



Policy and Resources Committee - 5 November 2018

Freedom Leisure Capital Investment Project – Conversion of Pemberton Suite, Pemberton Centre, Rushden

Purpose of report

To ask Members to approve the conversion of the Pemberton Suite to a Gymnastics Hall as part of Freedom Leisure's Capital Investment Programme

Attachments

Appendix 1: Project Proposals

Appendix 2: Consultation responses from Eclipse Gymnastics Club, parents and young gymnasts

Appendix 3: Full Equality Impact Assessment

1.0 Background

1.1 Members will be aware of Freedom Leisure, who are now managing our Leisure Centres. As part of our contract, Freedom Leisure committed to investing circa £2 million into our facilities to improve the overall offer and help us achieve our corporate priority outcomes. This investment has been made through various different projects so far including the introduction of a climbing wall and new reception / café at Nene Centre, a new gym at Splash pool and new fitness equipment at each gym.

1.2 One capital investment proposal made by Freedom Leisure was to replace the floor in the Pemberton Suite with a "like for like" replacement due to the existing flooring being beyond repair in various places. This would have improved the overall appearance of the Pemberton Suite but would not have added any further value to the facility.

1.3 As the majority of the proposed capital investment projects have now been completed, Freedom Leisure have turned their attention to their original proposal with regards to the Pemberton Suite flooring and are now proposing that, instead of just replacing the wooding flooring, the room is turned into a bespoke and dedicated Gymnastics Hall in order to better support their internal Eclipse Gymnastics Club and their ability to provide gymnastics within East Northamptonshire.

2.0 Pemberton Suite

2.1 Freedom Leisure's full proposal is included at Appendix 1 and attached to this report. Appendix 2 contains consultation comments received from Eclipse Gymnastics Club, parents and gymnasts.

2.2 To summarise this proposal, the main benefits to changing the Pemberton Suite into a Gymnastics Hall include;

- Eclipse Gymnastics Club's current waiting list of 147 people could be removed in a short amount of time due to the ability to increase the hours that the space is available for delivery
- the ability to start classes for people living with a disability
- the ability to re-start adult classes
- the ability to re-start mini-gym classes to pre-school aged children (akin to soft-play activity sessions)
- the ability to run school holiday clubs open to all children
- the ability to host School Gymnastics classes and events

- the ability to re-instate the venue as a host for British Gymnastic Association competitions
- an improved offering to existing members of the Club to increase the hours they participate in gymnastics

2.3 A change to the Pemberton Suite would see the loss of an available community space for hire, although it has been stated by Freedom Leisure within their proposal that there is only one existing regular hirer of the room, the Higham and Rushden University of the 3rd Age Group (U3A). Other user groups who have used the room previously have since moved to different venues within the Town; this includes the Rushden Amateur Theatrical Society (RATS) who have found an alternative venue and have removed all of their equipment from the Pemberton Centre. Despite their move, Freedom Leisure are still supporting the group with free loan of their scaffold tower and staging blocks for when they put on performances.

Other users of the room including the Internal Young Inclusive People (YIP) and Multi Activity Club Groups (MAC) can be accommodated elsewhere within the building and the Centre can still be used to support our Election count process.

2.4 To ensure the impact of any loss of available community space for hire was fully assessed the Healthy and Active Lifestyles Officer completed a full Equality Impact Assessment which has determined that this impact is low. The reason for this is that there was a small number of one off community bookings using the room for wedding hire and dance shows for example but these were infrequent and other venues exist with similar, if not better facilities, (particularly catering and bar areas) more able to suit the needs of the users. Furthermore, there is only one existing hirer of the Pemberton Suite (U3A) and through consultation with them, they can be accommodated elsewhere within the Pemberton Centre and are happy to move areas as they acknowledge the wider benefits this proposal will have on improving the Centre.

3.0 Equality and Diversity Implications

3.1 An equalities impact assessment has been completed and the positive implications associated with changing the Pemberton Suite into a Gymnastics Hall far outweigh any negative impacts. Where low impact has been identified, this has been mitigated by working with the only existing hirer to fully support them to ensure their needs can be met.

4.0 Legal Implications

4.1 There are no legal implications arising directly from this report. If approved, Freedom Leisure will be responsible for securing any necessary planning or building control permissions.

5.0 Risk Management

5.1 There are no risk management implications arising from this project. If approved, Freedom Leisure will be responsible for implementing the project and managing the health and safety aspects of the change throughout the full course of the project and the venues future use.

6.0 Resource and Financial Implications

6.1 The Healthy and Active Lifestyles Officer is able to support Freedom Leisure with this proposal as part of his role. There are no financial implications for East Northamptonshire Council arising from this project as the costs are being fully met by Freedom Leisure.

7.0 Constitutional implications

7.1 There are no constitutional implications arising directly from this report.

8.0 Customer Service Implications

8.1 The project will have a positive impact on our customers, both new and existing, through increased opportunities, participation in sport and promotion and support for healthy and active lifestyles.

9.0 Privacy implications

9.1 An initial Privacy Impact Assessment has been carried out and there are no negative privacy implications arising from the proposals.

10.0 Corporate Outcomes

10.1 The strategy will contribute to the achievement of the following corporate outcomes:

- **Good Quality of Life:** Opportunities for local people to access high quality sports and leisure facilities will help them to enjoy safer and healthier lifestyles
- **Effective Partnership Working:** Supporting and enabling our partner organisations to develop facilities so local people can access opportunities to improve their health and wellbeing.

11.0 Recommendation

11.1 The Committee is recommended to approve the capital investment project proposals to allow Freedom Leisure to convert the Pemberton Suite into a dedicated Gymnastics Hall.

