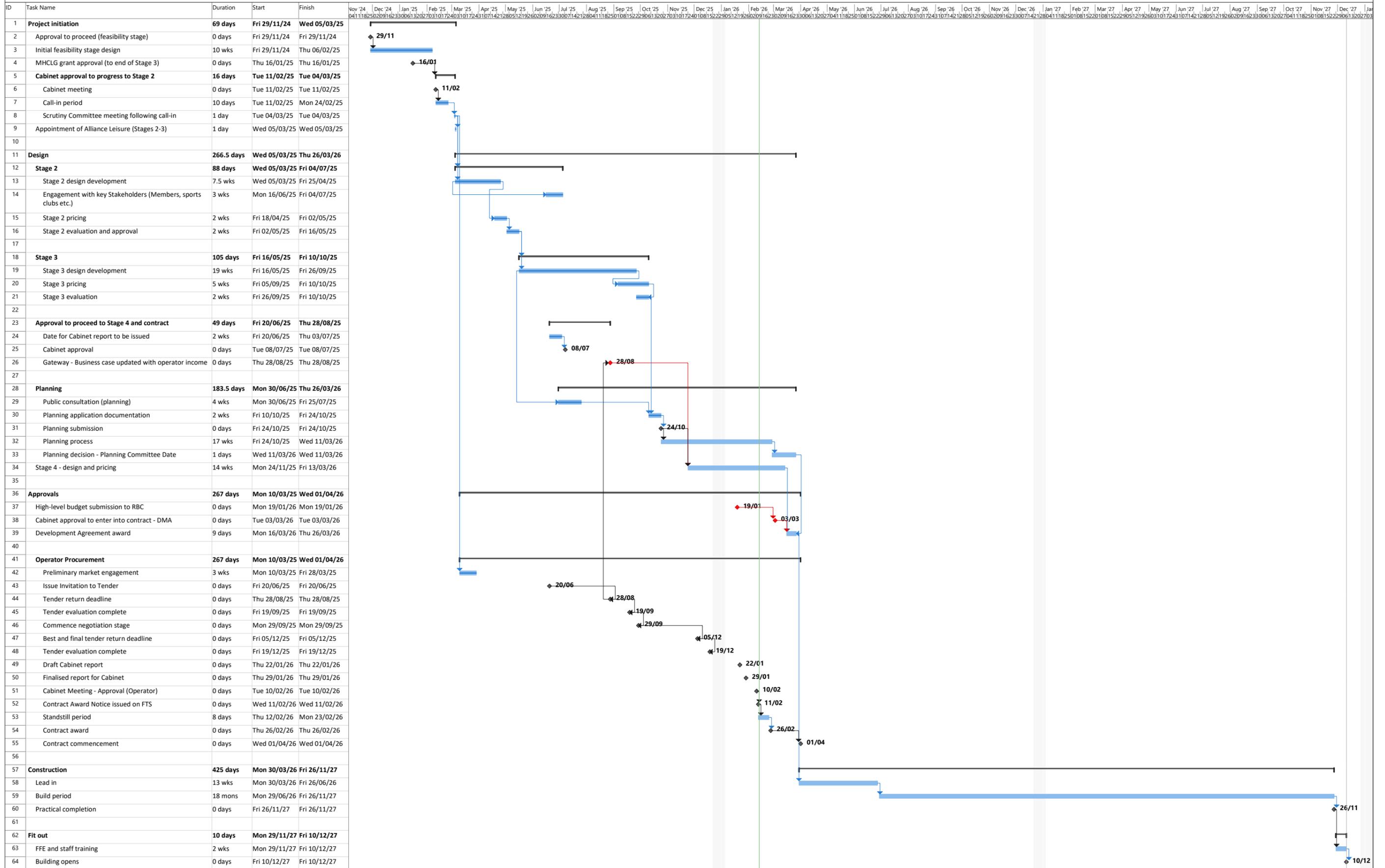


Farnborough Leisure Centre estimated delivery timescales
Rev S - Rev B



On behalf of
Rushmoor Borough Council

Date
October 2025

Project Number
T11641

FARNBOROUGH LEISURE CENTRE STATEMENT OF COMMUNITY INVOLVEMENT

Project No. **T11641**
Issue No. **1**
Date **24/10/2025**

Made by **Emma Howie**
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CONTENTS

