
Re-development of Northcroft Lido

Committee considering report:	Executive
Date of Committee:	24 March 2022
Portfolio Member:	Councillor Howard Woollaston
Date Portfolio Member agreed report:	01 March 2022
Report Author:	Paul Martindill
Forward Plan Ref:	EX4159

1 Purpose of the Report

- 1.1** To present the results of the public consultation undertaken between July and September 2021 and seek delegated authority to award the contract to Alliance Leisure Services for the re-development of the Lido at Northcroft Leisure Centre.

2 Recommendations

- 2.1** The Executive resolves to:
- (a) delegate authority to the Executive Director – People, in consultation with the Portfolio Holder for Internal Governance, Culture and Leisure to award the call off contract for the redevelopment of the Lido at Northcroft Leisure Centre (to include Access Agreement and Development Management Agreement) under the UK Leisure Framework to Alliance Leisure Services Ltd; and
 - (b) delegate authority to the Service Lead Legal & Democratic Services to enter into Call off contract (to include Access Agreement, Development Management Agreement, and associated agreements) with Alliance Leisure Services Ltd to finalise the terms of the agreement.

3 Implications and Impact Assessment

Implication	Commentary
Financial:	The estimated capital costs will be met through borrowing; the Council will incur financing costs (payment of interest and Minimum Revenue Provision) as a result. The actual cost of such will reflect the borrowing structure to be adopted, and market rates prevailing at the time. The cost of the lido is estimated at £5M with an annual repayment of £186,670 per

	annum which will include payment for both principal and interest over a 40 year term
Human Resource:	None
Legal:	<p>In accordance with the approved procurement strategy this is a direct award under the UK Leisure Framework by Denbighshire County Council which will commence in March 2022. The framework is a single supplier framework awarded to Alliance Leisure Services Ltd (AL).</p> <p>The Council will enter into an Access Agreement in March 2022 which will confirm the design brief for the project</p> <p>For the second stage the council will enter into development management agreement (DMA) which will allow the AL to enter into various contracts relating to specialist quantity surveyor and project management services etc. with provider(s) together with a construction contract with the building contractor. AL will receive a management fee and project and development costs from the Council.</p> <p>The development manager ultimate role is to deliver the scheme on time and in accordance with the projects costs plan however it should be noted that this is not an absolute obligation on AL so there is a risk of costs increase which will be paid by the Council.</p> <p>It is recommended that the Council shall only enter into the DMA once full costing have been finalised and subject to planning consent being achieved.</p>
Risk Management:	<p>This development will utilise a pre planning application prior to the submission for full planning consent.</p> <p>Surveys have been undertaken to examine soil conditions surrounding the tank and to assess the condition of the tank itself. This information will be shared with Alliance Leisure Services.</p> <p>The project programme is designed for the lido development to occur with only one summer closure. The scope of works for the stabilisation of the tank is being finalised.</p> <p>Subject to agreement with planning with regard to the scope of works for stabilisation, the works may progress prior to planning determination and be undertaken in the summer of</p>

	<p>2022. This will mean that the lido will not be open to the public for the 2022 season.</p> <p>There is only a limited window of opportunity each year to complete the stabilisation works due to the level of the water table and therefore the optimum time to undertake the stabilisation works is between June and August.</p> <p>Based on recent experience of inflation in the construction sector, delays in timescale are likely to lead to significant increased costs. The report contains a section on mitigation enabling specific elements of the scheme to be removed to stay within the allocated budget.</p>			
Property:	Northcroft Leisure Centre is owned by West Berkshire Council and will be managed as part of the Leisure Centre management contract.			
Policy:	<p>Council strategy - Develop local infrastructure, including housing to support and grow the local economy : specifically Enhance the arts, culture and leisure offering of the District</p> <p>Draft Leisure Strategy 2022-2032: the lido development is identified as a key project to enable local people to be more active in the community and engage in a variety of leisure pursuits.</p>			
	Positive	Neutral	Negative	Commentary
Equalities Impact:				
A Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality?	X			The project will improve access to the lido for people with mobility issues, and improve the accessibility of changing accommodation

B Will the proposed decision have an impact upon the lives of people with protected characteristics, including employees and service users?	X			People who have mobility issues will have better access to swimming outdoors, helping to improve their health and well-being.
Environmental Impact:	X			<p>The Lido development will be designed with the aim of achieving BREEAM Excellent.</p> <p>It will be the aim of the project to achieve net zero carbon, this will include full exploration for the use of solar energy for the lido development.</p> <p>The project will utilise modern design and infrastructure.</p> <p>The Leisure Strategy explicitly states, as an objective, that it will ensure that the recommendations of the Environment Strategy, are supported and adopted. The Lido redevelopment will be delivered in consultation the Environment service to ensure that the most energy efficient solutions are utilised including solar panels, air source heat pumps etc. where viable.</p>
Health Impact:	X			Data for the current user profile for the lido shows that only approx. 20% of users use indoor pools or other leisure centre facilities. By providing improved facilities this group will have a longer season in which to access the facilities, together with a broader range of facilities for different age groups which will help enhance physical activity. We project a significant increase in the number of user visits following the investment
ICT Impact:		X		None

Digital Services Impact:		X		None
Council Strategy Priorities:	X			Enhanced leisure facilities for the people who live, work and visit West Berkshire by redeveloping a facility which was last refurbished in the early 1960's
Core Business:		X		None
Data Impact:		X		None
Consultation and Engagement:	<p>Officers consulted Matthew Pearce (Service Director Communities and Well Being); Jim Sweeting (Sport and Leisure Manager, Lisa Potts, (Finance Manager) Jonathan Martin (Business Lead for Capital and Treasury), Ian Wigginton,(Senior Finance Manager) Shiraz Sheikh (Service Lead Legal and Demographic Services)</p> <p>A formal consultation exercise was undertaken with the public from 26 July to 5 September 2021 a total of 715 responses were received. (95% of respondents supported investment in the lido and 67% supported the conversion of the pool tank from 72m to 50m (in line with an Olympic competition pool)</p> <p>The consultation process included visual presentations of different development options and was promoted through a social media campaign, press releases and an interactive webinar that facilitated public questions. The campaign was backed up by posters in the leisure centre to attract 2021 users.</p>			

4 Executive Summary

- 4.1** The lido facility at Northcroft Leisure Centre in Newbury dates from the late 19th century with the last refurbishment works carried out in the early 1960's. The facility was built in the flood plain of the river Kennet and as such is impacted on annually by ground water levels. Specialist contractors have advised that options for a long term future for the facility should be considered if the lido is to have a future in Newbury.
- 4.2** Following survey work into the ground and tank conditions undertaken in 2020/21, concept plans were produced by architects Space and Place, which formed the basis of a public consultation. The results showed 95% support for the lido redevelopment with 67% support to convert the tank from 72m to 50m and strong support for a longer outdoor swimming season.

- 4.3** The aim of the project is to increase the duration of the outdoor swimming season from its current position of ten to twelve weeks per year to a period of six months from Easter through to September. The new proposal delivers the following:
- (a) To deliver the scheme at a net zero carbon footprint and aim to BREEAM Excellent standards.
 - (b) Ground stabilisation works to provide protection for the new tank
 - (c) The creation of a 50m Olympic length pool through the provision of a new Myrtha tank.
 - (d) A new depth profile for the pool running from 1.2 to 1.5m (currently 0.9m to 2.8m) thereby reducing weight in the tank and the risk of the ground conditions continuing to disrupt the service.
 - (e) Increased flexibility for the programming of the water space.
 - (f) An enhanced environment surrounding the pool including deck level entrance to the pool enabling improved access for people with mobility issues.
 - (g) Replacing the paddling pool with an interactive splash pad (incorporating a small paddling pool feature)
 - (h) A racer slide
 - (i) Improved changing facilities (including accessible changing).
 - i. To increase the capacity of the existing male and female lido changing areas to enable lido sessions to be programmed which will require rapid turnover of customers leaving and entering the lido area.
 - ii. The provision of additional changing cubicles around the lido site to recapture the traditional feel of lidos and to create a beach like environment.
 - iii. To provide facilities for disabled people to be able to use the lido – including larger changing cubicles.
- 4.4** The proposal will provide for a long term future for the lido – providing a fully accessible facility fit for the 21st century in line with the objectives of the leisure strategy.
- 4.5** The lido investment is projected to Increase usage from the current levels of 15 to 20,000 visits per annum to a projected throughput of over 50,000 attendances across the six month opening period. It is recognised in the Sport England Facilities planning model that investment in facilities increases usage. The Sport England Facilities Planning Model includes an increased weighting for projected usage for new pools or those that have had significant investment.
- 4.6** The lido will provide further opportunities for physical activity across West Berkshire. Whilst 77.3% of adults in West Berkshire are considered physically active, 14.2% of adults (18,000 adults) in West Berkshire are physically inactive. 50% of children in West Berkshire are not currently getting enough physical activity and the Lido present further opportunity for families to increase their levels of physical activity

- 4.7** Evidence suggests that swimming outdoors can bring a range of benefits to our health. In addition to the benefits associated with increased physical activity, outdoor swimming can also improve mental wellbeing.
- 4.8** Increased opportunities for child swimming can also help improve social skills and confidence as well as building water safety skills
- 4.9** The re-profiled shallower pool depth will run from 1.2m to 1.5m (currently 0.9m to 2.8m) facilitating a greater area for water based exercise classes (e.g. Aqua Fit, Aqua Aerobics, Aqua Well Being). Water based exercises are particularly helpful in assisting people with weight management issues to commence an exercise programme. Water based exercise classes can provide for a low intensity exercise experience. Therefore these classes can feel accessible to inactive people who are seeking to commence exercise for the first time. The lido development will support the key objective of the leisure strategy in facilitating a change in lifestyle from inactivity to activity.
- 4.10** A key finding in the recent public consultation that informed the review of the leisure strategy, is the increase in popularity of outdoor swimming experiences. The new lido, with the projected longer opening six month period, will support this new increasing demand for outdoor swimming experiences.
- 4.11** Swim England, the national governing body for swimming, site a range of health benefits that are achieved through swimming including:
 - (a) Better sleep
 - (b) Increased happiness
 - (c) Boosted immune system
 - (d) Preventing and managing long term health conditions

Further information can be located at: www.swimming.org/openwater/the-health-benefits-of-open-water-swimming/. Further benefits from swimming can be found in Appendix D

5 Supporting Information

Introduction

- 5.1** Northcroft Lido dates back to the 1870's with some refurbishments during the 20th century, the last being in the early 1960's. The facility today represents the values prevalent at the time works were carried out and not necessarily those today.
- 5.2** The lido is built into the flood plain of the River Kennet and pressures caused by ground water levels impacts on when the pool can be emptied and repair work carried out which has resulted in the last ten years the longest season being only 12 weeks long.
- 5.3** Feedback from specialist contractors carrying out the annual repair work have indicated that patch and repair on the structure was having minimum effect now and consideration should be given to a longer term solution.