(Reason: To encourage healthy and active lifestyles across East Northamptonshire)

Legal	Power: Local Government Act 2000 – power to promote wellbeing				
	Other considerations: N/A				
Background Papers: None					
Person Originating Report: Joe Bailey, Healthy and Active Lifestyles Officer , ☎ 01832 742195 ✉ jebailey@east-northamptonshire.gov.uk					
Date: 20 October 2018					
CFO		MO		CX	

Appendix I - Project Proposals

Subject: Conversion of Pemberton Suite to gymnastics hall at the Pemberton Centre
From: Shane Davies, Freedom Leisure
To: Joe Bailey, ENC

Background

Freedom Leisure took over the management of the three Council Leisure Centres on 1st April 2017. During the tender and bid stage of the procurement process, several investment schemes were identified at all sites to improve the return to the Council.

One of the schemes identified was to replace the floor within the Pemberton Suite and install a Climbing wall. However, due to local developments at Rushden lakes this investment would be deemed unwise.

The current gymnastics club at the Pemberton Centre has grown steadily since its inception 10 years ago. Currently there are over 300 gymnasts registered with the club and 147 registered on the waiting list. The Club has achieved many highs in its short tenure, including having numerous teams qualify for national finals and forging strong links with British Gymnastics.

Proposal

Post contract award during the staff briefings at Pemberton Centre, it was suggested that there may be more benefit in using the Pemberton Suite as a gymnastics hall rather than a multi-use space. On further investigation, it was identified by Freedom Leisure that this would be a sensible option to progress to offer a better service and facilities to the community of Rushden.

The Pemberton Suite would cease to operate as a community space which would have an impact on one remaining hirer (U3A) who have secured a new venue for when this proposal is agreed. Previous hirers have already found new venues and moved back in January 2018. In January we added 4 hours to Eclipse weekly timetable as at the time there were over 200 names on the waiting list. This addition accommodated 60 from the waiting list.

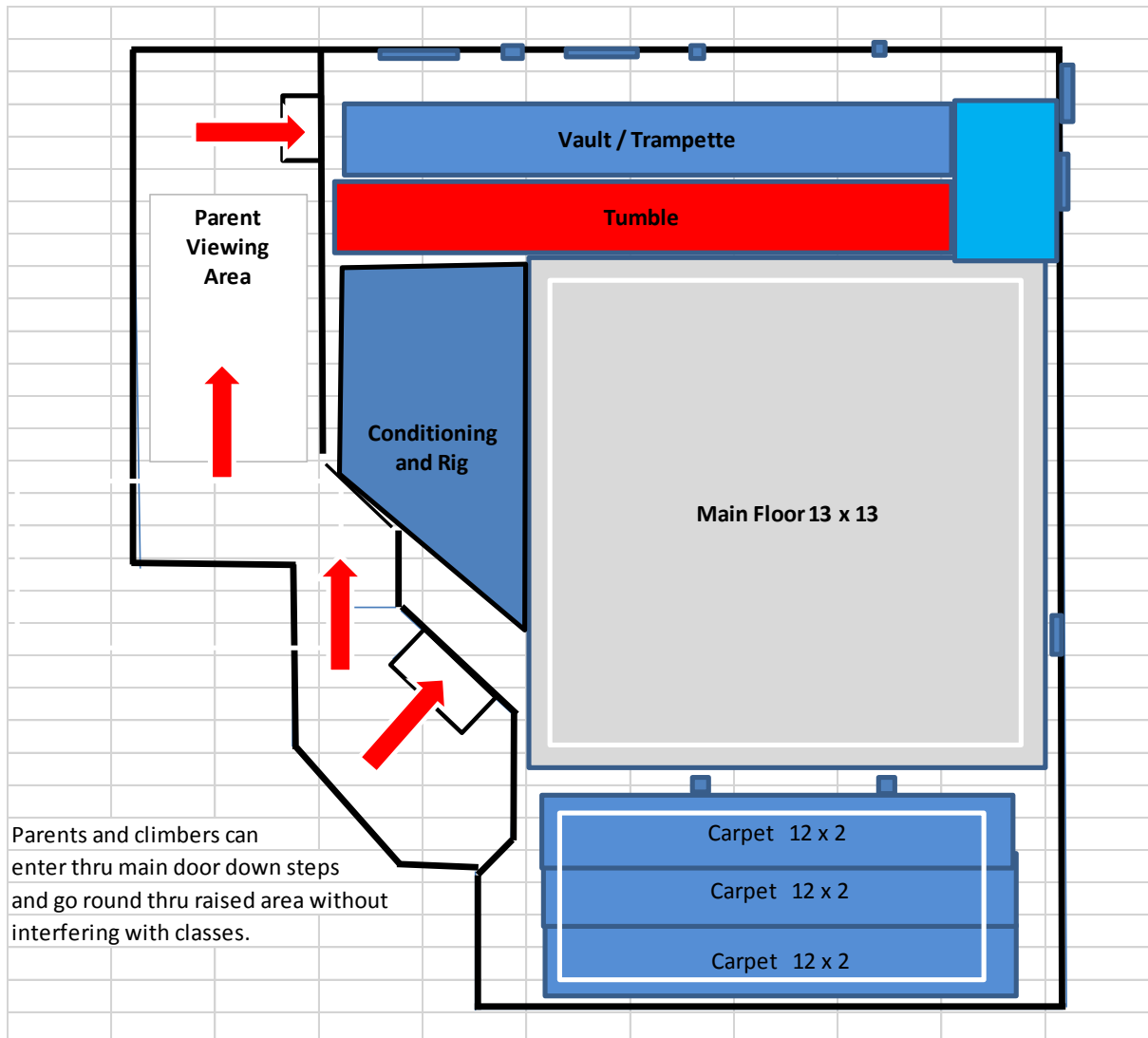
Eclipse currently use the space during its opening hours as follows:

Monday	4.00pm – 8.30pm
Tuesday	7.30pm – 9.00pm
Wednesday	5.00pm – 9.00pm
Thursday	4.00pm – 9.00pm
Friday	4.00pm – 9.00pm
Saturday	8.00am – 2.00pm

Total = 26hrs per week – Proposal to increase to minimum 33hrs

If the room was to become a sole use gymnastics hall then the number of hours would increase to include starting at 4pm each evening Mon – Fri as well as offering toddler sessions during the day. This would allow us to accommodate all of the current waiting list. We have also had local schools enquire about our coaches delivering sessions as part of the school curriculum. Schools would be invited to attend the Centre, increasing the room use during day time hours.

Proposed Pemberton Suite Layout



As part of this proposal, additional benefits to customers of the Pemberton Centre would include a Costa Coffee offering and a purpose built training/meeting room.

Consultation

Eclipse– consultation will be required with the Club to ensure that they can meet the business plan put forward. They have currently trained coaches who are seeking more hours and they would be utilised to facilitate the growth of the Club. A consultation was completed with the Club between 19th September and 5th October 2018, where the Club, parents and gymnasts were asked to provide their views on the potential project. In that short time we received over 150 letters and emails offering an insight into the contribution of Eclipse gymnastics club within the local community. A sample of the feedback received has been included within this document. The others may be viewed upon request.

Customers – we recognise the importance of having an open dialogue with our customers over this change and therefore plan to undertake a short consultation. Within this process we will explain the planned changes and seek views from customers on how we can reduce the impact of this change.

Higham and Rushden University of the 3rd Age (U3A) – This Group is the main hirer of the Pemberton Suite and has a monthly booking with us. Alongside the Healthy and Active Lifestyles Officer at ENC, we have met with the Chairman and Committee of the Group to understand the implications of this project upon their group. In order to ensure their needs can be met and we can still continue with this project, we have agreed that they can continue to use the Pemberton Suite for the rest of 2018 before moving their meetings into our Sports Hall on a rolling monthly basis. This proposal was accepted by the Chairman and Committee during their AGM on Wednesday 17th October as the ambition of the Group is to move their meetings to Rushden Historical Transport Society's Goods Shed on Station Approach, Rushden. They would be happy to use the Sports Hall until such a time this facility is available for Community Hire – it currently needs a replacement roof. The Healthy and Active Lifestyles Officer at ENC has agreed to support the Higham and Rushden U3A Group facilitate this move with the RHTS.

Rushden Amateur Theatrical Society (RATS) – Have found alternative venue and removed all their equipment from the Pemberton Centre. Pemberton are still supporting the group with free loan of scaffold tower and staging blocks for when they put on performances.

Internal Young Inclusive People (YIP) and Multi Activity Club Groups (MAC) – We have looked at restructuring these sessions to eventually include disability gymnastic coaching once appropriate training is complete. This will further enhance our offering and links with disability sport and the governing bodies.

Commercially the use of the space as a community room generated a surplus for the year 2016-17 of <£5k. This included the regular monthly hirers and the one off bookings for weddings, presentation evenings and other activities.

The outcome for this project would enable more people to be more active, more often. We would envisage an additional 200+ participants per week once fully implemented.

Timescales

Once agreement is in place we would be looking to commence the works as soon as possible and look to be completed by end of January 2019.

Appendix 2 – Consultation Responses

Statement from Eclipse Gymnastics Club

Feedback – Reference proposed changes to use of Pemberton Suite 2018

Myself and Christine moved from Halifax, West Yorkshire to Rushden in June 2006. With over 20 years' experience in gymnastics we realised there wasn't a gymnastic club in Rushden, so we set out to find a suitable venue, with the intention of starting a small club.

Classes commenced at the Pemberton Centre in Sept 2006, within a few months classes had doubled in size. Gymnastic classes were also set up at The Nene Centre in Thrapston.

At this stage it was clear there was a very big demand for gymnastics both in Rushden and Thrapston. It was then decided the time was right to form a club hence

ECLIPSE GYMNASTICS was born on 1st June 2007.

Notable achievements over the last 11 years include:

- Over 1400 children, youths and adults have attended Eclipse – this does not include those that have attended our popular holiday clubs.
- Attracting members from the whole of Northamptonshire, East Northamptonshire and Bedfordshire.
- In 2010 the club gained the prestigious Gym Mark and Club Mark
- In 2011 myself and Christine were presented with the Rushden's Mayor Award for services to the children of Rushden
- Through fundraising and grants the club has a very active coach education programme producing 30 qualified coaches. (total cost around £10000)
- Through fundraising and grants built up a range of gymnastic equipment used by ALL club members.
- Had strong links with local schools by running After School Gymnastic Sessions (Higham Junior, The Ferrers High School, Denfield Junior School and South End Junior School)
- Hosted both the Rushden and the East Northants Schools competitions.
- Run British Gymnastics coaching courses (unfortunately the venue no longer meets the requirements to run British Gymnastic Courses)
- Attended many Gymnastic Festivals along with BG Gymfusion events.
- Was invited to "Open the Show" at 2018 York Gymfusion.
- Competed in many inter club competitions, Regional Finals and the National Finals
- In 2012 we had one of our Adult class members enter and win the BG veterans competition (due to demand for places we had to change the Adult Class to a children's class in 2015)
- Apart from the initial flyer in 2006 the Club has NEVER advertised for members. Our success is down to word of mouth.

