

Section 1 - The Policy	
Policy title	Sports Facilities Budget Savings 2025-26
Implementation date	April 2025
Please provide an overview of the policy including the key aims and expected outcomes: Review and redesign of service operating hours and staffing based on usage, including consideration of the rural pool service.	
Detail the budget implication relating to the policy: This proposal aims to save £75,000 in the 2025-26 financial year. This equates to a saving of 5% of the total controllable budget for the Sports Facilities service. The saving has been postponed until 2026-27 through one year Crown Estate Funding.	
What will change as a result of this policy? The proposal, which was taken forward at the budget setting meeting, was for Early opening hours to be removed, reducing Sports Centres to five days a week opening and closing of the pools in Shawbost & Lionel	
Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy? Removal of local services in Shawbost and Lionel will impact those without access to transport to travel to Stornoway, including young people and older people. The social and health benefits of participation in sport and activity may be affected. Sports Facilities service users. Reduced opening hours is likely to reduce participation rates as many use sports centres either before or after work. Impact on those on low incomes as Slainte Mhath scheme will have less impact if they are required to travel significant distances to access facilities.	
Responsible Persons	
Department / Section	Education and Children's Services
Lead Officer	Iain G G Campbell
IIA Team Members	Iain G G Campbell, Neil Macleod
Responsible Head of Service	Chief Officer for Education & Children's Services
Section 2 - Evidence	



Initial Integrated Impact Assessment Form

What data and information has been reviewed as part of the policy development process? <ul style="list-style-type: none"> Budgets Service User Rates Slainte Mhath Rates in both facilities 		
Detail what consultation has taken place as part of the policy development process? <ul style="list-style-type: none"> None to date although consultation will be required with the community in both areas. 		
What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy? <p>The need to undertake further consultation to ensure that the impact on staff is minimised where possible and to mitigate the effect of the pool closures has been identified. Potential impacts include the following:</p> <ul style="list-style-type: none"> Reduced participation rates in sport and health Potential income reduction Reputational impact Reduced Slainte Mhath membership may have offset some of the savings made Decommissioning costs will be incurred, which are at present unknown. 		
Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail: <ul style="list-style-type: none"> Further consultation is required as set out above. Consultation may identify other options to make the savings required. 		
Section 3 - Initial Integrated Impact Assessment		
Impact Overview	Yes	No
Is the policy strategic?	✓	
Will individuals have access to, or be denied access to a service or function as a result of the policy or the changes being proposed to services or functions?	✓	
Will the implementation of the policy, or the changes to the policy, result in individuals being employed, a change in staffing levels, or a change in terms and conditions, employer or location, either directly or indirectly?	✓	
Is there a change in the size of a budget?	✓	
Will a service be withdrawn, changed or expanded?	✓	
Will the policy have consequences for or affect people?	✓	
Does the policy have the potential to have an impact on equality even when this only affects a relatively small number of people?	✓	
Does the policy have the potential to have an impact on the economy and the delivery of economic outcomes?		✓
Is the policy likely to have a significant environmental impact?		✓



Initial Integrated Impact Assessment Form

Comments

There is an obligation that “a local authority shall ensure that there is adequate provision of facilities for the inhabitants of their area for recreational, sporting, cultural and social activities.” Contained in the Local Government and Planning (Scotland) Act 1982 was transferred to the new local authorities under Schedule 13 of the Local Government etc. (Scotland) Act 1994 as a statutory duty.

The proposals will result in individuals no longer having access to the swimming pools in Shawbost and Lionel.

The closure of both pools will require a review of staffing levels.

The proposals are for budget savings of £75k

The proposals will result in the removal of swimming facilities in Shawbost and Lionel.

Individuals disadvantaged through poverty or a reliance on public transport, especially young people and pensioners, will be impacted disproportionately if local services are removed.

Any reduction in services will create the risk of cancellations of Slainte Mhath memberships which will reduce income to the service.

Section 3 – - Initial Integrated Impact Assessment Continued

Which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?	Yes	No	Comments
age	✓		Young people and pensioners will be impacted disproportionately if local services are removed and there is limited public transport available to access services in Stornoway
disability		✓	
sex	✓		Potential that parents (predominantly women) in the affected areas will have difficulty accessing the swimming pool in Stornoway
gender reassignment		✓	
marriage and civil partnership		✓	
pregnancy and maternity		✓	
race		✓	
religion or belief		✓	
sexual orientation		✓	
Do you have evidence or reason to believe that this policy will or may impact on socio-economic inequalities?	Yes	No	Comments
Socio-economic Disadvantage		✓	
Low Income/Income Poverty	✓		Closure of rural swimming pools will result in additional travel costs and therefore reduced access to facilities. Those on low incomes may be denied the same opportunities to participate in activities.



Initial Integrated Impact Assessment Form

			Reduced access to facilities will impact on the benefit of slainte Mhath membership of those in the affected areas.
Low and/or no wealth	✓		As above
Material Deprivation			
Area Deprivation			
Socioeconomic Background			
Do you have evidence or reason to believe that this policy will or may affect individuals Human Rights?	Yes	No	Comments
Human Rights		✓	
Do you have evidence or reason to believe that this policy will have wider impacts as outlined below?	Yes	No	Comments
Health and Wellbeing	✓		Reduced access to sporting facilities may result in less people keeping active
Economic and Social Sustainability	✓		Removal of local services may impact on the attractiveness of the area for those with young families.
Environmental Sustainability, Climate Change and Energy Management		✓	
The Gaelic Language		✓	
Island Proofing		✓	
Is there the potential for cumulative impact?	✓		Impact on individuals, communities and health and wellbeing. Also potential reduced income and reputational damage
Section 4 - Decision			
Based on the initial Integrated Impact Assessment is a full IIA required?			
<p>Yes ✓</p> <p style="margin-left: 40px;">Full IIA Lead Officer: Iain G G Campbell</p> <p style="margin-left: 40px;">Estimated completion date: March 2026</p> <p>No <input type="checkbox"/></p> <p style="margin-left: 40px;">If an IIA is deemed not to be required please detail the decision rational below</p>			
Section 5 - Sign Off and Authorisation			
Signed by Lead Officer			



Initial Integrated Impact Assessment Form

Designation	
Date	
Counter Signature (Head of Service or Director responsible for the policy)	
Date	

All completed assessments should be forwarded to equalities@cne-siar.gov.uk