- 5.4** In reviewing a long term solution for the lido it was appropriate to consider how the facility could be improved for the 21st century.

Background

- 5.5** Northcroft Lido was first built as a permanent structure in the late 1870's continuing a tradition of open air swimming at the site (formerly an open pool). Several refurbishments were undertaken at various stages in the 20th century with the last being approximately 1960. The main pool seen today looks dated and has limited access for people with mobility issues, whilst the paddling pool has steep steps making it unsuitable for people with mobility issues.
- 5.6** Ground water pressure restricts the time when the pool can be emptied for an assessment of seasonal remedial works to allow the pool to be opened each season. The result is that the average season over the last ten years has been only 74 days. On occasions the lido has not been able to open when the weather has been good in the late Spring much to the frustration of users.
- 5.7** Specialist contractors carrying out annual repairs before each season have reported that the patch and repair programme is now having limited impact and the Council should consider a longer term solution.
- 5.8** The area has been impacted by two major floods in the past twenty years. It was unclear as to the impact of these on the tank structure therefore a successful bid was made to Capital Strategy for budget to undertake a series of surveys to analyse the ground and tank conditions which will inform plans going forward.

6 Procurement

- 6.1** Denbighshire County Council has completed the retendering of the UK Leisure Framework. The UK Leisure Framework Agreement provides a complete design and build solution from design to delivery. A key advantage of this route is that the framework has just been procured using a competitive process.
- 6.2** The procurement strategy has been agreed 18 November 2022
- 6.3** The UK Leisure Framework allows for the direct appointment of a Development Partner. The proposed team will include:
- (a) Alliance Leisure Services Limited
 - (b) Scott, White and Hookins – BREEAM Consultants
 - (c) UPAC (Universal Piling and Construction)
 - (d) Space and Place (Architectural Services)
 - (e) BGH (Bradshaw Gas and Hope)
 - (f) Myrthapools (pool tank supplier)
 - (g) Ustigate Waterplay Limited (Splash Pad with paddling pool)

- (h) Savernake (project management)
- (i) Barr and Wray Ltd (pool engineering consultancy and water treatment)
- (j) KRP (Consulting Engineers)
- (k) GIS
- (l) Structural Renovations

7 Summary of technical solution for the lido tank

7.1 To date £35,000 has been spent commissioning surveys to ascertain the current ground and tank conditions. The reports produced have determined the areas where work is required and offered technical solutions to provide a long term future for the lido. These include:

- (a) Ground stabilisation works to minimise movement of the tank from ground water conditions.
- (b) The use of a specialist Myrtha tank liner that effectively creates a new 50m tank within the main tank to strengthen the walls to reduce the impact of pressure from ground water.
- (c) New lining across the base of the existing tank to raise the base of the pool to create a new depth profile and pressure on the tank.

7.2 The proposal is for the existing pool length to be reduced by constructing a new concrete wall across the width to create the 50m length, this would be tied into the existing pool walls and floor to ensure the structure works as a single entity. The Myrtha lining will form the internal finish for the concrete as well and there would be no discernible difference to users immaterial of the route taken.

7.3 In order to change the depth of the pool a light aggregate concrete screed will be used, and this will need to be reviewed against the ground stabilization works

8 Current Position

8.1 In February 2020 Space and Place (Architects) were commissioned to develop concept plans to demonstrate the potential for the lido development. These plans formed the basis of the public consultation that was undertaken between July and September 2021

8.2 Space and Place (S&P) are one of the architectural companies that are on the UK Leisure Framework Agreement and has such can be appointed to complete further design work without a requirement for competitive tender. S&P are familiar with the site and the technical reports detailing the ground conditions and has such have detailed knowledge of the client's requirements and site challenges.

8.3 Following the public consultation Alliance Leisure Services (ALS) produced a proposal to develop the scheme to RIBA stage 4. The cost for delivering this work is detailed in section 14 below.

- 8.4** The current scope of works to complete the stabilisation stage is currently being calculated and will be presented to planning to determine if the stabilisation works require planning permission. The aim will be to complete the stabilisation works in the summer of 2022 and for this summer the lido would not be open.
- 8.5** Subject to planning determination and agreed construction programme the aim is for the lido development to be completed for the summer of 2023.

9 Business Case – Rational for the Lido Development

- 9.1** Public sector swimming pools have not been developed for profit. Throughout their history public pools have required subsidy. The growth of the fitness industry however, and the profitability of gyms, has meant that the subsidy required for swimming pools can be off-set by the income generation from gyms and exercise classes within leisure centres. This has meant that over the past 20 years many new leisure centres have increasingly been built with fitness gyms containing 100 stations or more and older leisure centres have been remodelled with expanded fitness facilities and gyms in order to reduce subsidy and in some cases return a surplus.

- (a) Increased usage of the lido is projected following the investment due to the following factors:
- (b) New facilities attract increased audiences and this is recognised by the Sport England Facilities Planning Model.
- (c) The proposals are reflecting the results of the public consultation survey and the various elements of the scheme reflect high public demand with all features having achieved at least 50% public support.
- (d) The new depth profile of the pool enables more programming for water based exercise classes
- (e) The leisure strategy demonstrated increased demand for outdoor swimming experiences

Based on these factors and extended opening period increased attendances can be realistically projected to increase usage from an average of 17,000 to 18,000 to 40,000 to 60,000. Leisure operator's projections will be ascertained through the tender process conducted in 2022/23.

- 9.2** The plans for the Northcroft leisure centre dryside development will increase the size of the gym and increase the number of exercise studios within phase 2 of the development. The total capital envelope for Phase 1 (lido) is £5M and for Phase 2 (dryside – health and fitness expansion) is £4.3M. It is proposed that Phase 1 will be developed first, in 2022/2023, due to the fragile condition of the lido tank. Phase 2 will be completed in 2023/24 (subject to capital funding approval) enabling leisure operators to contribute and influence the dryside fitness expansion proposals through the process of the tender for the new leisure management contract which will be undertaken in 2022.
- 9.3** The steps taken to secure the future of the lido will create a 21st century water destination with widespread appeal for all the community. Programming flexibility will

be the key to minimising costs and maximising income. The summer months will provide peak demand and the use of the additional water features such as the splash pad and racer slide can be expected to operate daily.

- 9.4** Outside of peak demand, pool programming will offer lane swimming for a variety of standards. Throughout the extended 6-month opening period a range of water based exercise classes will be programmed. Clubs and schools will also have extended opportunities to use the lido for training and learn to swim lessons.
- 9.5** The additional water space provided by the lido can also be used for staff training to ensure an enhanced base of qualified lifeguards, without having to reduce public swimming time in the indoor pools to facilitate this.
- 9.6** The change in the dimensions of the lido from 72 m to 50 m alongside the shallow depth profile of the pool means that the water volume in the lido will reduce significantly (approximately 30%). This will provide a significant reduction in cost in terms of energy (heating) and lower the daily operational cost of the lido. It will be within the control of WBC to determine the duration of the lido season.
- 9.7** In recent years lidos have undertaken a resurgence. Many of the lido business models have operated on a basis of exclusivity, with high membership prices often for adults only. The WBC lido prices are non-exclusive and the proposals contain features that will be attractive for families with young and older children. However there is flexibility to include premium memberships alongside an inclusive pricing structure and this will be explored through the leisure management contract tender process which includes scope for negotiation. Please see table in Appendix D for further details on the benefits of the provision of the lido service

10 Risk Mitigation

- 10.1** At present inflation is operating at unprecedented levels providing significant risk to capital projects. In order to reduce risk, several mechanisms can be put in place to ensure the scheme for the lido project stays within the allocated budget.
- 10.2** The proposed scheme has several discreet elements, which can be removed to address cost control in the event of price escalation. Based on the survey results it is proposed that the following elements would be removed from the scheme in the order presented, if costs escalate beyond the allocated budget this could create an estimated reduction in the scope of the project in the range of £860k to £1.025 Million
 - (a) Racer slide (Estimated £280k - £300k)
 - (b) New changing rooms and beach huts (Estimated £150k to £200k)
 - (c) Pergoda areas for relaxation and outdoor fitness (Estimated £50k to £75k)
 - (d) Splash pad and toddler pool. (Estimated £380k to £450k)
- 10.3** West Berkshire Council will retain the option to stop or modify the scheme following the design to RIBA stage 4.

- 10.4** The proposal for catering services to serve the lido received a high level of support 87.5%. The existing catering service is located on the first floor in the leisure centre and this location limits accessibility for visitors to the lido. It is therefore likely that a relocation of the catering area to a position to serve customers using wetside and dryside facilities will maximise catering income. However the proposed location for the new catering service will mean a loss of some of the existing gym space on the ground floor, therefore it is proposed to implement the new catering service in Phase 2 of the Northcroft Leisure Centre development, when it will be possible to relocate the gym to an alternative location.
- 10.5** A capital bid has been submitted to allocate funds to redevelop the health and fitness side of Northcroft Leisure Centre creating a new and larger fitness area and additional exercise studios. This development is scheduled for 2023/2024 subject to capital funding approval. The leisure contract procurement process is seeking the leisure contractor's views on this proposal, to ensure it will maximise visitors and income potential.

11 Public Consultation

- 11.1** In developing proposals for the future of the lido a formal public consultation exercise was undertaken between 26 July 2021 and 5 September 2021. The items that were consulted upon were:
- (a) Whether investment should be undertaken to safeguard the future of the lido.
 - (b) The length of the pool – whether it should be 50m or 71m.
 - (c) Additional facilities to support the main lido pool
 - (d) The preferred length of the season and potential programming elements.
- 11.2** A total of 715 responses were received to the public consultation exercise and a summary report of the findings was presented to Culture and Leisure Programme Board on November 1st 2021 (Copy available in Appendix B). The following represents a summary of the main results:
- (a) 95% of respondents were supportive of investment into the lido.
 - (b) 67.4% of respondents from the survey were supportive of the notion of reducing the length of the lido to 50m
 - (c) There was a strong feeling not to mix and match activity and to focus on 'Wet' activity in the lido area.
 - (d) A balance was required between social/family activity and pure swimming for swimming sake
 - (e) The notion of a toddler pool, splash pad and slides of some format received most support

- 11.3** A webinar took place on August 3rd 2021 – feedback from this was broadly in line with the consultation responses with the emphasis on ensuring the lido was available for much longer periods of each year.