1	INTRODUCTION	3
1.1	Overview of the scheme	3
1.2	Purpose and format of Statement of Community Involvement ("SCI")	3
2	PLANNING POLICY	4
2.1	National Policy	4
2.2	Local Policy	4
3	PRE-APPLICATION DISCUSSIONS	6
3.1	Planning	6
3.2	Highways	7
3.3	Flooding	8
4	PUBLIC CONSULTATION	10
4.1	Introduction	10
4.2	Consultation Undertaken for the Application	10
4.3	Analysis of Public Consultation	17
4.4	Key Themes considered by the design team	20
5	STAKEHOLDER ENGAGEMENT	23
6	SUMMARY AND CONCLUSION	30

TABLE OF TABLES

Table 4.1: Key information about in-person events	10
Table 4.2: Daily visitors in the first two weeks of the consultation period	11
Table 4.3: Summary of public comments and design team responses	20
Table 5.1: Stakeholder engagement summary table	24

TABLE OF FIGURES

Figure 1: Extract from RBC Town Centres and Regeneration page	11
Figure 2: Copy of the poster advertising public consultation	12
Figure 3: Leaflet distribution boundary	13
Figure 4: Leaflet distributed to properties in above boundary (Side A and B)	13
Figure 5: Example social media posts	14
Figure 6: Copies of public consultation boards	15
Figure 7: Photographs of in-person public consultation events	16
Figure 8: Quantitative response to question 1	18
Figure 9: Quantitative response to question 2	18
Figure 10: Quantitative response to question 3	20

APPENDICES

Appendix 1

Copy of public consultation feedback form

1 INTRODUCTION

This Statement of Community Involvement is submitted on behalf of Rushmoor Borough Council ("RBC") ("the Applicant") in support of a full planning application in relation to the provision of a new Leisure Centre at Queensmead Car Park and Pinehurst Roundabout, Farnborough, GU14 7TE ("the Site").

The Application seeks permission for the following development ("the Proposed Development"):

"Erection of a new Leisure Centre incorporating landscaping, play area, public realm, car parking and associated works."

1.1 Overview of the scheme

The Proposed Development represents an opportunity to provide significant public benefits to the people of Farnborough and comprises the following principal elements:

- Construction of a new Leisure Centre building spread over two levels, including main pool and learner pool, gym, studios, changing facility and café.
- Creation of landscape and public realm surrounding the building, including new children's play area.
- Creation of surface level car park, accessible parking, cycle parking and service yard.

This statement should be read in conjunction with the other submission documents, in particular the Planning Statement and Design and Access Statement.

1.2 Purpose and format of Statement of Community Involvement ("SCI")

Effective and inclusive engagement is paramount to Rushmoor Borough Council, and the success of the Proposed Development. Engaging with the local community and key stakeholders has provided equal and welcomed opportunities to acknowledge and receive feedback.

The Proposed Development has been developed through informative and collaborative engagement methods. Pre-application discussions have taken place with those across the community with various stakeholder groups.

This Statement sets out the engagement methods used, analyses the feedback received and explains how the feedback has influenced the design development.

2 PLANNING POLICY

This section of the SCI provides an overview of relevant national and local planning policy.

2.1 National Policy

The National Planning Policy Framework ("NPPF") (2024) seeks to ensure that early engagement is undertaken, with an emphasis on the front-loading of applications with the local planning authority, local community, statutory and non-statutory consultees in order to resolve any issues at the pre-application stage, to help avoid any unnecessary costs and delays.

Paragraph 40 of the NPPF states:

"Early engagement has significant potential to improve the efficiency and effectiveness of the planning application system for all parties. Good quality preapplication discussion enables better coordination between public and private resources and improved outcomes for the community".