As with all sports clubs having the correct equipment is very important. Since 2008, with support from our parents committee, Eclipse has raised over £36000 to provide suitable equipment for use by all members. We have been more than happy for our equipment to be used by other groups based at the Leisure centre. However, the constant moving and problems with storage greatly impacts on the quality and durability of the equipment, requiring regular replacement and / or repair, again this is only possible through the generosity of parents with fund raising.

At this point in time Eclipse Gymnastics:

- Has 321 members aged between 4 and 21
- A waiting list of 165 (as at 28th September 2018)
- Due to length of time on the waiting list (between 8 to 12 months) we now have parents putting names down at age 2 hoping their name will be at the top when they reach joining age.
- We have a total of 25 qualified coaches along with 16 unqualified helpers.
- It should be noted that all the coaches are “home grown” mainly parents of gymnasts.
- We are very proud that 3 of our coaches actually attended the first classes back in 2006 and are now looking at making coaching for Eclipse Gymnastics their full-time employment.
- We have 6 coaches waiting to go on the next level course.
- We have 3 coaches ready and willing to attend the next course for Disability gymnastics
- We are providing 3 coaches to work in local schools both in curriculum and after-school activities.
- We have gained sponsorship from local firms to help in replacing equipment and / or attend local festivals i.e. provided transport for moving equipment etc.
- Supported by a very active fund-raising committee run by parents through Friends of Eclipse

With the acceptance of the proposal the aim for Eclipse will be:

- Increase membership by at least 100, whilst offering existing members the option to increase their hours
- Start Disability classes
- Re-start Adult classes
- Re-start MiniGym Classes (preschool age 2+)
- Upgrade both the present floor area and the tumble run.
- Invite British Gymnastic to reinstate Rushden as a venue for future courses.
- Continue with our active coach education programme to ensure the future of Eclipse Gymnastics.
- Improve the parents / spectating area and raise the profile of the club to encourage the excellent fund raising. Sponsorship
- Invite / offer local schools the use of the venue / coaches during term time
- Organise and host the School Games competitions.

- Run Holiday clubs open to both members and non-members.

We would like to finish by adding, Rushden should be very proud of Eclipse Gymnastics, the very positive feedback we have received from British Gymnastics, Competition and / or Event organisers on how well behaved, friendly and enthusiastic the gymnasts and coaches conduct themselves whilst at events, Members of the public whilst we have been displaying, along with the support from gymnasts parents and family members have all raised the profile of the area.

Kind Regards
Terry and Christine Masters
Founders of Eclipse Gymnastics.

Letter of support from a Parent

Good afternoon I would just like to say that my daughter Millie has been going to Eclipse gymnastics for about 4 years now, she has developed so much in the past 4 years both physically and academically. Millie's school teachers have given us great feedback about her confidence, respect for others and new skills, I believe that good exercise combined with her new friends at Eclipse gymnastics has lead to her performing well as our child.

In fact I actually started coaching at Eclipse 2 years ago because I wanted to be a part of saving our children from loitering the streets and potential bullying. I have lived in Rushden for 44 years and never seen a social activity grow in such numbers.

As a respected resident of Rushden I would love to see Eclipse gymnastics grow so we as a town can set the new standard of respect between our youngsters and help limit crime, bullying and vandalism.

A massive well done to Eclipse Gymnastics and Freedom Leisure, a partnership improving our children's future.

Kind regards

Lee Sturgess

LSCD Ltd
Victory House
400 Pavillion Drive
Northampton
Northamptonshire
NN4 7PA



lee@lscdltd.co.uk
www.lscdltd.co.uk

Company Registration No, 07090474
Vat Registration No, 982 8488 55

Letter of support from a parent

Mrs Joanna Williams

████████████████████
Finedon
Northants
NN9 5DJ

20th September 2018

To whom it may concern,

I would like to share with you the importance that Eclipse gymnastics club has had for my family, in particular my youngest daughter, Rosie. From a very young age it was apparent that Rosie needed gymnastics in her life. She would climb things and throw herself around with a grace and agility that we had no idea where it came from! It took a long time to find her a place in a gymnastics club, despite us having her name on several waiting lists we never heard back from them. Then one day I rang the Pemberton Centre by chance to learn that a couple called Terry and Christine had just moved to the area from Yorkshire and were starting a couple of classes. When we told Rosie she had a place at the class she was thrilled and after attending her first session she was hooked. Her Dad and I could see how much she enjoyed the sessions and soon she was throwing herself about at home even more but in a more controlled way as she gradually learned new skills.

Rosie was a very shy little girl and we found it difficult to get her interested in anything so the fact that she was joining in with a gymnastics class every week was really important to us. She soon started to gain confidence and when she achieved awards through gymnastics such as the proficiency awards or trophies from the mini competitions that Terry and Christine ran each year she would take them into school to show her classmates. I remember one year she even did a little talk in front of the class about her gymnastics club. This was a huge achievement for Rosie and we could not believe that taking part in a gymnastics class once a week could give her so much more confidence.