12 Proposals

- 12.1** To redevelop the lido to net carbon zero and aim to achieve BREEAM Excellent certification.
- 12.2** Stabilise the lido tank and protect it from ground water pressure and movement.
- 12.3** Install a new Myrtha tank, remodelled to reduce the pool to 50m in length with a maximum depth of 1.5m
- 12.4** To raise the ground level around the main pool thus eliminating the upstand to create a deck level entry for the lido.
- 12.5** To create an interactive splash pad with toddler pool creating opportunities for children to experience play with water and be more active.
- 12.6** To install racer slides to cater for older and teenage children.
- 12.7** Improved relaxation areas, changing accommodation and café facilities.
- 12.8** Once completed the lido should be available for a minimum of six months throughout the year with the proposed timetable being from Easter through to September.
- 12.9** An indicative plan of the proposal is provided in Appendix C

13 Benefits of Proposed Lido development

- 13.1** The redevelopment of the lido offers greater flexibility in terms of programming. Specific sessions will be available for family fun sessions when the water features are used to full capacity.
- 13.2** The re-profiled pool depth (1.2 to 1.5m) facilitates a greater area for water based exercise classes (e.g. Aqua Fit, Aqua Aerobics. Aqua Well Being) which can assist those with joint and general mobility issues.
- 13.3** Outdoor swimming is increasingly attractive so the longer lido opening period will facilitate more opportunities for lane swimming.
- 13.4** Transferring to an Olympic length pool (50 metres) enables club, county and national standard swimmers to train in a pool that has the same length as used in all high level competitions.
- 13.5** The outdoor seating area for the café can be used flexibly and can operate for additional classes such as yoga, pilates or spinning classes therefore increasing the income generating potential of the site.
- 13.6** Improved accessibility for people with mobility issues due to the design of a deck level amenity.

- 13.7** Increased usage from the current levels of 15 to 20,000 visits per annum to a projected throughput of over 50,000 attendances for the lido alone. The Sport England Facilities Planning Model provides an increased weighting for usage for new pools or those that have had significant investment.

14 Project Costs

- 14.1** Alliance Leisure Services will produce designs to RIBA Stage 4 and establish cost certainty Alliance Leisure have not yet been appointed.
- 14.2** £5 million pound has been allocated within the Capital programme to deliver the project.
- 14.3** Cost estimates for all pre-construction works through to RIBA stage 4 would be in the region of £490,000.
- 14.4** The stabilisation works to secure the new pool tank is estimated at £500,000
- 14.5** The estimated capital costs will be met through borrowing; the Council will incur financing costs (payment of interest and Minimum Revenue Provision) as a result. The actual cost of such will reflect the borrowing structure to be adopted, and market rates prevailing at the time. By way of illustration, a £5m annuity loan at 2.14% would incur total repayment costs of £7.47m over a 40 year period.
- 14.6** Initial discussions would indicate that the re-development of the Lido could be eligible to be funded by CIL contributions
- 14.7** Importantly, the project will result in increased access with an increase in daily opening times (especially mornings and evenings) and the period of opening increased to 6 months from the current 11 weeks.
- 14.8** On the basis of the above, the scheme will result in an improved new offer and on this basis the scheme has been included in the Infrastructure Development Plan (IDP).

15 Other options considered

- 15.1** Continue lido operation as is – from the feedback provided in the technical surveys this would mean a continuation of patch and repair for a period until the lido became inoperable. No timescale can be given for this as it would be dependent upon ground conditions each year. This provides a high risk strategy as the current tank is at the end of its lifecycle.
- 15.2** To undertake a different procurement strategy. It is likely that alternative procurement routes will require a longer time period and in light of current cost inflation this could significantly increase costs.
- 15.3** An alternative development strategy could be undertaken that removes the lido completely and replaces this with new outdoor sports facilities or new indoor sports facilities. Potential outdoor facilities could include courts for tennis, netball, basketball and football. Indoor facilities could include provision for table tennis, martial arts/combat sports, weightlifting, or a range of disability sports. (e.g. Boccia, Power Chair Football, archery).

16 Conclusion

- 16.1** The lido can be modernised and its future secured in line with the results of the public consultation for a budget of £5 million.
- 16.2** The proposed scheme reflects the results of the public consultation including all features that received a minimum of 50% support.
- 16.3** Based on the indicative programme the lido would not open for the summer of 2022 to enable the stabilisation works to be undertaken but could be open for the summer of 2023 subject to planning approval.

17 Appendices

- 17.1** Appendix A – Equalities Impact Assessment
- 17.2** Appendix B – Report to Culture and Leisure Programme Board following the Lido Public Consultation exercise.
- 17.3** Appendix C – Indicative proposal for the Northcroft Leisure Centre Lido.
- 17.4** Appendix D – Business Case – Key drivers for investment into the Lido
- 17.5** Appendix E – UK Leisure Framework Agreement Delivery Model

Background Papers:

Survey reports of ground and tank conditions; Public Consultation responses and report to Culture and Leisure Programme Board.

Subject to Call-In:

Yes: ☒ No: ☐

- | | |
|--|--------------------------|
| The item is due to be referred to Council for final approval | <input type="checkbox"/> |
| Delays in implementation could have serious financial implications for the Council | <input type="checkbox"/> |
| Delays in implementation could compromise the Council's position | <input type="checkbox"/> |
| Considered or reviewed by Overview and Scrutiny Management Committee or associated Task Groups within preceding six months | <input type="checkbox"/> |
| Item is Urgent Key Decision | <input type="checkbox"/> |
| Report is to note only | <input type="checkbox"/> |

Wards affected: All

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Change History

Version	Date	Description	Change ID
1			
2			

Appendix A

Equality Impact Assessment (EqIA) - Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity as set out in the Public Sector Equality Duty (Section 149 of the Equality Act), which states:

- (1) A public authority must, in the exercise of its functions, have due regard to the need to:*
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; This includes the need to:*
 - (i) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;*
 - (ii) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;*
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it, with due regard, in particular, to the need to be aware that compliance with the duties in this section may involve treating some persons more favourably than others.*
- (2) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.*
- (3) Compliance with the duties in this section may involve treating some persons more favourably than others.*

The following list of questions may help to establish whether the decision is relevant to equality:

- Does the decision affect service users, employees or the wider community?
- (The relevance of a decision to equality depends not just on the number of those affected but on the significance of the impact on them)
- Is it likely to affect people with particular protected characteristics differently?
- Is it a major policy, or a major change to an existing policy, significantly affecting how functions are delivered?
- Will the decision have a significant impact on how other organisations operate in terms of equality?
- Does the decision relate to functions that engagement has identified as being important to people with particular protected characteristics?
- Does the decision relate to an area with known inequalities?
- Does the decision relate to any equality objectives that have been set by the council?

Please complete the following questions to determine whether a full Stage Two, Equality Impact Assessment is required.

What is the proposed decision that you are asking the Executive to make:	To approve the redevelopment of the lido located in the grounds of Northcroft Leisure Centre.
Summary of relevant legislation:	Equality Act 2010
Does the proposed decision conflict with any of the Council's priorities for improvement? <ul style="list-style-type: none"> • Ensure our vulnerable children and adults achieve better outcomes • Support everyone to reach their full potential • Support businesses to start develop and thrive in West Berkshire • Develop local infrastructure including housing to support and grow the local economy Maintain a green district • Ensure sustainable services through innovation and partnerships 	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If yes, please indicate which priority and provide an explanation
Name of Budget Holder:	(Budget not allocated yet)
Name of Service/Directorate:	Communities and Wellbeing (People directorate)
Name of assessor:	Jim Sweeting
Date of assessment:	25/11/2021
Version and release date (if applicable):	

Is this a ?		Is this policy, strategy, function or service ... ?	
Policy	Yes <input type="checkbox"/> No <input type="checkbox"/>	New or proposed	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Strategy	Yes <input type="checkbox"/> No <input type="checkbox"/>	Already exists and is being reviewed	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Function	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Is changing	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Service	Yes <input type="checkbox"/> No <input type="checkbox"/>		

(1) What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?	
Aims:	To redevelop the lido area at Northcroft Leisure Centre to update facilities and provide accessible facilities.
Objectives:	To provide for a facility fit for the 21 st century with fully accessible facilities.

Outcomes:	A facility available for a minimum of six months, an accessible main pool and an accessible replacement for the current paddling pool.
Benefits:	Increased use by people with mobility issues gaining from the benefits that participation in swimming and physical activity in general can bring.

(2) Which groups might be affected and how? Is it positively or negatively and what sources of information have been used to determine this?

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation)

Group Affected	What might be the effect?	Information to support this
Age	Older people with mobility issues would be able to better access the main pool and benefit from participation in a weight bearing activity such as swimming.	https://www.seniorlink.com/blog/6-benefits-of-swimming-for-seniors https://heritageliveincare.co.uk/blog/9-reasons-why-swimming-is-such-a-great-exercise-for-older-people/
Disability	People with disabilities will be able to easier access the pool and have access to improved changing accommodation	file:///C:/Users/JSweeting/Downloads/Inclusion%20of%20Swimmers%20with%20a%20Disability.pdf
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Further Comments:		
Swimming is an excellent activity for those with joint issues as it is non weight bearing, the project will improve accessibility to the main pool, an alternative to the current paddling pool with steep steps and improved changing accomodation		

(3) Result	
Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Please provide an explanation for your answer: The project will improve access to the facility for those with mobility issues so equality will be improved.	
Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Please provide an explanation for your answer: The project will improve access to the main pool and provide an alternative for younger people with mobility issues. This will help improve people's ability to engage in beneficial physical activity (swimming) which will help improve their quality of life.	

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, or you are unsure about the impact, then you should carry out a EqlA 2.

If an EqlA 2 is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the EqlA guidance and template – <http://intranet/index.aspx?articleid=32255>.

(4) Identify next steps as appropriate:	
EqlA Stage 2 required	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Owner of EqlA Stage Two:	
Timescale for EqlA Stage Two:	

Name: Jim Sweeting

Date: 22/11/2021

Please now forward this completed form to Pamela Voss, Equality and Diversity Officer (pamela.voss@westberks.gov.uk), for publication on the WBC website.