Paragraph 41 sets out the key role local planning authorities have in encouraging other parties to take maximum advantage of the pre-application stage:

"They cannot require that a developer engages with them before submitting a planning application, but they should encourage take-up of any pre-application services they offer. They should also, where they think this would be beneficial, encourage any applicants who are not already required to do so by law to engage with the local community and, where relevant, with statutory and non-statutory consultees, before submitting their applications."

Paragraph 42 recognises that the more issues that can be resolved at the pre-application stage, the greater the benefits. Statutory planning consultees should also take a pro-active approach and provide advice on any planning application proposals in a timely manner throughout the process.

In ensuring that the right information is submitted with an application in order to facilitate good decision taking, Paragraph 45 of the NPPF recommends that local planning authorities should only request supporting planning documentation that is necessary, relevant and material to the application being considered.

2.2 Local Policy

The RBC Statement of Community Involvement (2019) strongly encourages developers to carry out consultation with the local community prior to their application.

The RBC SCI states that community consultation by developers will be expected in relation to leisure schemes totalling over 2,000 sqm which is relevant to the planning application proposals.

The SCI outlines consultation methods that could be used, as provided below:

- Identifying and contacting all key stakeholders and members of the community directly or indirectly affected by the proposals.
- Using websites, social media and emails.
- Producing newsletters, leaflets and posters to keep people informed.
- Organising local exhibitions.
- Holding stakeholder workshops and focus groups.
- Informing consultees through local media and specific newsletters.
- Producing a public consultation statement.

Although there is no specific policy on engagement within the RBC Local Plan, the Supporting Text to Policy DE1 states that 'Applicants are encouraged to engage with the Council at an early stage in the application process in order to ensure a good design outcome is achieved'.

3 PRE-APPLICATION DISCUSSIONS

The following section provides details of the pre-application engagement that has taken place with the local planning authority and Hampshire County Council (“HCC”) prior to the submission of this Application.

3.1 Planning

Two planning pre-application meetings were held with Rushmoor Borough Council.

The first pre-application meeting took place on 15th May 2025 when the scheme was in very early stages of design development. The pre-application proposals presented can be found within the Design and Access Statement submitted in support of this planning application. The meeting focused on the principle of development, initial design concepts, and an overview of highways and landscape considerations. The written response, received on 29th May 2025, confirmed strong support for the proposed use and recognised the scheme’s potential to deliver high-quality community facilities within the town centre. The Council also provided a number of constructive comments relating to building design, landscaping, access, and amenity. These have since been carefully considered by the design team and were used to inform the subsequent design development.

The key points raised by officers as part of this initial pre-application meeting are set out below:

- There was no objection to the principle of the site being redeveloped for a Leisure Centre use.
- Scale and massing were considered to be acceptable.
- Concerns were raised about the contrast between the initial design concepts and the ‘hangar’ design. Officers acknowledged that cost is a major driver of the design however, they requested that the design development/rationale needs to be developed further in advance of the next pre-application meeting and for submission of the planning application.
- Concerns were also raised on the red cladding , limited quantum of glazing, potential views of roof-mounted plant and requirement for all sides of the building to be carefully considered due to the buildings 360 degree prominence.
- Officers confirmed that they do not require the proposals to be subject to a design review panel.
- Officers advised that there are good opportunities for landscaping and tree planting to assist with achieving Biodiversity net Gain (“BNG”).
- Anti-social behaviour concerns were raised in respect of the potential relocation of the skate park to this site. It was acknowledged by officers that skate park provision in this location is likely to generate public discussion.
- In terms of highways, a Transport Assessment and engagement with HCC will be critical to success. Officers also stated that bus parking may be an issue and bus operators, and HCC should be consulted.
- It was discussed that there may be an opportunity for decked parking on the southern part of the site, with officers having no objection to this.

The second pre-application discussion was held on 5th August 2025. The discussion focused primarily on detailed design and landscape matters. The team presented the updated proposed scheme and highlighted how the design had evolved as a result of both the first pre-application discussions and recommendations, and public consultation and stakeholder engagement comments received to date. The design team also provided significant explanation of the analysis of context, character and heritage of the Site and wider surrounding area.