Rosie continued to progress through the classes which meant that she went from attending 1 hour a week to 9 hours a week at her busiest. During her early teens she realised that not only did she want to be an active gymnast but also wanted to coach the younger gymnasts. Terry and Christine were very supportive of this and recognised that Rosie would be able to make this step. I think I am right in saying that she was one of the first of their 'home grown' coaches. Rosie started off helping in 1 or 2 of the younger classes and then as the club began to grow once again she was asked if she would like to take a class of her own. Rosie was enabled to gain her level 1 coaching qualification paid for partly by the Pemberton Centre and partly by Rosie and when she was 16 she began to be paid to run a class of her own once a week. Since then Rosie has not looked back. She is now one of the main coaches for Eclipse, having completed her level 2 coaching qualification and having pursued

schools to 'have a go' at gymnastics through accessing their PE and Sport premium funding.

Rosie is nearly 20 now and is still an active gymnast being a member of the Eclipse Elite Squad. However, her passion now is coaching gymnastics and she would love the opportunity to coach gymnastics full time. There is no reason that this could not be a reality for Rosie and some of the other coaches at Eclipse gymnastics club. We have a waiting list of over 150 children. Children who like young Rosie want to learn how to do a cartwheel or a bridge and who aspire to take part in a high level sport. It seems ridiculous to me that in this day and age where so many children are happy to sit in front of a TV or computer game for hours on end that we could ignore this demand. We have an opportunity to keep our children active in a fun and safe environment. An environment which encourages team building and develops confidence. If you had told me 15 years ago that my daughter would be the confident young woman that she is now, who can stand up and guide a class of gymnasts and speak confidently to their parents there is no way that I would have believed it. I know that this has come through her own experience of taking part in gymnastics.

I understand that the Pemberton Suite was set up as a community group room. Our gymnasts are part of the community and we currently have over 300 members. With over 150 children still on waiting lists that is more of the community we can be supporting. It is not just about the children either. Whilst children are taking part in the class their parents get time to sit down with other parents and build new friendships with other 'gym parents'. If that is not about community, I don't know what is. We also have a chance here to put Rushden on the map. Our longest running classes are now producing gymnasts who are working at a really high level of ability and they are already winning medals in every competition they enter. We have already had gymnasts that have attended the British Gymnastics Finals for the UK and I don't think it will be much longer before they are winning medals there too.

On another note, the fact that we have to pack away our equipment after every session means that not only do we have to factor in setting up and tidying away into our sessions but it is also damaging our equipment, some of which cost thousands of pounds to replace. The club has been fundraising for several years now to replace existing equipment which becomes a rather repetitive cycle and does not allow us the opportunity to buy other equipment which may help with other disciplines and classes. This in itself holds the club back somewhat.

I am in the fortunate position of not only being the parent of a gymnast but also one of the Eclipse Gymnastics Club coaches. I never thought I would end up coaching gymnastics but Terry and Christine provided me with the opportunity to complete my level 1 coaching qualification when I was a parent sat at the side watching my daughter take part. I am now very fortunate to be able to coach the general beginner classes that run on a Saturday which enables me to see the young children coming into the club. I see many "Rosie's" and I cannot describe the sense of pride I feel when those children who came into my classes shy and nervous go on to be selected for the higher level classes and really develop in confidence and ability. I am passionate about children being able to access sports in their local community and would love to work with schools to be able to access gymnastics sessions, paid for through their PE and Sports Premium funding, in order that **ALL** children, no

matter what their background or their parents finances, can access this. The Pemberton Centre is in an amazing position to be able to do this if we can have access to the Pemberton Suite on a permanent and full time basis.

I apologise for the length of my letter but I wanted you to see how much difference gymnastics really can have on a child's life. There are so many Rosie's out there, let's give them the same chances that she has had.

Thanks for reading.

Kind Regards,

Jo Williams

Letter of support from Parents

I am writing to show my support for the proposed change of The Pemberton Suite to be used solely by Eclipse Gymnastics club. This would enable my son and all the other gymnast to continue to grow in the sport they are so dedicated too.

The tumble run would be a massive asset to the club as the nearest tumble club to us is Milton Keynes.

At the moment the gymnast train on mats which unfortunately is a disadvantage to them when they are entered into competitions as they are not used to a sprung floor. Having one in the Pemberton Suite would benefit them enormously.

A viewing area would be such an advantage. There are not many clubs that allow parents to watch their children train at all times. Due to the amount of hours the gymnasts train a Costa Coffee Machine would be of great use!

Apart from being a Gymnastics Club, Eclipse offers so much more. It's where friendships are made, trust is gained, confidence grows and respect and values are earned between both the coaches and gymnasts.

Eve Lacatusu

Hiya

I am just dropping you an email in support of the proposed changes for Eclipse Gymnastics

Firstly, my 12 year old daughter has been attending for about a year. This is the first activity she has thrown herself into and has discovered a passion for. She does 2 classes a week and wants to increase to more challenging ones as well. The coaches are helpful, enthusiastic, supportive and encouraging. Eclipse offers a varied range and benefits so many children within Rushden and surrounding areas. As far as I am aware, their waiting list is huge.

Secondly, I am totally for Eclipse providing gymnastics for the disabled in the future. My son has cerebral palsy, and with NHS physio only being 1 hour a month, gymnastics will be a welcomed alternative. My son attends Rowan gate in Wellingborough and both them and Rowan gate east in Rushden are keen for Eclipse to provide disability gymnastics. Both schools have their own transport to enable this.

I hope that, as parents, our points are considered for the future of Eclipse.

Kind regards

Penny Watts

Hello Shane

I just wanted to provide feedback for the consultation exercise that I understand Freedom Leisure are carrying out with council members in the very near future.

My wife and I live in Rushden and have done so since 2000. We consider ourselves to be very much part of the local community. We currently long term foster 2 girls aged 7 and 14.