Appendix B

Report to Culture and Leisure Programme Board – Findings from Public Consultation Exercise – re-development of Lido.

Produced for:	Culture & Leisure Programme Board
Requested by:	Matt Pearce
Portfolio Member:	Councillor Howard Woollaston
Head of Service:	Matt Pearce
Date Prepared:	20 October 2021
Briefing Author:	Jim Sweeting

1 Purpose

- 1.1 To update the Culture and Leisure Programme Board (CLPB) on the extent, nature and scope of responses to the Northcroft Lido Consultation exercise.
- 1.2 The Appendices detail the full consultation response.

2 Recommendations

- 2.1 That the Culture and Leisure Programme Board notes the consultation response summary.

3 Background

- 3.1 The lido at Northcroft Leisure Centre continues a tradition of outdoor swimming at the site dating back to Victorian times. A formal pool is shown on maps dating from 1880, the structure of which underwent refurbishment at different times during the 20th century with the last being about 1960.
- 3.2 The structure is located within the floodplain of the River Kennet and as such the ground water conditions impact on when the pool can be drained to allow inspections to take place and remedial works to occur before opening. The result is that in recent years the season has opened between mid-June and mid-July and lasted for a period of about eleven weeks.

- 3.3** As the last refurbishment was carried out in 1960, the facilities are now dated, although works have been carried out to the infrastructure in more recent times.
- 3.4** A budget was allocated towards carrying out survey work to assess the condition of the current structure and ground conditions to review what would need to be carried out to allow the site to open for longer periods. The final report is due November 2021.
- 3.5** The opportunity was also available to assess public opinion of the facility and to determine the public's views on a number of options for the site.
- 3.6** Based on some indicative concept proposals, a formal consultation was designed to take place in line with the 2021 lido season. The consultation was available through the Council's consultation portal with hard copies available on request. A copy of the questionnaire is attached as Appendix A.
- 3.7** The consultation opened on 26th July 2021 and closed on 5th September 2021. The consultation was publicised via:
- Press Release
 - The Community Panel
 - A social media campaign
 - Posters in WBC buildings
 - A webinar that took place on August 3rd, 2021
- 3.8** At the close of the consultation and after cleansing, 715 responses had been received. This is considered to be a good level of engagement.

4 Key findings from the Northcroft lido consultation exercise

- 4.1** A summary report of the findings from the consultation is provided in Appendix B and Appendix C
- 4.2** Sample:
- The sample covered all age groups, and was representative of the user profile seen most seasons. Less responses were received from younger individuals but it is clear from the responses that family groups were represented in the returns.
 - 11.1% of respondents indicated they had a disability or long term health condition.
 - For those who gave gender, 68.6% were female and 30.9% male.
 - 90% of respondents had made use of the lido either in their family/friendship group or for personal swimming
- 4.3** Indicative Proposals

Three indicative proposals were outlined in the consultation. No single proposal has majority support, however it was clear from the responses that:

- 67.4% of respondents from the survey were supportive of the notion of reducing the length of the lido to 50m
- There was a strong feeling not to mix and match activity and to focus on 'Wet' activity in the lido area.
- A balance was required between social/family activity and pure swimming for swimming sake
- The notion of a toddler pool, splash pad and slides of some format received most support

4.4 Support facilities

Support was seen for facilities and features such as picnic tables, parasols and loungers

There was strong support for café facilities serving hot and cold drinks, ice creams and sandwiches (note there are plans being developed for the dryside of the facility for a new café which would serve both internal and external areas).

4.5 Programming

Respondents overwhelming wanted an extension to when the lido was available with May to September being the most popular season.

From responses to potential use of the main pool, there is scope for shorter sessions but focused on particular activity e.g. lane swimming, club sessions (particularly with a 50m pool).

There was a small group of respondents who would like to see the lido open all year (possibly without heating over the winter months).

5 Conclusions

5.1 In conclusion the consultation exercise indicates broad support for investment in the lido and a desire to extend the season.

5.2 Any item which received more than 50% support from the public will be included in the brief moving forward. From this there was support for additional wet facilities in the current lido area with priority from the results for:

- A toddler pool
- A splash pad
- Slides – racer or other.

Support for the High ropes was at lower levels than the wet features and has therefore been removed from the brief.

- 5.3** Respondents wanted to be able to access cafeteria provision (more so than vending) with the main items of interest being hot and cold drinks, ice creams and sandwiches. A good proportion still wanted the option of bringing their own food into the area. There was good support for the idea of the changing cubicles and lockers around the site.
- 5.4** Although there was mention of the USP of having a pool that was 72m long – two thirds indicated support for the indicative options that proposed a reduction to 50m. Respondents did link this to the ability for competitive swimming and training.
- 5.5** Respondents also requested increased picnic tables/parasols/loungers to support the relaxation area and suggested things such as increased trees for natural shade.
- 5.6** Overall a broad range of items were suggested but given the limited space available decisions will have to be taken on those which have more support or those which may prove impractical at the site.
- 5.7** From an operating point of view there was broad support for a wider programme to better utilise the lido.

6 Next Steps

- 6.1** The final structural survey has now been completed and the report is due back in November 2021. All of the survey works will provide the background from which proposals can be developed, based on the feedback from the consultation to provide a future for the lido in Newbury.
- 6.2** A procurement report will be brought forward confirming costs to complete a detailed feasibility study incorporating the aspects of the scheme identified as popular in the consultation process for the project.

7 Appendices

- 7.1** Appendix B(A) – ‘Lido consultation’ online survey
- 7.2** Appendix B(B) – Lido Consultation Summary Findings
- 7.3** Appendix C – Indicative proposal following public consultation

Development of the Lido at Northcroft Leisure Centre, Newbury

Background

The Lido is a 72m heated outdoor pool located within the grounds of the Northcroft Leisure Centre in Newbury.

The Lido is located on a spot which has a tradition of open air swimming in Newbury, and was first built as an unheated pool, approximately 66m x 12m, in August 1870, with two shallow ends and a deep water section in the middle. It was extended in 1914, and completely rebuilt in 1937, at which point it was believed to be the largest pool in the south of England.

Unlike more modern pools, the Lido is affected by ground water levels, which have undermined the integrity of the structure. It is built on a flood plain and is fed by a bore hole, under license by the Environment Agency. Over winter the ground water level rises and falls, and so the structure moves as the amount of water in the ground changes, therefore the pool needs constant maintenance to prevent leaks. To be able to inspect the pool and carry out any fixes to make sure it's safe to open, the pool has to be empty (which can only be carried out when ground water levels are low), and it then takes 10 days to re-fill, chlorinate and heat.

In years where there is a lot of rain during Spring, the ground level is too high and maintenance can't be carried out until it is lower than the pool. This means that we can't guarantee when the Lido will open, which can be frustrating when the weather is good, but the Lido is closed.

What we are proposing

To carry out works to stabilise the pool structure and surrounding ground area which would provide the opportunity to both extend the lido season (from Easter through to the Autumn) and to review the facilities that are available for outdoor swimming.

We've worked with Space and Place (<https://space-place.com>) to produce a concept plan to give an idea of what the proposed Lido might look like. Some examples of the facilities are a children's interactive splash pad, changing cubicles and lockers by the pool, and a sun-terrace and relaxation space. We'd also improve access for those with mobility issues.

As well as modernising the facilities, to provide a long term future for the Lido, the current maximum depth of 2.8m would need to be reduced to 1.5m, this would remove a lot of the pressure and impact from the ground water on the structure. Three indicative options have been identified:

Option 1: 50 metre pool with racer slide, splash pad and high ropes.

Option 2: 50 metre pool with toddler pool, splash pad and high ropes.

Option3: 71 metre pool with splash pad.

(The new lido will be a maximum length of 71m to accommodate a new filtration pipework and internal tank liner.)

Why we want your views

We'd like to understand how you use the Lido, and your views on our proposals for the facilities and the size of the pool. We'd also like to know if you have any suggestions to make it an even better place to visit.

How to take part

If you'd like to comment on the plans for the Lido, please complete our survey by midnight on **Sunday, 5 September 2021**. It should take about 10 minutes.
(<https://www.surveymonkey.co.uk/r/NorthcroftLidoDevelopment>)

We're also holding a public webinar with Councillor Howard Woollaston, West

Berkshire's Executive Member for Leisure and Culture, Jim Sweeting, Sports and Leisure Manager at West Berkshire Council and Paul Martindill, Leisure Consultant at **5pm on Tuesday, 3 August 2021** to discuss the options and answer your questions.

Please register to join the webinar, which will be livestreamed on our YouTube channel.

If you'd like to submit your questions beforehand, please email them to pr@westberks.gov.uk by midday on Friday, 30 July 2021.

If you have any questions about the consultation please email the Sports and Leisure Manager on Jim.Sweeting@westberks.gov.uk or call 01635 519251.

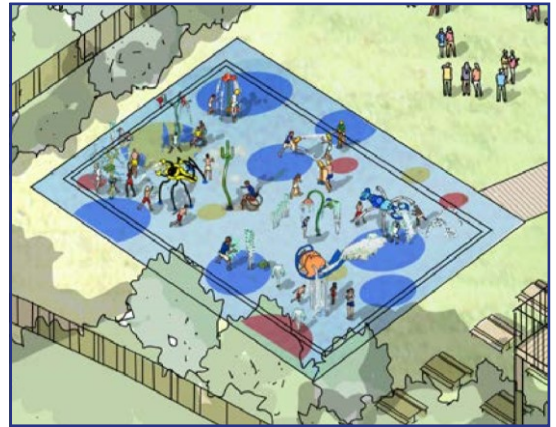
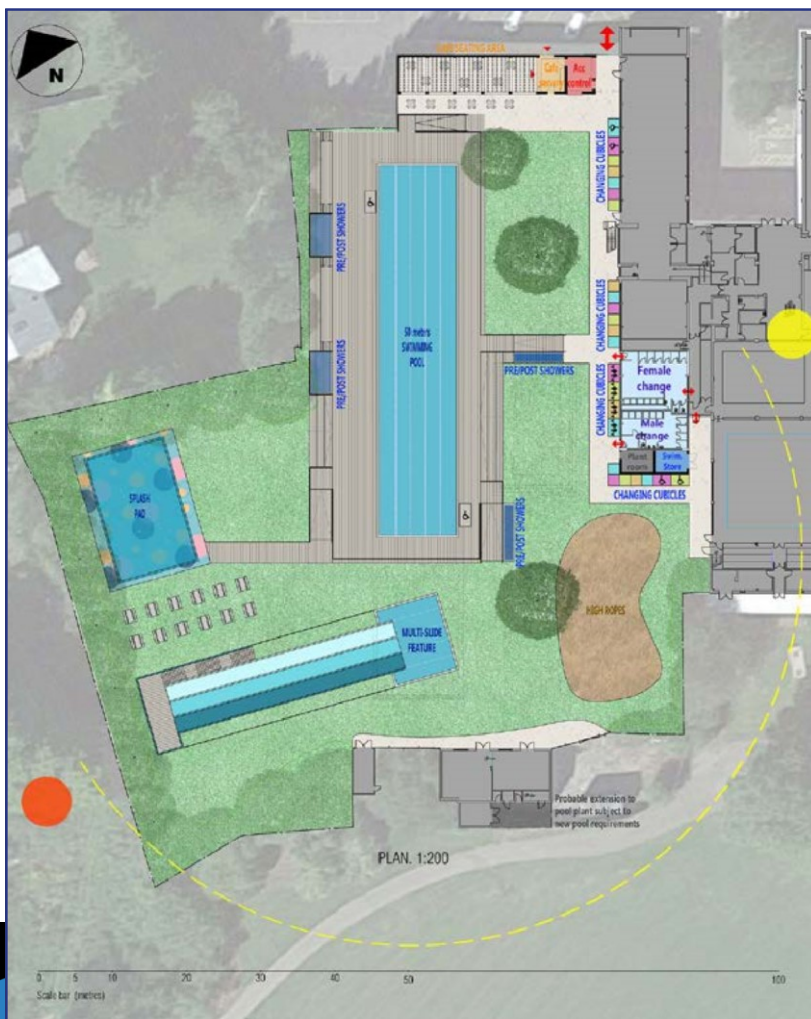
What happens next