As part of the second pre-application meeting, the following design changes were presented:

- Addition of colour and vibrance to the design through adding brightly coloured accents to the façade materials and breaking up the massing through differing spacing in cladding panels.
- Significant aviation buildings and structures were studied including Q121 Wind tunnel, Farnborough Air Hanger and the Nulli Secundus. This led to the incorporation of aviation influences within the design such as large vertically proportioned openings and vertical rhythm/verticality, long span structure, shifting gradient from ground to sky and colours from planes and airshow posters.
- Due to site constraints and following feedback from both the skating and BMX communities, it was decided that a skatepark would not form part of the proposed development.
- A number of changes were also presented which responded to feedback received during the public consultation exercise. These are set out later on in this document.

Officers did not issue written feedback after this discussion. Instead, they provided confirmation that the applicant's notes accurately reflected the discussion. The main comments raised by officers are outlined below:

- The building is inevitably going to be large and relatively boxy due to the nature of use/function requirements however, the changes to the mass and form of the building have successfully softened and broken down the mass.
- Landscape discussions centred around tying the colour and type of planting to the building.
- Play space could reflect the aviation heritage of Farnborough and careful consideration is needed on the form of enclosure to ensure child safety.

The team continued to progress the massing and façade design as a result of both the second pre-application and public consultation comments however, no significant design changes were required.

The landscape scheme also evolved to incorporate the comments. Further aviation influences were incorporated throughout the play area and inclusion of aviation themed play equipment. The proposed enclosure to the play area continues to be of high quality to ensure both child safety and aesthetic appeal.

3.2 Highways

Extensive pre-application discussions have taken place with Hampshire County Council, the Local Highway Authority ("LHA"), in relation to the highways and transport implications of the Proposed Development. These discussions helped shape the Transport Assessment scope, access strategy, parking provision, and approach to sustainable travel.

A Transport Assessment Scoping Report, prepared by SK Transport and dated May 2025, was submitted to HCC for initial feedback. HCC's formal response, dated 25th June 2025, confirmed agreement with the overall approach to trip generation and distribution modelling and provided a number of specific recommendations, which have informed the development proposals.

Key points raised by HCC during the pre-application meeting and written response:

- The proposed access from Kingsmead was accepted in principle, subject to vehicle tracking to demonstrate that refuse and delivery vehicles can safely manoeuvre within the site.
- The proposed use of an existing bus stop for coach drop-off was also accepted, subject to appropriate amendments to Traffic Regulation Orders ("TROs") and the identification of suitable off-site layover provision.
- The proposed provision of 130 parking spaces should be assessed against RBC parking standards. HCC requested updated demand surveys, which have been completed and indicate lower occupancy levels than those recorded in the 2019 baseline study.

- Weekday trip generation rates have been agreed in principle. HCC requested that traffic impacts be assessed at a wider set of junctions, supported by new survey data, all of which has been completed.
- Pedestrian and cycle access routes should be reviewed against current guidance, including LTN 1/20, TG10, and Rushmoor's Local Cycling and Walking Infrastructure Plan (LCWIP). A Walking, Cycling and Horse-Riding Assessment and Review (WCHAR) was also requested.
- The site is considered to be well served by public transport. HCC requested clarification on the submitted isochrone maps and further detail on the quality and accessibility of pedestrian and cycle routes.
- A parking accumulation assessment should be carried out, including analysis of the potential for overspill parking. HCC noted that existing TROs in surrounding streets would likely limit the risk of on-street parking.

The below sets out the matters confirmed or progressed following the meeting:

- Updated parking surveys have been completed, including at Queensmead and The Meads, as requested. These indicate lower occupancy than the 2019 baseline.
- Weekday trip generation rates have been agreed through further discussion.
- Additional junction and car park surveys have been undertaken, as agreed with HCC.
- Design development has responded to known pedestrian and cycle access constraints (e.g. substandard underpasses), with further detail to be provided in the TA and Travel Plan.