Our 14 year old has greatly benefited from using the Pemberton Centre in the past doing regular Saturday karate classes with Mr Mistry who continues to teach here.

For the last two years our 7 year old has been doing both gymnastics and tumbling lessons every Saturday with Eclipse Gymnastics at 10am for an hour and also at 13:00 for an hour. We can safely say that of all the multiple activities that she does this is the one that she enjoys the most.

Apart from the regular exercise that gymnastics provides she is getting stronger and fitter and is better able to integrate and join in with her peers and children outside her school. She has taken part in internal competitions and gained a silver award which has been celebrated and is a visible achievement. Gymnastics is also a lot about teamwork, coordination and trusting your partners.

The benefits from her gymnastics naturally leads into her week life and other activities. No doubt it helps her relax, concentrate and better handle potentially anxious moments.

The Eclipse Gymnastics staff are knowledgeable and very supportive to 400+ local children. The aim for all the children is to get better, improve and eventually get into the Eclipse squads. It is these talented squads that perform at local events and in national competitions.

The Pemberton Centre is the base and home of Eclipse Gymnastics where all the hard work is put in. All these children including ours enjoy and improve their lives through their gymnastics now and learn long term health routines that they can and will take into adult life. This is very important as we know nationally there is major problem with fitness and health problems in children.

I hope I have provided an insight into the importance of Eclipse Gymnastics continuing to be allowed to be based at the Pemberton Centre. It is the right location for all the children and instructors plus the Pemberton Suite and the surrounding facilities in the building allow the club to function to its current very high standards.

If you have any questions or would like more input from us please

let us know.

Kind Regards Alan Kench

To the Council,

When I was younger I loved coming to gymnastics, it helped me build confidence and friendships. I am now a coach and I can see how the club helps so many children and I can see them grow in confidence and really come out of their shells. We need the room for ourselves as we now need better equipment for the gymnasts to improve and this equipment will break if it isn't down all the time. The equipment we need will help everyone at the gym club what ever level they are. By having a fully equipped room I will be able to make coaching my full time job which would be great as having a job I love would be the dream and only you can make this happen. Please give us the room and equipment to help our gym club be the best it can be and help to inspire the next generation and produce stars.

Kind regards

Lucy Bright

#NuNotebooks

Eclipse Gymnastics has helped me a lot over the 2 years I have been there. For example I have learnt new skills and perfected the ones I already had. This is all because of our coaches who always support us and do everything they can to help us improve.

Eclipse is like a second home to me because of all the amazing people there, which makes me feel safe.

Gymnastics also has had a lot of physical benefits for me, for example I am a lot stronger and have better stamina. This helps me in PE as well.

- Holly Stretch

Aged 13

Hello,

I am thrilled to be writing this letter so I can really show how much gymnastics means to me.

I have been attending this club for 2 years and I loved every second of it! I look forward to every single session and I meet my many friends. My goal was to get better everyday and the coaches really helped me reach to my upcoming achievements. The coaches are very helpful and they are very supportive; the amount of times I faced what I thought was impossible, the coaches changed that for me. I live gymnastics!

From, Egle Kupryte

I love coming to gymnastics because it's fun and love to learn new routines and do the shows and competitions.

Everyone is really friendly and nice. It also keeps me fit and active.

CHOICE EDITOR
gymnast



Full Equality Impact Assessment

This form should be completed for any existing/proposed policy/function/project where the initial screening form indicates a significant impact on a specific group of individuals. It should be used whether the policy/function/project is aimed at external customers or internal staff, as equality policy applies to staffing/human resources issues as much as to external service delivery issues.

Please answer all questions/complete all sections.

If you conclude that there is a negative impact please consider what can be done to improve the equalities performance and minimise or remove the impact. This should be done using the 'Equality Impact Assessment Action Plan' table.

As a result of carrying out an Equality Impact Assessment (EIA), you will have checked that your policy/function/project does not have negative/adverse impacts in terms of Gender, Race, Disability, Age, Sexual Orientation, Marriage/Civil Partnership, Pregnancy/Maternity, Religion or Belief (equality target groups) or if it does you will have identified relevant actions needed to minimise or remove such impact and their likely resource implications.

This is not simply a paper exercise – it is designed to make sure that your policy/function/project and service (development) is delivered fairly and effectively to all sections of our local community, and our employees.

Please note that this EIA will be used to support decisions by members and should form part of papers/reports; therefore **your completed questionnaire may become a public document, along with other committee papers.**

The term 'Proposal' will be used throughout the form as a label for what is being assessed – a new policy, new service, new strategy or a change to an existing policy/service/strategy.