Your feedback will be taken into consideration and either help us decide whether we should proceed with the project, or help shape our final proposals for the possible development of the Lido at Northcroft Leisure.

Development of the Lido at Northcroft Leisure Centre, Newbury

Option 1:

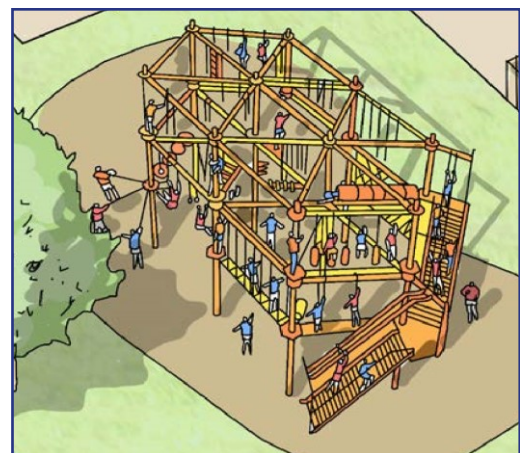
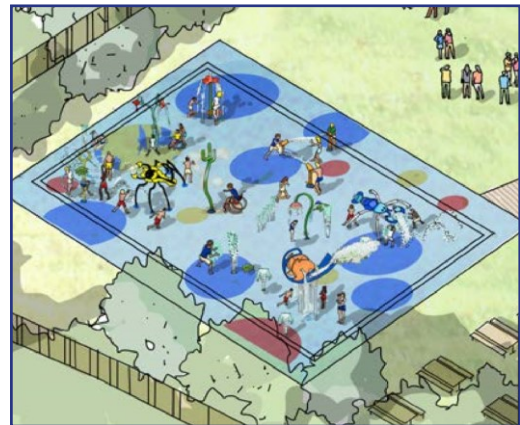
50 metre pool with racer slide, splash pad and high ropes.



Development of the Lido at Northcroft Leisure Centre, Newbury

Option 2:

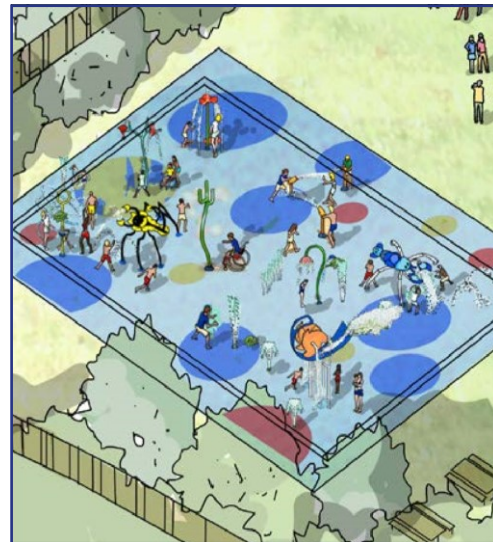
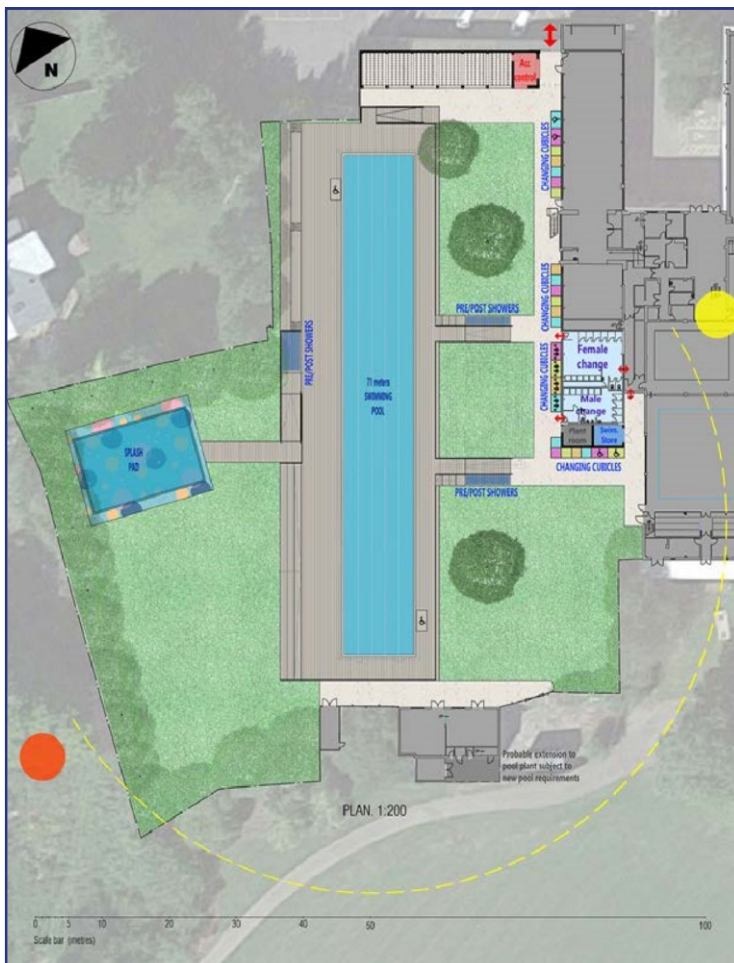
**50 metre pool with toddler pool.
splash pad and high ropes.**



Development of the Lido at Northcroft Leisure Centre, Newbury

Option 3:

71 metre pool with splash pad



Development of the Lido at Northcroft Leisure Centre

Thank you for participating in our survey. It should take approximately 10 minutes to complete, and your feedback will help shape our final proposals for the development of the Lido at Northcroft Leisure Centre.

If you have any questions, please contact Jim Sweeting – Sports and Leisure Manager on 01635 519251.

The survey is open until midnight on Sunday, 5 September 2021.

Any personal information you choose to provide will be kept confidential and used in accordance with our privacy notice.

*** Question requires an answer**

1. Prior to this survey, were you aware of the existence of the Lido at Northcroft Leisure Centre?

☐

Yes (Go to Q2)

☐

No (Go to Q10)

2. Have you ever visited the Lido?

☐

Yes (Go to Q5)

☐

No (Go to Q3)

3. What are your main reasons for not visiting the Lido? Please select all that apply.

<input type="checkbox"/>	I can't swim
<input type="checkbox"/>	I don't enjoy swimming
<input type="checkbox"/>	I prefer to use an indoor pool
<input type="checkbox"/>	I visit an alternative outdoor pool
<input type="checkbox"/>	I don't have transport to get there
<input type="checkbox"/>	I have mobility difficulties and access is an issue

Development of the Lido at Northcroft Leisure Centre

	I can't afford to visit
	I don't have time to visit
	Other (please specify)

4. What, if anything, would encourage you to visit the Lido? (Once complete, skip questions 5 – 9 and proceed from Q10)

--

5. How often have you visited the Lido in the past 2 years?

	0 – 1 Times
	2 – 5 Times
	6 – 10 Times
	11 – 20 Times
	More than 20 Times

6. On average, how long did you stay the Lido per visit?

	Less than 1 hour
	1 – 2 Hours
	3 – 4 Hours
	All day

	Less than 1 mile
	1 – 5 miles
	6 – 10 miles
	11 – 20 miles
	More than 20 miles

	Walk
	Cycle
	Public Transport
	Car
	Other

	Yes
	No

--

	Yes
	No

Development of the Lido at Northcroft Leisure Centre

Please tell us the reasons for your response.

11. How far do you agree or disagree with our proposed plans for the development of the following facilities?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Children's splash pad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Aqua features	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Toddler pool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Racer slide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
High ropes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Café and seating area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provision of changing cubicles and lockers by the pool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sun terrace and relaxation space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Please tell us the reasons for your responses.					

Development of the Lido at Northcroft Leisure Centre

- 12. What amenities would you like to see in the relaxation area at the Lido? Please select all that apply.** (Skip question if you answered 'Strongly disagree' or 'Disagree' to the development of a sun terrace and relaxation space in Q11)

<input type="checkbox"/>	Beach Huts
<input type="checkbox"/>	Picnic Tables
<input type="checkbox"/>	Loungers
<input type="checkbox"/>	Parasols
<input type="checkbox"/>	Jacuzzi
<input type="checkbox"/>	Other

- 13. Are there any additional facilities you'd like to propose for the Lido development?**

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

- 14. What additional facilities would you like to propose?**

The existing pool is 72m in length, and runs from 0.9 to 2.8m in depth. This pool profile can no longer be retained, and the main pool tank will be need to be changed to a maximum depth of 1.5m. This provides an opportunity to review the overall provision on the site, and we've identified the following indicative options:

- Option 1 - 50 metre pool with racer slide, splash pad and high ropes
- Option 2 - 50 metre pool with toddler pool, splash pad and high ropes
- Option 3 - 71 metre pool with splash pad

- 15. Which of the three options detailed about do you support?**

<input type="checkbox"/>	Option 1
<input type="checkbox"/>	Option 2
<input type="checkbox"/>	Option 3

Development of the Lido at Northcroft Leisure Centre

Please tell us the reasons for your response.