Furthermore, it is anticipated that highway-related mitigation measures and any necessary financial contributions will be secured through a Section 106 agreement.

The submitted Transport Assessment includes further detail on the comments provided by Hampshire and the design team response.

3.3 Flooding

A pre-application meeting was held with the Local Lead Flood Authority ("LLFA"), Hampshire County Council, on 17 July 2025. The LLFA subsequently provided a written response setting out its requirements for any future planning application.

The key issue raised was in relation to surface water flooding with the LLFA noting that the site lies in an area identified as a 'flood risk and drainage priority area' in Rushmoor's Strategic Flood Risk Assessment, meaning that development should seek to achieve a minimum 50% betterment on brownfield runoff rates. The response confirmed that proposals must comply with the drainage hierarchy and be supported by a drainage strategy and Flood Risk Assessment.

Key points raised included:

- Request for confirmation of the ownership of drainage assets and the need for permission from third parties where relevant.
- Requirement for groundwater risk management, including site investigation, groundwater monitoring, and buoyancy calculations for any below-ground storage.
- Requirement to demonstrate that post-development runoff rates and volumes will not exceed pre-development conditions.
- Provision of a topographic survey, overland flow routes, and hydraulic calculations requested.
- Inclusion of a robust maintenance schedule identifying responsibilities for all drainage features requested.
- Early consultation with the Environment Agency, water companies, and Network Rail needed if their assets would be affected.

The LLFA also drew attention to the publication of the new National Sustainable Drainage Systems Standards (June 2025), particularly standards 2 and 7, and advised that these will be a key consideration for the planning application.

The feedback led to a detailed review of the flooding and drainage design. A written response prepared by the design team was issued to the LLFA on 11th September 2025. This response set out the mitigation measures proposed to minimise the risk of surface water flooding. This includes: the Finished Floor Level ("FFL") of the Proposed Development being raised by 300mm; external levels being graded to direct surface water runoff away from the building; the new surface water drainage network will be designed to accommodate a 1 in 100 year storm event including an allowance of 25% for climate change; and the proposed surface water discharge rate will provide a 50% betterment over the existing situation.

The LLFA responded on the 10th October and confirmed that sufficient evidence has been provided to demonstrate that the areas of surface water flood risk do not represent a flow route at the site. As part of the proposals, the LLFA has requested that the area to the north-west of the site be retained for ponding and stated that it will need to be modelled as 100% impermeable.

4 PUBLIC CONSULTATION

4.1 Introduction

There has been a range of public engagement over four years which has informed the current application for a new Leisure Centre in Farnborough. The principle of a new Leisure Centre was established through the proposal for a new Leisure Centre as part of the wider Civic Quarter Masterplan. Given the extensive public engagement exercise which informed the masterplan, the applicant designed a more focused engagement strategy that focused on gathering the public’s thoughts on design and accessibility, and informing the public on the new site location. This was deemed appropriate to avoid/minimise consultation fatigue given that the principle of development had already been consulted on extensively and it was clear residents demanded that the Council ‘just get on’ with delivery of the facility.

The Council paid particular attention to engaging on elements of the Proposed Development where public influence was possible. For example, the facility mix was not consulted on as strict financial constraints meant that the facility mix was set during the initial stages of the project.

4.2 Consultation Undertaken for the Application

The consultation period ran from 30 June to 25 July 2025. RBC held three in-person consultation events to inform the local community about the draft proposals and provide an opportunity for residents to raise any comments. The events were attended by numerous members of the project team who were available to walk attendees through the draft proposals and answer any questions. The events were held at different times and locations, on both weekdays and weekends, allowing the local community to attend at a location and time best suited for them.

