 (est. 1hr 12 mins)	1. 482 & 464 & 16 (est. 1hr 1 mins) 2. 484 & 61 (est. 51 mins) 3. 482 & 464 & 40 (est. 1hr 1 mins) 4. 484 & 21 (est. 53 mins) 5. 483 & 464 & 7 (est. 1hr 10 mins)	1. 484 & 14 (est. 1hr 5 mins) 2. 482 & 464 & 7 (est. 1hr 15 mins) 3. 483 & 464 & 7 (est. 1hr 11 mins) 4. 484 & 46 & 231 (est. 1hr 10 mins)	1. 482 (est. 34 mins) 2. 483 (est. 34 mins) 3. 484 (est. 39 mins) 4. 483 & 486 (est. 33 mins)	1. 482 & 464 & 7 & 152 (est. 1hr 23 mins) 2. 484 & 521 (est. 1hr 7 mins) 3. 482 & 464 & 24 (est. 1hr 15 mins) 4. 483 & 27 (est. 1hr 9 mins)

¹ It is noted that this route requires a walk from Peel Street to Marl Pits, which is a steep incline, 483 is an alternative but would require a change at Rawtenstall bus station and including waiting would lengthen the journey time to an hour or more. 63c and 63a are on an hourly service.

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							1hr 11mins) 6. 483 & 464 & 41 (est. 1hr 3mins)			
HASLINGDEN BB4 5QJ	1. 464 ² (est. 26 mins) 2. 464 & 63c/63a (est. 30 mins)	1. Walk >0.5 miles (est. 8 mins)	1. 464 (est. 51 mins)	1. 484 (est. 23 mins) 2. 464 & 273 (est. 36 mins)	1. X41 & 512 (est. 1hr 2 mins) 2. 464 & 483 (est. 57 mins) 3. 484 (est. 51 mins)	1. X41 & 6 (est. 51 mins) 2. 244 (est. 25 mins)	1. X41 (est. 36 mins) 2. 464 & 6 (est. 40 mins) 3. X41 & 6 (est. 33)	1. X41 & 7 (est. 57 mins) 2. 464 & 7 (est. 54 mins)	1. 484 & 15 mins walk (est. 52 mins)	1. X41 & 521 (est. 48 mins) 2. 464 & 24 (est. 59 mins) 3. 484 & 521 (est. 53 mins) 4. 464 & 23 (est. 1hr 1 min)

² As above.

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Test Time 5pm (or nearest first bus)

POOL LOCATIONS	MARL PITS, BB4 7SN	HASLINGDE N POOL, BB4 6NX	WHITWORTH POOL, OL12 8BT	RAMSBOTTO M POOL, BL0 0PT	ST. PETER'S LEISURE CENTRE, BURNLEY, BB11 2EF	HYNDBUR N LEISURE CENTRE, BB5 4EP	SHADSWORTH LEISURE CENTRE, BLACKBURN BB1 2HT	HYNDBUR N MERCER LEISURE CENTRE BB6 7AL	CASTLE LEISURE CENTRE, BURY, BL9 0EZ	PADIHAM LEISURE CENTRE, BURNLEY, BB12 8ED
USER START LOCATION (AREAS NEAR TO HSP)										
RAWTENSTAL BB4 7NG	1. Walk ³ 0.8miles (est. 15 mins) 2. 464 (est. 13mins) 3. 482 (est. 13mins) 4. 11 (est. 14 mins) 5. 65 (est. 13 mins)	1. 464 (est. 12 mins)	1. 464 (est. 38 mins)	1. 483 & 472 (est. 25 mins) 2. 273 (est. 17 mins) 3. 464 + 484 (est. 39 mins) 4. 483 + Walk (est. 30 mins)	1. X43 (est. 32 mins) 2. 8A (est. 31 mins) 3. 483 (est. 33 mins)	1. 464 & 6 (est. 45 mins) 2. 464 + 24 Min Walk (est. 52 mins)	1. 244 (est. 35 mins) 2. 464 & 6 (est. 1hr 5 mins)	1. 464 & 14A (est. 1hr 1 min) 2. 464 + X41 (est. 57 mins) 3. 464 + X40 (est. 55 mins) 4. 464 + 7 (est. 1hr 8 mins)	1. 8 (est. 34 mins) 2. 484 + 15 Min Walk (est. 41 mins) 3. 273 + 472 (est. 48 mins) 4. 482 + 486 (est. 40 mins) 5. 482 + 15 Min Walk (est. 41 mins)	1. X43 & 27 (est. 54 mins) 2. X43 + 152 (est. 1hr) 3. 8A + 127 (est. 1hr 2 mins) 4. X43 + 22 (est. 53 mins)
EDENFIELD BL0 0JZ	1. 482 (est. 24 mins) 2. 483(es	1. 482 & 464 (est. 29 mins) 2. 484 (est.	1. 483 & 464 (est. 54 mins) 2. 483 & 464	1. 483 & 17 min walk (est. 23 mins)	1. 482 & x43 (est. 50 mins)	1. 464 & 6 (est. 56 mins) 2. 484 & 41	1. 482 & 244 (est. 52 mins) 2. 483 & 464 &	1. 483 & 464 & 7 (est. 1hr 24 mins)	1. 482 & 486 (est. 33)	1. 482 & x43 & 152 (est.