--

- 16. The Lido has historically operated for approximately 10 weeks each year, from mid-June to early September. Do you think it should be open for a longer period than this?**

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

Please tell us the reasons for your response.

--

- 17. If the Lido was open for longer, in which months would you regularly (at least one visit per week) use it? Please select all that apply.**

<input type="checkbox"/>	April
<input type="checkbox"/>	May
<input type="checkbox"/>	September
<input type="checkbox"/>	October

- 18. If the Lido was open for longer, what activities would you participate in? Please select all that apply.**

<input type="checkbox"/>	Family sessions with children
<input type="checkbox"/>	Sunbathe and Dip
<input type="checkbox"/>	Lane swimming
<input type="checkbox"/>	Exercise Class
<input type="checkbox"/>	Swimming Lesson
<input type="checkbox"/>	Swimming Club
<input type="checkbox"/>	Competitive event

Development of the Lido at Northcroft Leisure Centre

	Other (please specify)
--	------------------------

19. What type of catering offer would you prefer for the Lido?

	Bring your own
	Vending service
	Cafeteria Service

Please tell us the reasons for your response.

--

20. What catering products would you wish to see on offer at the Lido? Please select all that apply.

	Cold drinks		Soup
	Hot drinks		Energy Bar
	Healthy meals		Sports drinks
	Ice cream		Hot meals
	Smoothies		Crisps
	Porridge		Fruit
	Cereal		Croissants
	Sandwiches/Rolls		Other

West Berkshire Council's Community Panel

21. Would you like to join the West Berkshire Council's Community Panel?

Development of the Lido at Northcroft Leisure Centre

If you're a resident of West Berkshire, and would like to be invited to participate in any of our future consultation or engagement exercises, you can apply to join our Community Panel.

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Already a member

22. Please tell us your name and email address.

Name:

Email address

About You

The following questions relate to you individually, and some invite you to provide "special category" data in terms of data protection. As such, we need your explicit consent to collect and process your responses to these questions. They are not mandatory, and you are free to skip any or all of them if you wish. To read more about this, please consult our privacy notice.

23. * I consent to the council collecting and processing special category data according to the purposes outlined in its privacy notice.

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

24. Are you a member of a swimming club or triathlon club?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

25. What is your gender?

<input type="checkbox"/>	Male
<input type="checkbox"/>	Female
<input type="checkbox"/>	Other

Development of the Lido at Northcroft Leisure Centre

26. How old are you?

	Under 18		18 – 24
	25 – 34		35 – 44
	45 – 54		55 – 64
	65 – 74		75 and over

27. What is your ethnic group? (Special Category)

	White English, Welsh, Scottish, Northern Irish or British		White Irish
	White other		Gypsy, Irish Traveller or Roma
	Mixed or Multiple ethnic groups		Asian or Asian British
	Black, Black British, Caribbean or African		Other ethnic group

Categories are based on those asked at the Census 2021

28. Do you have a disability, long-term illness, or health condition? (Special Category)

	Yes
	No

If you've answered yes, and feel the nature of what we're proposing/considering would have an impact on you because of your disability, illness or condition, please clarify what the disability is in the space below.

Privacy Notice



Development of the Lido at Northcroft Leisure Centre

Thank you for taking the time to complete our survey.

Please return your completed form by Sunday, 5 September 2021 to:

Northcroft Lido Survey Jim Sweeting
West Berkshire Council
Council Offices
Market Street
Newbury
Berkshire
RG14 5LD

This document describes how and why we collect, store, protect, process and share the data you give to us. We collect personal data to help us to run consultation and engagement exercises on topics that we want the opinion of our residents on.

Privacy Notice

Date of first Issue: 25 May 2018 Date of latest issue: 20 July 2021

Update History:

Version 1	First issue of a new Privacy Notice
Version 1.1	Minor amendment to existing Privacy Notice (Who will see your data?)

Directorate: Resources

Service: Strategy and Governance

Team: Performance, Research and Risk (PRR)

About the Organisation:

West Berkshire Council is the Data Controller. This means it is ultimately responsible for the data it holds about you.

Contact Address:

West Berkshire Council
Market Street
Newbury
Berkshire
RG14 5LD

ICO Registration Number: **Z6825178** <https://ico.org.uk/ESDWebPages/Entry/Z6825178>

The Data Protection Officer

The Data Protection Officer for West Berkshire Council is:

Sharon Armour

Contact details can be found here: <https://info.westberks.gov.uk/dataprotection>

What data will we collect about you?

We may ask for information about you such as:

- Name
- Address

We will use this information to make sure you're entitled to take part in a consultation or engagement exercise, e.g. to check you live in West Berkshire.

We might also ask you your:

- Age
- Gender
- Ethnicity
- Sexual orientation
- Disability, if applicable

We collect this for monitoring purposes and to provide context to your responses. This allows us to make informed and evidence based decisions. The questions are optional and you don't have to respond to them if you don't want to.

We may also ask you if you wish to join West Berkshire Council's Community Panel (<https://www.westberks.gov.uk/communitypanel>) by initially providing your name and email address. If you decide to provide this information, then we will also ask you for additional information at later date (* denotes a mandatory field):

- Title
- Name
- Email address*
- Telephone number
- Gender
- Age at last birthday
- Household composition i.e. number of adults and children
- Disability

Providing this information is optional, however if you choose to tell us, it will be used to ensure we invite you to contribute to consultation and engagement exercises that are applicable to you. You can ask for your details to be removed at any time.

We may also ask you if you wish to be included on a service's information circulation list

e.g. a newsletter, by providing your name and email address. If you do choose to sign up, you can ask for your details to be removed at any time by contacting the responsible service.

What will we use your data for?

We will use your data in order to perform effective consultation and engagement exercises, and to allow us to make informed and evidence-based decisions.

We will also use it to provide you with the service or information you have requested, for instance consultation notifications, newsletters or other correspondence.

We will never use your data for anything other than the purposes we collect it for.

Who will see your data?

- The West Berkshire Council officer(s) responsible for the consultation (who may be potentially from any service within the council)
- The Principal Performance Research and Consultation (PRC) Officer, PRC Officer and/or Principal Performance, Research and Information Officer, who manage the collection of all West Berkshire Council's consultation and engagement data where an online survey tool, e.g. Survey Monkey, is used.
- The Applications Development Manager who might assist the responsible officer with the qualitative analysis of the survey results.

We will not share your information with third parties unless you have given us permission to do so.

Why are we doing this?

The council runs consultation and engagement exercises in its capacity as a public body, in the public interest. Participation is completely voluntary, but in order for your voice to be heard and for us to make sure the consultation is fair and not open to abuse, it's necessary to collect and process some personal data. Some of the requirement to consult residents may be based in law, but this will depend on the topic and nature of the consultation.

If you join West Berkshire Council's Community Panel and then change your mind, you can ask the PRR team to remove your details from their list of panel members at any time.

The PRR Team contact details are here:

<https://info.westberks.gov.uk/article/28656/Performance-Research-and-Risk-Team>

How long will your data be kept?

Your data will not be kept any longer than necessary. You can check how long the organisation will keep each type of data against West Berkshire Council's retention schedule (www.westberks.gov.uk/retention).

How is your data stored and processed?

We sometimes use an online survey tool called Survey Monkey to collect your responses to a consultation or engagement exercise. Data collected by this method is stored by the providers. To read about their Privacy Policy and Security Statement visit:

- <https://www.surveymonkey.com/mp/policy/privacy-policy/>
- <https://www.surveymonkey.com/mp/policy/security/>

Data may also be held on the council's electronic systems and will be protected using upto-date technical and organisational security measures.

Transfer overseas

Survey Monkey may store your data outside of the EU in North America. Companies in the US are considered as having "adequate" status for the purposes of Data Protection by the European Commission where they hold the "Privacy Shield" accreditation. Survey Monkey holds such an accreditation, so your rights are protected. To read about "adequacy decisions" visit:

- https://ec.europa.eu/info/law/law-topic/data-protection/data-transfers-outsideeu/adequacy-protection-personal-data-non-eu-countries_en

Your rights

You have a number of rights when it comes to the data we hold about you. These are detailed on our request form (www.westberks.gov.uk/dprequest) that also allows you to make a request for us to take action about something.

Complaints

If you've already told us we need to do something, but we haven't responded in a way you're satisfied with, you can complain to the Information Commissioner's Office (the ICO). It's easiest to do this online via the ICO website (<https://ico.org.uk/concerns/handling/>), but you can also do so in writing to:

The Information Commissioner's Office:
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Summary Report from Lido Consultation presented to Culture and Leisure Programme Board (1 November 2021)

The lido at the Northcroft Leisure Centre in Newbury is situated at a site which has a tradition of outdoor swimming dating back to Victorian times with first an open pool and then by 1880 a formal structure.

At varying times through the 20th century pool refurbishment works were carried out with the last occurring in 1960 which completed the current 72m pool and paddling pool.

Improvements have been made to the support infrastructure over time but the pool tank is situated within the flood plain of the River Kennet and as such is prone to the impact of ground water. This has impacted on the timescales of operation each season with at times the pool being unable to be opened before mid-July.

There has been a desire to review the lido and to attempt to find a solution which will provide certainty for the future whilst also being fully compliant with current legislation requirements particularly around access..

The Council commissioned survey works of the pool structure and ground conditions to ascertain if these remained sound and would allow for improvements to be made.

Following initial survey work some initial proposals were drawn up to provide an updated facility in tune with the demands of the 21st century. To assist in the decision making process a full public consultation was undertaken – this commenced on July 26th 2021 and closed on September 5th 2021 and was supported through social media campaigns and a webinar.

At the closure of the consultation and following initial data cleansing – removing responses which had been opened but no questions had been answered a total of 715 responses were received. Of the respondents over 90% had visited the lido either with their family group and friends or for personal swimming.

The reasons given for not using the lido were varied with a lack of time being the largest single factor 15.2%, closely followed by using alternative pool facilities (13.6%) and preferring to use indoor pool facilities (10.6%). Themes that emerged within other responses included perceived lack of cleanliness, aged facilities and not knowing about the facility. Updating the facility will give the opportunity to tackle the first two areas whilst forming part of the new leisure contract will provide opportunities for the facility to be marketed better especially if the range of options is increased.