1. The Proposal being assessed

Title of proposal being assessed:	Conversion of Pemberton Suite to gymnastics hall at the Pemberton Centre						
What type of proposal is this an assessment of?	New Policy/Strategy	Policy/Strategy Change	New Service	Change to Service	Service removal	Project	Other
<i>Put a x in the correct box</i>						x	
What are the aims and/or objectives of the proposal and the intended outcomes? <i>If assessing the impact of a proposed change please describe the aims of the change, not the original policy/service</i>	<p>The aim of the proposal is to change the use of the Pemberton Suite located at the Pemberton Centre, Rushden changing it from a multi-use space available for community hire to a dedicated gymnastics hall to be used by the in-house Eclipse Gymnastics Club.</p> <p>Eclipse Gymnastics Club has grown steadily since its inception 10 years ago. Currently there are over 300 gymnasts registered with the club and a further 147 registered on the waiting list. This is without the Club undertaking any formal publicity or promotion. The Club has achieved many highs in its short tenure, including having numerous teams qualify for national finals and forging strong links with British Gymnastics.</p> <p>If the room was to become a sole use gymnastics hall then the number of hours available to the Club would increase from 26 hours per week to a minimum of 33 hours per week. This would allow them to accommodate all of the people currently on the waiting list.</p> <p>It would also allow the Club to be able to offer sessions to pre-school aged children during the day and to further develop the offer to Schools who would be invited to attend the Centre, with coaches delivering sessions as part of the schools PE programme.</p>						
Who is intended to benefit from this proposal?	<p>Freedom Leisure's Eclipse Gymnastics Club would benefit from the proposal by being able to expand as a Club through an increased membership base. This in turn benefits, all those members of the community wishing to take part in gymnastics with an estimated additional 200+ participants per week taking part once fully implemented.</p> <p>This would also see the development of the Clubs coaching staff in introducing Gymnastics to new audiences like pre-school aged children, School children and teachers and those people with limiting disabilities.</p> <p>As part of this proposal, additional benefits to customers of the Pemberton Centre include the introduction of a Costa Coffee offering and a purpose built training/meeting room</p>						

	available for hire.
Who are the main stakeholders in relation to the proposed proposal?	Freedom Leisure, Eclipse Gymnastics, Customers and hirers of the Pemberton Centre and all residents who access Pemberton Centre Facilities.
How is the success of the proposal to be measured?	By the increase in members of Eclipse Gymnastics Club, the removal of the need for a waiting list and the increase in participation in gymnastics by the wider community, e.g. measuring the number of participants.
Service Area/Team with responsibility for implementation of this proposal	Community Partnerships in partnership with Freedom Leisure
Name and job title / role of person completing full Screening:	Joe Bailey, Healthy and Active Lifestyles Officer
Date of completion:	22.10.2018

There is an expectation that information from research and from **consultation** should be used to inform your assessment and your decision making. A variety of data sources can be used, to provide an overview about the effect of proposed measures on groups of protected characteristics. If research and consultation has not already been undertaken and is planned for the future, please note that a re-assessment of the impact will need to be made when completed.

2. Data, Consultation Feedback and Analysis

Source of Information <i>e.g. statistics, demographics, indicators, partner data, consultation, surveys, customer complaints, audit recommendations and comments</i>	Reasons for using this source
Consultation – Eclipse Gymnastics Club	By developing this project Eclipse have provided information regarding their existing membership base and number of people on their waiting list. This is all gained via word of mouth as the Club does not advertise due to not being able to accommodate new members currently. The Club have provided reassurances that they have a structured development plan and coaches in place to deliver gymnastics to a wider audience including pre-school aged children via “toddler’s sessions”, to Schools via their PE programmes, to people living with a disability via the YIP/MAC Clubs and to the wider community in general. Consultation has also been received from the Founders of the Club, parents of children attending the club and from the young gymnasts too.
Local Authority Health Profile 2018	This shows that 32% of Year 6 children are overweight or obese so by being able to offer gymnastics to a wider audience via the Schools PE curriculum may attract young people to the sport that have not had an opportunity to participate beforehand.
Local Authority Health Profile 2018	This shows that 20% of Reception children are overweight or obese so by being able to offer gymnastic sessions to children and pre-school aged children this could have a positive impact on levels of activity.
Local Authority Health Profile 2018	Physically active adults (aged 19+) 63.6% of adults do not meet the recommend levels of activity per week. Proposals to re-start Adult lessons could have a positive impact on levels

	of activity.
Local Authority Health Profile 2018	Excess weight in adults (aged 18+) 68.1% of adults are classed as overweight or obese. Proposals to re-start Adult lessons could have a positive impact on levels of activity.
Consultation – Higham and Rushden University of 3 rd Age Group (U3A)	This Group is the main hirer of the Pemberton Suite and has a monthly booking with Freedom Leisure. Alongside the Healthy and Active Lifestyles Officer at ENC, the Pemberton Centre Management Team met with the Chairman and Committee of the U3A Group to understand the implications of this project upon their group. In order to ensure their needs can be met and Freedom Leisure could progress with this project, Freedom Leisure have agreed that the U3A can continue to use the Pemberton Suite for the rest of 2018 before moving their meetings into the Sports Hall at the Centre on a rolling monthly basis. This proposal was accepted by the Chairman and Committee during their AGM on Wednesday 17 th October as the ambition of the Group is to move their meetings to Rushden Historical Transport Society's "Goods Shed" on Station Approach, Rushden and they acknowledge that the proposals to change the Pemberton Suite into a dedicated Gymnastics space will have many positive benefits, in particular for children and young people. The U3A Group confirmed they would be happy to use the Sports Hall until such a time this facility is available for Community Hire – it currently needs a replacement roof. The Healthy and Active Lifestyles Officer at ENC has agreed to support the Higham and Rushden U3A Group to facilitate this move to the "Goods Shed" with the RHTS.

Now complete the table below. It may be necessary to tick more than one impact box per row (e.g. a positive impact in the Age Category for older people, but negative for younger). Ensure the final column clearly explains why you indicated a positive/negative impact, with reference to evidence obtained, as listed in section 2, above.