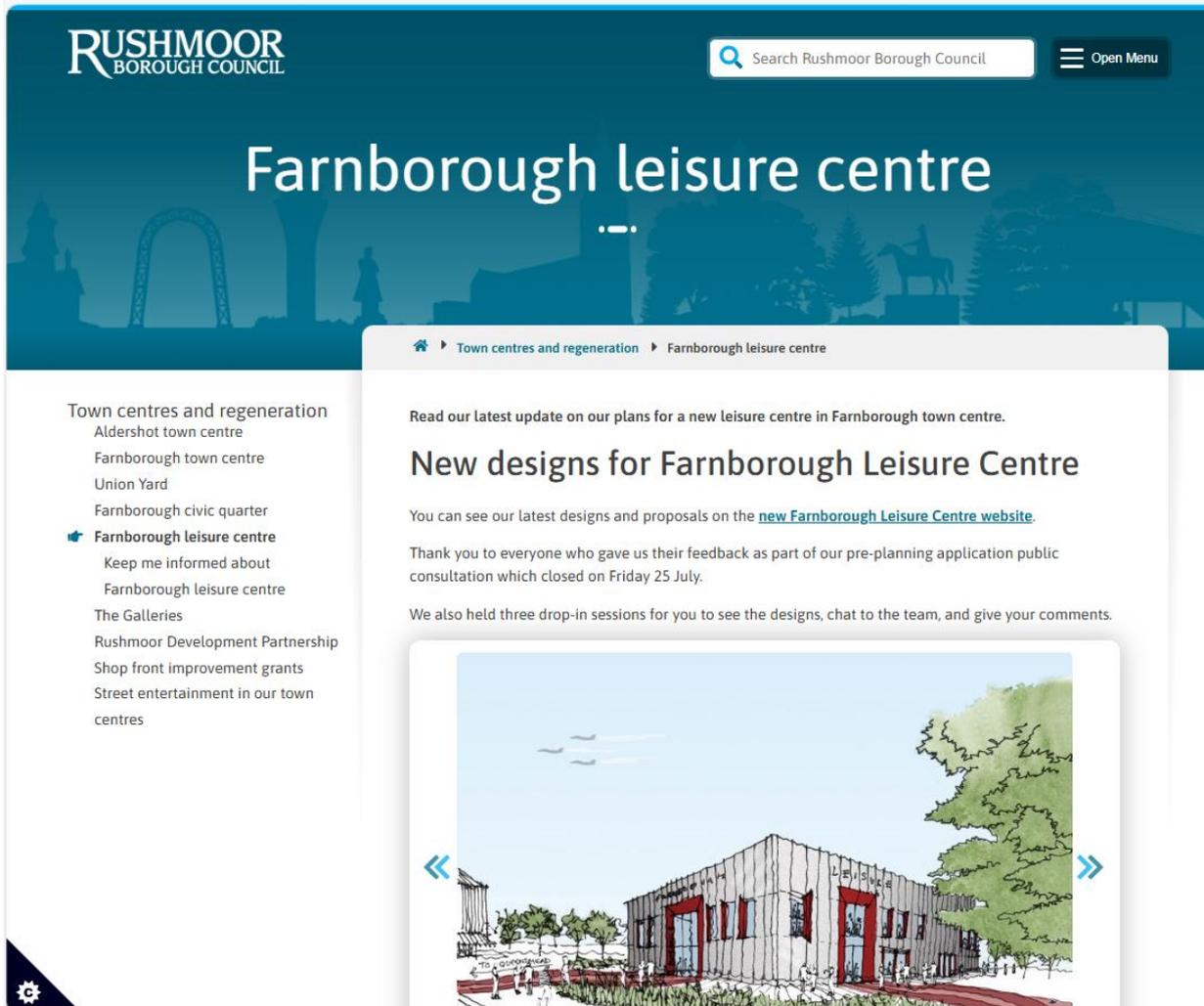
Table 4.1: Key information about in-person events

Date	Time	Location
Thursday 3 rd July 2025	2 – 7pm	Council offices
Monday 7 th July 2025	9am – 12:30pm	Council offices
Saturday 12 th July 2025	10am – 1pm	Princes Mead shopping centre

4.2.1 Website

Throughout the pre-application stage, Rushmoor Borough Council provided updates on the design development and public consultation events on the Town Centres and Regeneration section of the Rushmoor Borough Council website in addition to the dedicated Farnborough Leisure Centre website which provided more detailed information on the emerging design. Updates on the feedback received and how the design had evolved to reflect said feedback was also uploaded to the website.