Although the significant majority of respondents used the lido only 18.4% had used the lido on more than ten occasions in the past two seasons of operation. Therefore the majority of use is casual in nature (as well as being weather dependent) and data shows that pre Covid daily attendances ranged from 5 to over 1,200. The consultation has cited limited opportunities, especially for families who are looking at more than just swimming up and down a pool.

Almost two thirds of respondents who used the current lido stayed on average for a maximum of two hours (64.7%) – new additional facilities could entice people to stay longer and utilise secondary spend or alternatively allow opportunities to develop specific sessions targeting different audiences within the opening hours.

79.0% of respondents who used the lido came from a radius of 5 miles from the facility. Anecdotal evidence suggests that travelling just for a swim has limited appeal but additional facilities could lead to the lido becoming a destination facility drawing more people from across West Berkshire and beyond.

95.9% of respondents, whether they used the lido or not, agreed with the need to invest into the lido to modernise the facility.

Three indicative options were presented as part of the consultation process, these were:

Option 1 - 50 metre pool with racer slide, splash pad and high ropes
Option 2 - 50 metre pool with toddler pool, splash pad and high ropes
Option 3 - 71 metre pool with splash pad

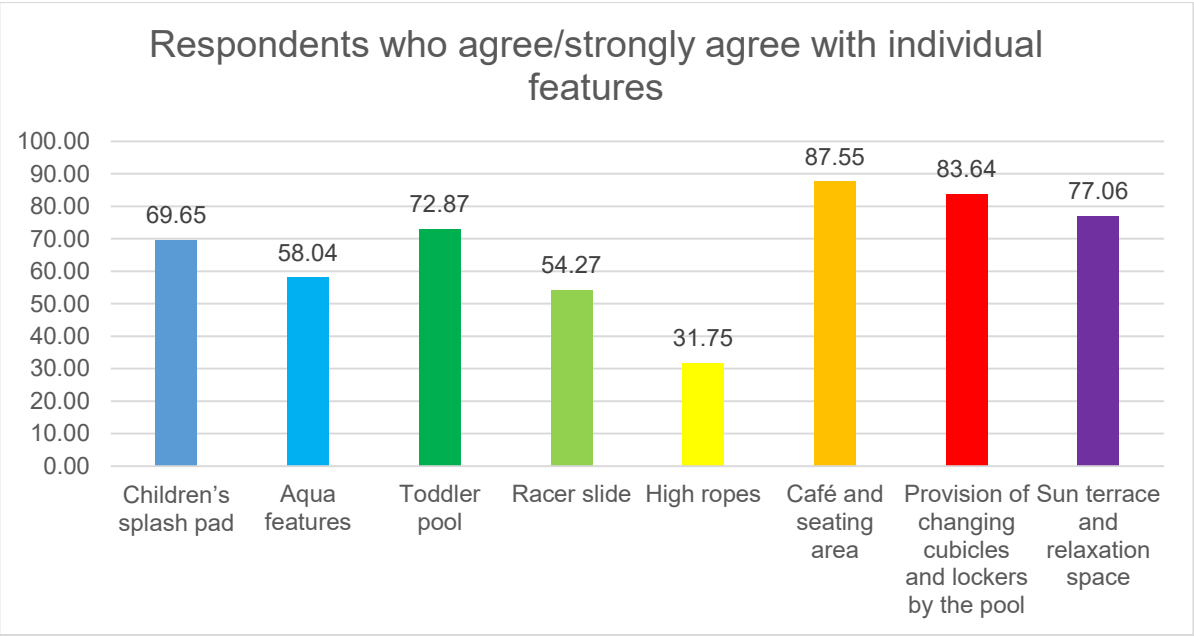
The responses were as follows:

Option 1	39.8%
Option 2	27.6%
Option 3	32.5%

No single indicative option has an overall majority, however a conclusion that can be made is that 67.4% of respondents favoured the indicative options with a 50m pool whilst only just under a third favoured retaining the current length.

These indicative options should not be viewed in isolation therefore questions were asked both in relation to individual aspects included in the options and also additional items which could be incorporated.

In terms of the individual features included the indicative options responses were as follows:

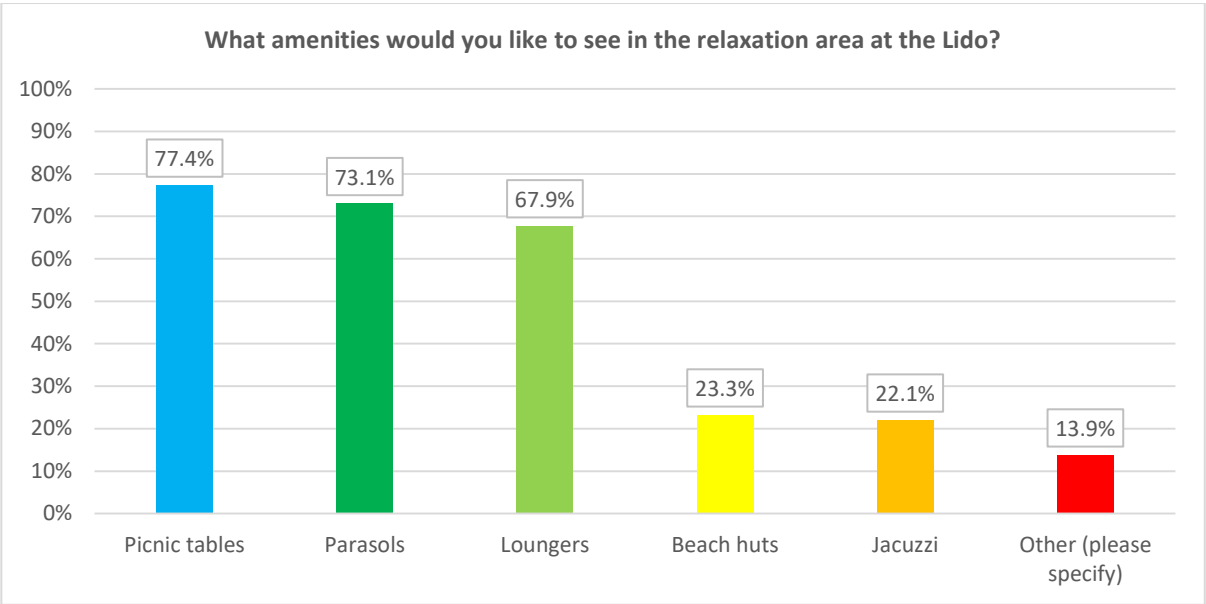


From these it is clearly seen that the provision of food and beverage facilities was most important, followed by changing cubicles and lockers and an area for sun bathing and relaxation. All three were included within each of the indicative options. Café facilities would need to be considered in line with plans for a refurbishment of the dryside facilities which included provision for a café facility which could serve both indoor and outdoor provision.

Of the activity features in the options a toddler pool had the highest response (72.87%) – this would be in line with what was proposed – i.e. a small pool available for younger participants and not a like for like replacement of the current paddling pool. 69.95% supported the idea of a children’s splash pad. Just over half supported aquatic features (slides) and the racer slide whilst less than a third supported the high ropes.

This suggests, and was also backed up from the webinar discussion, that the area should be prioritised for ‘wet’ activity (there were also some operational challenges associated with the high ropes).

Respondents were also asked about additional facilities within any relaxation areas could enhance their visit to the lido. The responses were as follows:

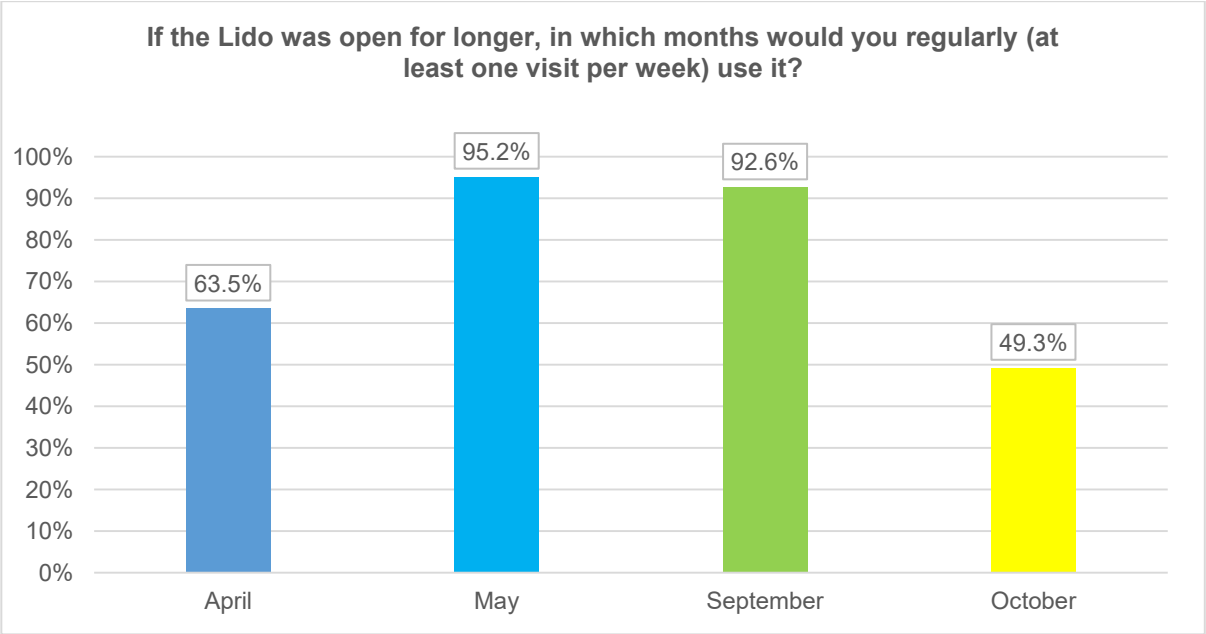


Over two thirds of respondents asked for picnic tables, parasols and loungers, whilst all others received less than a quarter of support from respondents.

Respondents had the opportunity to add anything they would like to see in addition to the two main questions. These produced a large range of responses with the main themes around increased opportunity for competition swimming/club use; a lazy river, a side entrance direct to the car park, more trees, all year round swimming (without any heating in winter), improved changing areas, foot baths.

