

EQUALITY IMPACT ASSESSMENT – PLYMOUTH ACTIVE LEISURE – CONTRACT EXTENSION

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Liz Slater	Department and service:	Public Health	Date of assessment:	22 January 2026
Lead Officer: Head of Service, Service Director, or Strategic Director.	Steve Maddern	Signature:		Approval date:	28 January 2026
Overview:	<p>Plymouth Active Leisure Ltd (PAL) was established in 2022 by Plymouth City Council (PCC) to lead the city’s physical activity agenda, replacing the previous provider Everyone Active. Its purpose is to help residents live healthier, more independent lives by reducing risks of lifestyle-related diseases such as obesity, diabetes, cardiovascular disease, and dementia. PAL also supports PCC’s wider corporate priorities around tackling inactivity and improving health outcomes.</p> <p>Over the past year, PAL has strengthened its strategic and operational functions, improved its financial position, and delivered significant social value through increased participation and community engagement. Building on this success, PAL now seeks a long-term commitment from the Council to invest substantially in its facilities and services. This will enable PAL to manage legacy startup costs, reduce reliance on PCCs management fee, and enhance facilities management.</p> <p>The report recommends extending PAL’s existing contract beyond its current end date of March 2032 and providing further financial investment to support its ambitious new strategic plan. This plan envisions a £200 million investment in sport and physical activity across Plymouth over the next 20 years, generating greater social value, improved health outcomes, and new income streams for PCC. The scope of the service includes the management of the Plymouth Life Centre, Plympton Swimming Pool and Gym, Tinside Lido, Mount Wise Outdoor Pools and Active Lifestyle programmes targeting inequality and inactivity.</p>				

	<p>PAL has strong practices around equality and discrimination to allow for all voices to be heard and strives to eliminate bias in decision making and provide inclusive and accessible facilities for all. The nature of PAL is to seek out and challenge inequalities across our communities. As a company owned by PCC, PAL is committed to PCC's principles of promoting equality of opportunity, challenging discrimination, promoting good relations across all members of our community and ensure the requirements are communicated to undertake business in line with the Equalities Act.</p>
<p>Decision required:</p>	<p>Approve a cashflow loan of up to £950,000 to PAL. Reason: <i>The support from PCC is to cover the working capital deficit built up across the current contract period to date, which was largely a result of start-up costs and the impact of COVID: restoring working capital balances will provide PAL with a sustainable platform to grow and thrive.</i></p> <p>Approve the reprofiling of two existing loans to PAL to increase the repayment term by three years, including utility costs of £565,983, and start-up loan of £365,000, totalling £930,983 plus accrued interest. Reason: <i>Extending the contract will enable PAL to repay outstanding loan debts over a longer period, provide operational stability, and allow PAL to continue to align its services with PCC's wider corporate priorities and those priorities of the City.</i></p> <p>Approve an extension of 10 years to the existing contract with PAL to conclude in March 2042, including the provision of a break clause in 2035/36. Reason: <i>Extending the contract provides operational stability, whilst a break clause, provides a mechanism for managing the financial risk for the authority.</i></p> <p>To support feasibility studies and the submission of capital funding business cases through the Council's capital governance process for enhancements to facilities. Reason: <i>capital investment supports income growth and will increase participation by wider audiences.</i></p> <p>Note the following contract amendments: The drafting of new KPIs An annual performance update to the Housing Scrutiny Panel Reason: <i>Noting the feedback from the Scrutiny Committee held on 10 December 2025 to enhance the oversight and risk management of the Contract and to ensure robust monitoring of KPIs, financial and contract performance.</i></p> <p>Note the positive impact of the Agency Model, as approved by Cabinet on 10 March 2025, and the generation of VAT savings, which have been included in the PAL business case model.</p>

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SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	X
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The report is requesting an extension to the existing Leisure Management Contract, so no negative impacts are anticipated.			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department

<p>Age</p>	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p> <p>City Survey 2022</p> <p>The proportion of those stating their health was good or very good decreased with age: 81% (under 45); 67% (45-54); 66% (55-64); 57% (65-74) and 48% (75+).</p>	<p>No adverse impact anticipated.</p>	<p>N/A</p>	
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<p>Care experienced individuals (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>No adverse impact anticipated.</p>	<p>N/A</p>	
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<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a physical or mental health problem (2021 Census)</p> <p>City Survey 2022</p> <p>The proportion of those respondents ‘limited a lot through a health problem/disability’ considering their health as bad or very bad was 53% , significantly higher than those ‘limited a little’ (7%), which in turn was significantly higher than among those with ‘no health problem/disability’ (1%).</p>	<p>No adverse impact anticipated.</p>	<p>N/A</p>	
<p>Gender reassignment</p>	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p>	<p>No adverse impact anticipated.</p>	<p>N/A</p>	
<p>Marriage and civil partnership</p>	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	<p>No adverse impact anticipated.</p>	<p>N/A</p>	

Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No adverse impact anticipated.	N/A	
Race	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	No adverse impact anticipated.	N/A	
Religion or belief	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	No adverse impact anticipated.	N/A	
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact anticipated.	N/A	

Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	No adverse impact anticipated.	N/A	
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No implications.	N/A	

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p>Work together in partnership to:</p> <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together 	<p>Sport is widely seen as a way for people of different backgrounds to interact and integrate by taking part, volunteering and spectating.</p> <p>PAL’s admissions policy promotes equality by providing: -</p> <ul style="list-style-type: none"> ▪ Disabled people and people with health conditions can access subsidised or discounted membership ▪ Students and older people can access a discounted membership. 	<p>PAL will continue to:</p> <ul style="list-style-type: none"> - work with others to provide enhanced support to protected characteristic groups to overcome barriers to attending and taking part. - develop and promote a range of opportunities that enable people to exercise independently. - ensure staff are suitable qualified and trained. 	<p>Louise Kelley – Head of Active Wellbeing and Sport</p>

	Children aged 11-15years can access the gym if accompanied by an adult or attend a supervised session.	<ul style="list-style-type: none"> - improve our offer to existing customers as well as targeting those who are not already active through PAL's Active Health initiatives and the work of the Active Lifestyles Team 	
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	PAL currently allow free access for Care Leavers plus one friend/ relative and this policy will not change.		
Build and develop a diverse workforce that represents the community and citizens it serves.	PAL's current recruitment policy and Disability Confident Committed status demonstrates their commitment towards this.	PAL will continue to: <ul style="list-style-type: none"> - review its policies. - meet its obligations towards the Disability Confident Committed status. 	Jess Hogben – People Impact and Engagement Manager
Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.	N/A		