³ As above, footnote 1.

Appendix 2

	t. 24 mins) 3. 482 & 63c (est. 23 mins)	18 mins) 3. 483 & 464 (est. 28 mins)	(est. 52 mins)	2. 482 & 472 (est. 17 mins) 3. 483 & 472 (est. 17 mins)	2. 483 (est. 44 mins) 3. 273 & x43 (est. 46 mins)	(est. 57 mins)482 & 464 & 24 min walk (est. 1hr 9 mins)	6 (est. 1 hr)	2. 484 & x41 (est. 1hr) 3. 484 & x40 (est. 1hr)	mins) 2. 483 & 15 min flat walk (est. 34 mins) 3. 273 & 472 (est. 41 mins)	1hr 17 mins) 2. 483 & 22 (est. 1hr 8 mins) 3. 484 & 23 (est. 1hr)
HASLINGDEN BB4 5QJ	1. 464 ⁴ (est. 26 mins) 2. 11 (est. 21 mins) Both include walks	1. Walk >0.5 miles (est. 8 mins)	1.464 (est. 51 mins)	1. 484 (est. 23 mins) 2. 464 & 482 & 472 (est. 48 mins)	1. 484 (est. 51 mins) 2. 464 & X43 (est. 58 mins) 3. 464 & 483 (est. 57 mins) 4. 484 & 9 (est. 57) 5. 11 & X43 (est. 44)	1. 464 & 6 (est. 38 mins) 2. 484 & 463 & 6 (est. 1 hr) 3. X40 + X41 (est. 39) 4. 464 & 30 min walk (est. 45 mins) 5. X41 & 41 (est. 35 mins)	1. 244 (est. 25 mins) 2. 464 & 6 (est. 58 mins)	1. X40 (est. 37 mins) 2. X41 (est. 37 mins) 3. 464 & 14A (est. 54 mins) 4. 464 & 7 (est. 1hr 1min)	1. 464 & 482 & 486 (est. 1hr 4 mins) 2. 484 (est. 52 mins)	1. X40 & 152 (est. 55 mins) 2. 464 & 23 (est. 1hr 1 min)