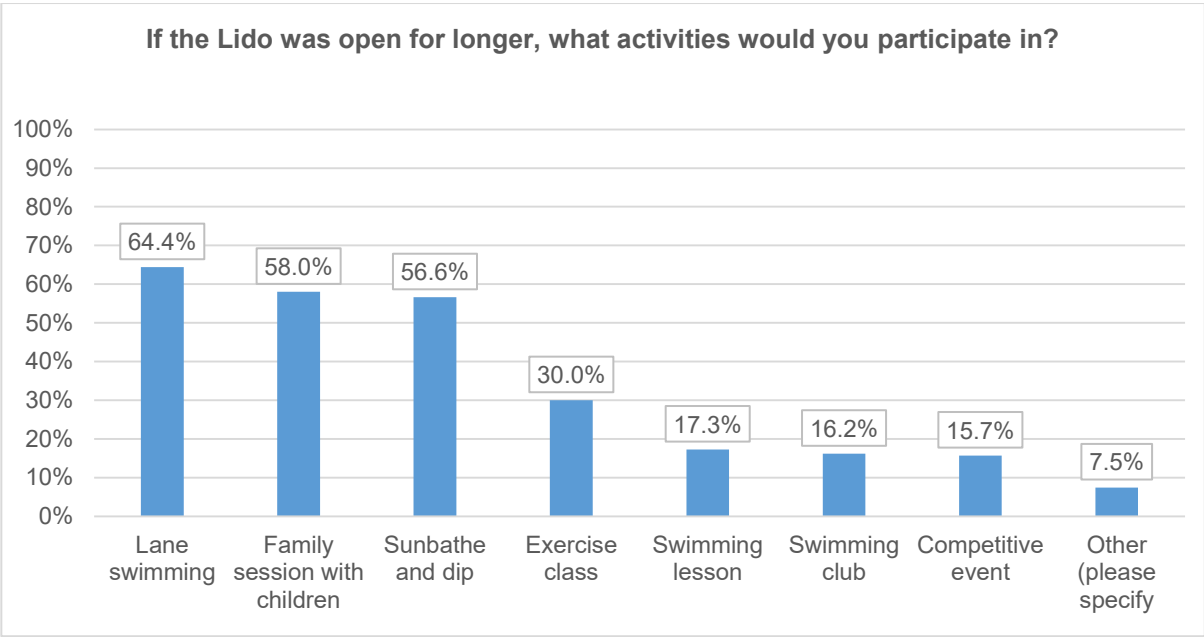
There were suggestions around increased lighting and availability of the facility for parties/concerts/entertainments with a bar. Where these are usually found are in lidos located in park areas with no direct neighbours or local wildlife to consider.

94.9% of respondents felt the lido should be open for a longer season than the current period (currently impacted by the ground conditions to open each season) of approximately 11 to 12 weeks. Respondents were asked if the lido was open during additional months how many would attend regularly (defined as at least once per week) – the responses were as follows:



This would suggest that people would be keen to regularly visit in May and September but the rate drops off outside of these months – primarily due to poorer weather (on average) and darker evenings.

In terms of programming the most popular activity was lane swimming (64.4%) followed by Family sessions with children (58.0%) and sunbathe and dip (56.6%)



Currently programming is early morning swim followed by general swim where by a single ticket could be purchased for the rest of the day (at the same cost as a quick swim). The responses suggest there is scope for an operator to develop varied sessions targeting specific user groups.

Two thirds of respondents wanted to have a catering offer on site with the significant majority wanting to be able to access a cafeteria service. One third wanted the freedom to bring their own food.

Of those who requested a cafeteria offer the main things of interest were Cold (94.4%) and hot (93.2%) drinks; ice creams (90.8%) and sandwiches and rolls (89.6%).Two thirds of respondents would be looking for fruit or smoothies. Hot meals were less than half of respondents and sports drinks and energy bars accounted for about a fifth of respondents.

Of the others submitted (a free cell) there was an extensive range but the main themes that were coming out were to ensure that there was a range on offer for those who are vegan, gluten free etc, light meals such as salads.

In conclusion the consultation exercise would indicate – broad support for investment in the lido and a desire to extend the season.

There was support for a wet facility in the current lido area with priority from the results for:

- A toddler pool
- A splash pad
- Slides – racer or other.

Respondents wanted to be able to access cafeteria provision (more so than vending) with the main items of interest being hot and cold drinks, ice creams and sandwiches. A good proportion still wanted the option of bringing their own food into the area. There was good support for the idea of the changing cubicles and lockers around the site.

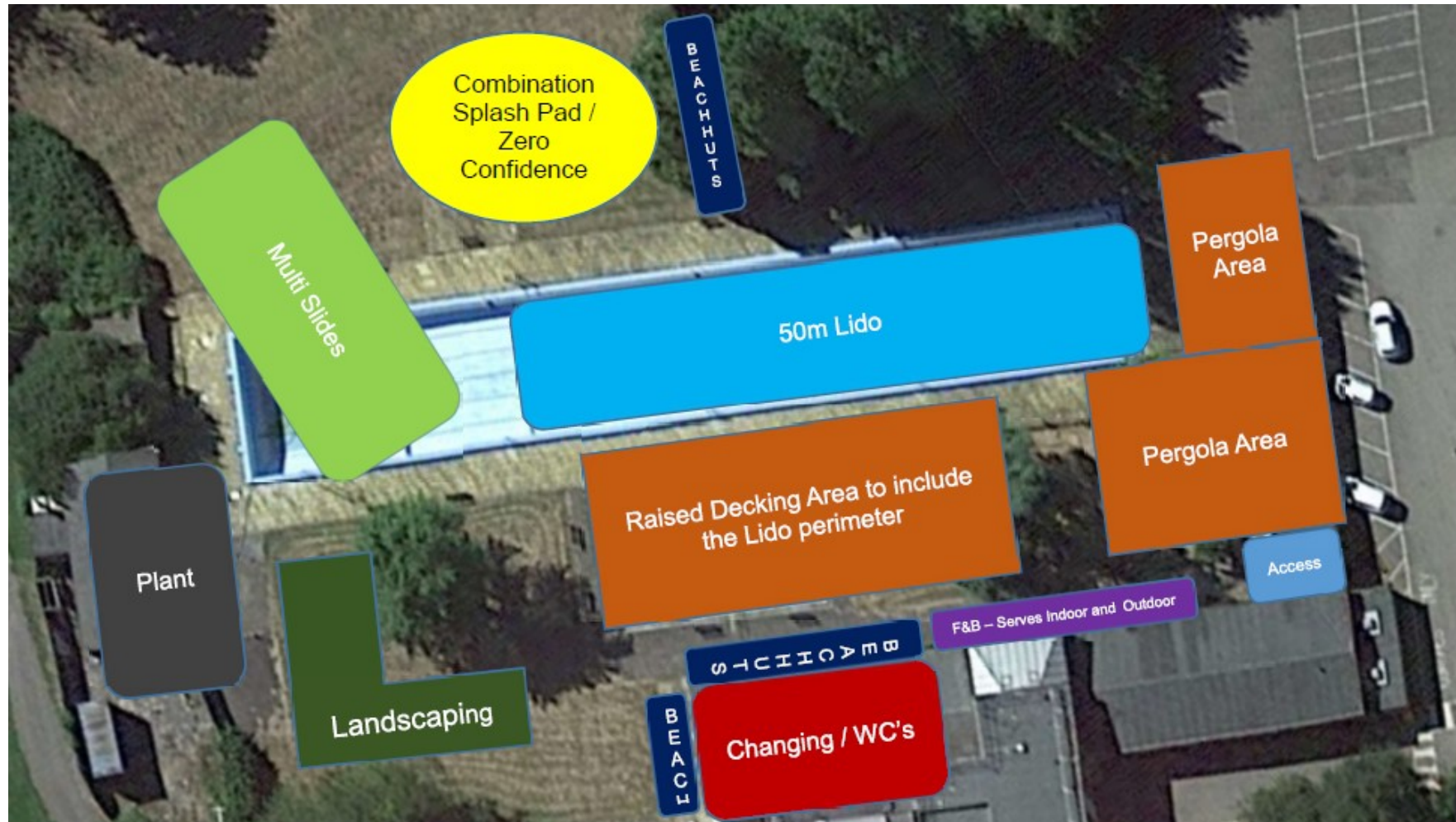
Although there was mention of the USP of having a pool that was 72m long – two thirds indicated support for the indicative options that proposed a reduction to 50m. Respondents did link this to the ability for competitive swimming and training.

Respondents also requested increased picnic tables/parasols/loungers to support the relaxation area and suggested things such as increased trees for natural shade.

Overall a broad range of items were suggested but given the limited space available decisions will have to be taken on those which have more support or those which may prove impractical at the site.

From an operating point of view their was broad support for a wider programme to better utilise the lido rather than the current competing of swimmers against people out for a bit of fun in the pool at the same time.

Indicative proposal following public consultation exercise.



Business Case – key drivers for the lido investment

Rational	Who benefits
Investment will preserve and enhance a facility that has a long and significant history in Newbury. Without investment the lido will no longer be operational in the summer months.	Whole community
Increased opportunities to develop swimming confidence and skills. Lido and associated facilities offers children an opportunity to gain water confidence.	Pre-school children Primary school children
Provides additional capacity for the provision of swimming lessons – a key life skill Swimming can be learnt at any age and increases personal safety in any water setting and quality of life, enabling access to the sea and other water sports (sailing, rowing etc.)	Schools Non swimmers
Improved Health and Well-Being Significant health benefits gained from swimming for cardio-vascular fitness, muscular endurance, flexibility, strength and weight management	All participants
Provision for water based exercise classes – specific benefits for older people, adults with mobility issues and weight management issues. Water based exercises can provide significant income. In particular for people who have weight or joint management issues. The new pool profile can facilitate more exercise classes	Older People Adults and children with mobility issues People with weight management challenges
Olympic length pool. Adjusting the pool from a 72m length to 50m lengths reduces water volume and energy costs. This pool enables club swimmers to train in an Olympic length pool, which is used for most high-level competitions.	Club swimmers Lane swimmers
Survey results show that visitors will wish to stay for two hours or more and that the provision of catering is an important part of the new lido offer. This will increase secondary spend at leisure Centre. There is also and a potential multiplier	Visitors /Tourists Local suppliers/markets

effect on the local economy when people choose to visit Newbury Town Centre.	
<p>Improved value for money</p> <p>The existing lido provision is limited to 10 weeks opening per year. The new development to remain operational for 6 months per year or more subject to demand. This is likely to increase membership take-up.</p>	Residents perceive membership offers better value for money.
<p>The investment in the lido will improve the market response for the new leisure contract</p> <p>The increased competition should lead to a better value contract</p>	WBC - better leisure management contract price

Procurement – UK Leisure Framework Agreement Delivery Model.