3. Detailed Impact Assessment by Category				
Equality Group	Positive Impact	Negative Impact	Neutral Impact	Explanation and Evidence
Gender:				
Consider Women/Girls, Men/Boys, Transgender individuals.	x			Although Eclipse Gymnastics Club has a mixture of genders participating, the project plans could have a positive impact on gender by encouraging more girls and women into the Sport. The benefits of this participation can be highlighted via national campaigns such as "This Girl Can"
Sexual Orientation:				
Consider, for instance: Lesbians, gay men and bisexuals Any other sexual orientation			x	The project plans would have a neutral impact on sexual orientation.
Race/Ethnicity:				

3. Detailed Impact Assessment by Category

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Explanation and Evidence
Consider, for instance: <ul style="list-style-type: none"> • White British people, • White non-British people • Asian or Asian British people • Black or Black British people • Chinese people • People of mixed heritage • Travellers (Gypsy/Roma/Irish heritage) • People from any other ethnic groups • People who do not have English as their first language 			x	The project plans would have a neutral impact on race/ethnicity.

Disability:				
Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	x			The project plans would have a positive impact for those people living with a disability as it allows the Club to further consider their offer to encourage a wider audience to participate in Gymnastics and the in-house Young Inclusive People (YIP) and Multi Activity Club (MAC) Groups that are based at Pemberton Centre provide the key groups of participants to engage with.
Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.	x			As above.
Mental health condition, e.g. depression or schizophrenia	x			As above.

Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder	x			As above.
Long-standing illness or health condition, e.g. cancer, HIV. Diabetes, chronic heart disease or epilepsy	x			As above.
Other health problems or impairments (<i>please specify if appropriate</i>)	x			As above.
Age:				

Older People (60+)	x	x		<p>The project has some negative impacts on older people but there is also the likelihood of it also having a positive impact resulting in a neutral impact overall. The negative impact could be attributed to the Higham and Rushden University of the 3rd Age Group (U3A) not being able to hold their monthly meetings in the Pemberton Suite after the project is completed. The Group has had a long standing booking for their monthly meeting which sees upwards of 200 members meeting up. Completion of the project and the laying of a “sprung floor” would prevent the room from being used for large community events where seating is required as you cannot place seating on this type of flooring. However, to mitigate the impacts on the U3A Group, Freedom Leisure is still able to accommodate them within the Pemberton Centre and the Group have accepted this offer of moving into the Sports Hall. Any negative impact can be offset with the potential for the Eclipse Gymnastics club to develop their offer to older people via the British Gymnastics “Love to move” programme. This is a tailored programme for older people to try age and dementia friendly gymnastics. As the latest stats highlighted that 2062 people in the District over the age of 65 were admitted to hospital last year due to falls any additional scheme to support Falls Prevention should be viewed as a positive.</p>
Children and Young People (see guidance for definition)	x			<p>The project would have a positive impact on children and young people as currently there are over 300 gymnasts registered with the club and a further 147 registered on the waiting list. This is without the Club undertaking any formal publicity or promotion. After the project is completed, it is estimated that an additional 200+ participants per week would be taking part once fully implemented. A large proportion of this number would be children and young people.</p>

Religion/Belief:				
Consider, for instance: <ul style="list-style-type: none"> • Christian • Hindu • Muslim • Sikh • Buddhist • any other religion or belief (including holding no belief) 			x	The project plans would have a neutral impact on religion/belief.
Other Potentially Affected Groups				
Rural Isolation - People who live in rural areas e.g. isolated geographically, lack of internet access	x		x	The project plans could have a positive impact on people who live in rural areas as through the development of the Club, more coaches will need to be trained to facilitate the extra gymnastics provision and conversations with the Club have already been held about supporting our “Active Communities” projects. This means that there is the possibility of setting up Satellite Clubs within the District to serve the more rural areas, and these could be delivered from facilities that have been funded by ENC’s Community Facility Funds.
Socio-economic Exclusion – e.g. people who are on benefits, have low educational attainment, single parents, people living in poor quality housing, people who have poor access to services, the unemployed or any combination of these and the other protected strands	x			The Ward immediately surrounding the Pemberton Centre has been highlighted as an area in the top 20% of Wards for National Statistics Socio-economic Classification - NS-SEC 5-8 in the County. The introduction of early year’s gymnastics sessions, akin to a “soft play” facility offering low cost activity and opportunities for social interaction for residents could have a positive impact for people living within this and other local Wards.
Any other potentially affected groups (<i>please specify</i>)				No

Please list below an overall assessment of the impact of this proposal and how negative impacts can be minimise and positive ones maximised.

4. General assessment of impact on any group:	
a) Does the proposal knowingly prevent us in any way from meeting our statutory equality duties under the 2010 Equality Act?	No
b) What is the level of impact?	Low
c) Summarise the likely negative impacts:	Loss of available community space to hire
d) Could you minimise or remove any negative impact that is of low significance?	Yes – Consultation has been held with the U3A Committee to understand their needs. Arrangements have been agreed to still accommodate their monthly meetings within the Pemberton Centre up to the point they intend to transition to a different venue within Rushden. At this point, support has been offered to assist them with this move. Further gestures of equipment being donated to any suitable community venue the U3A Group may move too will be considered by Freedom Leisure to help the group transition; E.g. tiered seating stands and crockery.
e) Could you improve a positive impact of the Service or Function?	N/A
f) If there is no evidence that the Service or Function promotes equality of opportunity or improved relations, could it be adapted so that it does?	N/A

Now complete the action planning form, below, which will detail the changes that need to be made to this Service/policy/function to optimise compliance with our Equality Duty.

Equality Impact Assessment Action Plan

Action identified	Key activity	How will we know this has been achieved? (measures, milestones and dates)	Officer responsible	Quarterly progress update

This completed document should be shared with your line manager and with Corporate Support. When completed, this Full EIA will need to be attached as an Appendix to your Committee Report. The 'Equalities Implications' section of the report will need to refer to the EIA in the Appendix and to ask for the EIA to be taken into consideration when a decision is being made.