Sample Bus fares

Haslingden BB4 5QJ to Whitworth Pool OL12 8BT - £4.40 Single Fare

Rawtenstall BB4 7NG to Whitworth Pool OL12 8BT £4.40 Single Fare

Haslingden BB4 5QJ to Ramsbottom Pool BL0 0PT £3.60 Single Fare

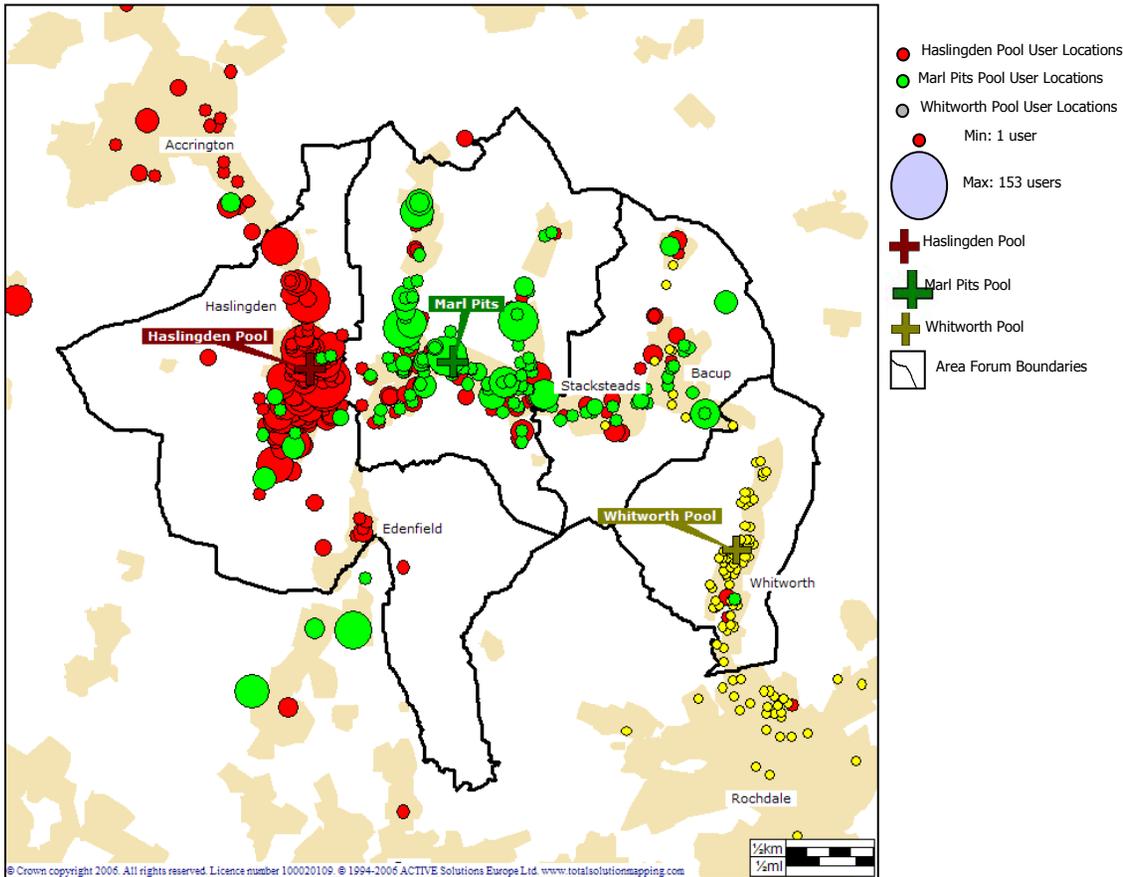
Day Rover = £4.70

⁴ As above, footnote 1.

Appendix 2

Location of swimming pool users

This shows that of those surveyed, most people in Haslingden use Haslingden pool. However, there is some cross over with Marl Pits.



Source: PMP Consultancy presentation, showing the residential location of swimming pool users surveyed in Spring 2006.

Appendix 8 Local ethnicity data

Currently no equality monitoring is undertaken by RLT of its customers at Haslingden Swimming Pool in order to determine any significant impact on ethnicity as a protected equality group. Consultation with some BME users was undertaken. The data presented below is based upon the recently released 2011 census data.

Rossendale:

Percentage of total number of people in each ethnic group in 2011:

Ethnic Group Category	% of population	Notes
White (inclu.Irish)	93.8	
Mixed	0.9	BME estimated population based on the figures in this table is approximately 6.2%.
Asian or Asian British	5.0	
Black or Black British	0.2	
Chinese or other	0.1	

Based on a population of 67,982

Source: <http://www.nomisweb.co.uk>

Wards in/around Haslingden area:

Wards in Haslingden area & population	Eden (Pop:3,520)	Greenfield (Pop: 5,726)	Helmshore (Pop: 5,805)	Worsley (Pop: 6,034)
Ethnic Group Category %				
White (inclu. Irish)	97.9	88.1	96.9	80.7
Mixed	0.5	1.4	0.6	1.1
Asian or Asian British	1.4	10.1	1.9	17.4
Black or Black British	0.2	0.2	0.4	0.3
Chinese or other	0.0	0.1	0.2	0.6
Estimated BME population total	2.1	11.8	3.1	19.4

Source: <http://www.nomisweb.co.uk>

Friends of Haslingden Baths Group

Appendix 3

9 August 2013

Proposals

Our proposal is to provide additional support to ensure Haslingden Baths remain open. The Friends are in a unique position to provide this support, although we do believe that much of what we will suggest should be possible by the Leisure Trust using their charitable status.

To deliver this proposal The Friends will:

- Provide volunteer staff, where feasible, or suitable trained volunteer staff, to reduce the overall costs of running the pool. We have a growing list of volunteers, with experience in most aspects of running a pool. We propose to provide a regular schedule of the equivalent of four volunteer staff utilised, based on a rota of a minimum of 12 volunteers. This will enable staff savings of circa £60,000 per year to be made. This suggestion was made to the Leisure Trust who believe there difficult employment law issue to address. Our understanding is that since the Leisure Trust is a charity itself, the use of volunteers is an expected benefit and should be explored to its maximum benefit.
- The Friends will provide expertise in marketing the pool to the business sector. We have volunteers with extensive experience in sales and marketing, and in the leisure industry. The Friends believe this experience will enable us to sell additional packages to local business. We have identified a prudent level of sales within the first years and have set ourselves a modest initial target of £30,000 per year.
- The Friends will gain new user groups to build back up to circa 10% growth per year. We already expect around £20,000 per year in the first year as an increase in revenue. We believe that some of this demand will happen naturally through the increased school curriculum demands for Key Stage Two pupils. (Note we are

concerned that without Haslingden Baths, the Leisure Trust facilities will not be able to cope with the increased demand).

The Friends proposal

With a currently £137,000 assumed annual deficit, The Friends believe with a combination of the above proposals, that a combined business plan, working closely with the Council and the Leisure Trust, could provide a substantial reduction in the overall costs by around £110,000, leaving a remaining subsidy of around £27,000 per year for the Council. This could be even less should questions around income breakdown be answered. We believe this is a sensible alternative and compares favourably to the support already provided by way of grant to CLAW and would be less of a subsidy than that required by the current facilities at Marl Pits.

We do believe that there are further fund-raising/budget-saving opportunities, however we do not want to promise anything which we do not truly believe we can deliver.

In addition to submitting these outline proposals for consideration, we confirm The Friends wish to join the Council and the Leisure Trust as their Haslingden Pool Partner (HPP) to focus 100% on maintaining a swimming baths and to work jointly with the Council and the Leisure Trust in producing a major new swimming plan to include the construction of a new baths, as was previously planned for at Haslingden Sports Centre.

What you are getting with The Friends is a highly motivated and extremely experienced group, who have the expertise to support the future of swimming within Haslingden and Helmshore.

The Council and RLT invested large resources in time and money in this process leading up to 2010, therefore we ask, "Why waste all this work, effort, and expectations with the future generations of swimmers having to travel further, to an overcrowded pool?"

We ask that one year on from London 2012 that we are given the opportunity to help provide a true legacy for future generations in Rossendale.

We therefore seek early meetings with the Council and the Leisure Trust to further develop a Plan B, (offered at a meeting with the Council) thus keeping alive a project that can be achieved with goodwill, effort and enthusiasm from all sides. We all want what is best for the people of our valley, and we believe we can all achieve our objectives: the Council with a significant reduction in subsidy and the people of Rossendale having an existing facility until a new pool can be built at the preferred site at Haslingden Sports Centre.