Figure 1: Extract from RBC Town Centres and Regeneration page



A separate microsite was set up specifically for the public consultation period, it was live from 20th June. It contained digital versions of the public consultation boards and hosted the digital survey form. A copy of the consultation boards can be found below and details of the responses to the survey can be found at section 4.3. The microsite will remain live throughout the development.

There was a total of circa 2,500 visits to the microsite. The majority of people visited the site in the first two weeks of the consultation period, the daily numbers of which are shown in the table below.

Table 4.2: Daily visitors in the first two weeks of the consultation period

Date	Number of visitors
June 30	223
July 1	346
July 2	219
July 3	312
July 4	208
July 5	81

Date	Number of visitors
July 6	260
July 7	104
July 8	63
July 9	43
July 10	49
July 11	81
July 12	61
July 13	44
July 14	97

4.2.2 Promotional and Written Material

The applicant designed printed material as another method of communication to promote the public consultation events. The materials included leaflets, posters and flyers.

Circa 50 posters were printed and distributed in local centres and community notice boards across the town and wider area.

Figure 2: Copy of the poster advertising public consultation



Additionally, approximately 9,050 leaflets were distributed to properties within the yellow boundary on the map below, as agreed with planning officers via email dated 6th June 2025. The leaflet contained information on the location and time of the consultation events and a QR code to the micro-site and feedback form for those who weren't planning to attend in-person. A copy of the leaflet is also included below.

Figure 3: Leaflet distribution boundary



Figure 4: Leaflet distributed to properties in above boundary (Side A and B)



4.2.3 Social Media

RBC launched a series of social media posts across platforms such as Instagram, Facebook, X (formerly Twitter) and LinkedIn to increase engagement reach.

Rushmoor Borough Council's social media following, and engagement reach across platforms currently stands at:

- Instagram – 2.2k followers
- Facebook – 14k followers

- X (formerly 'Twitter') – 5.6k followers
- LinkedIn – over 3k followers

Figure 5: Example social media posts

Rushmoor Council @RushmoorCouncil **X.com**

We'll be in #Farnborough town centre on Sat 12 July for our final public drop-in session on our latest plans for Farnborough's new leisure centre. Find the team at Princes Mead shopping centre (on the Asda side) from 10am-1pm. We hope to see you there. [new-farnborough-leisure-centre.co.uk](https://www.new-farnborough-leisure-centre.co.uk)

We will be sharing the latest designs for Farnborough's new **leisure** centre as part of a pre-planning application public consultation which will be launching on Monday 30 June. To find out more, go to: [rushmoor.gov.uk/revisedplansfo...](https://www.rushmoor.gov.uk/revisedplansfo...)




14:03 · 10/07/2025 · 199 Views

Rushmoor Council @RushmoorCouncil **X.com**

Our first drop-in session on our plans for Farnborough's new leisure centre is now open at the council offices in Farnborough. Pop down to view the designs, chat to the team and give your feedback until 7pm (3 July). Find out more: [new-farnborough-leisure-centre.co.uk](https://www.new-farnborough-leisure-centre.co.uk)

The pre-planning application public consultation on our latest designs for **Farnborough leisure centre** closes on 25 July. Thank you to everyone who has already viewed the plans and given feedback. To see the designs go to: [new-farnborough-leisure-centre.co.uk](https://www.new-farnborough-leisure-centre.co.uk) and complete the short survey.




14:39 · 03/07/2025 · 475 Views

194

4.2.4 In-Person Events

Overall, the events were well attended, with an approximate total of 350 people attending across all three days. Approximately 50 people attended on each of the weekday events (3rd and 7th July) and approximately 250 people attended the weekend event (12th July).

Consultation boards were designed to promote key features of the proposals, including indicative elevational and landscape designs, and were displayed to be used as an aid for discussion at the events. Copies of the board can be found below.

Feedback forms were available for attendees to be completed on the day. All material available at the events was also available online for those unable to attend the events.

Figure 6: Copies of public consultation boards

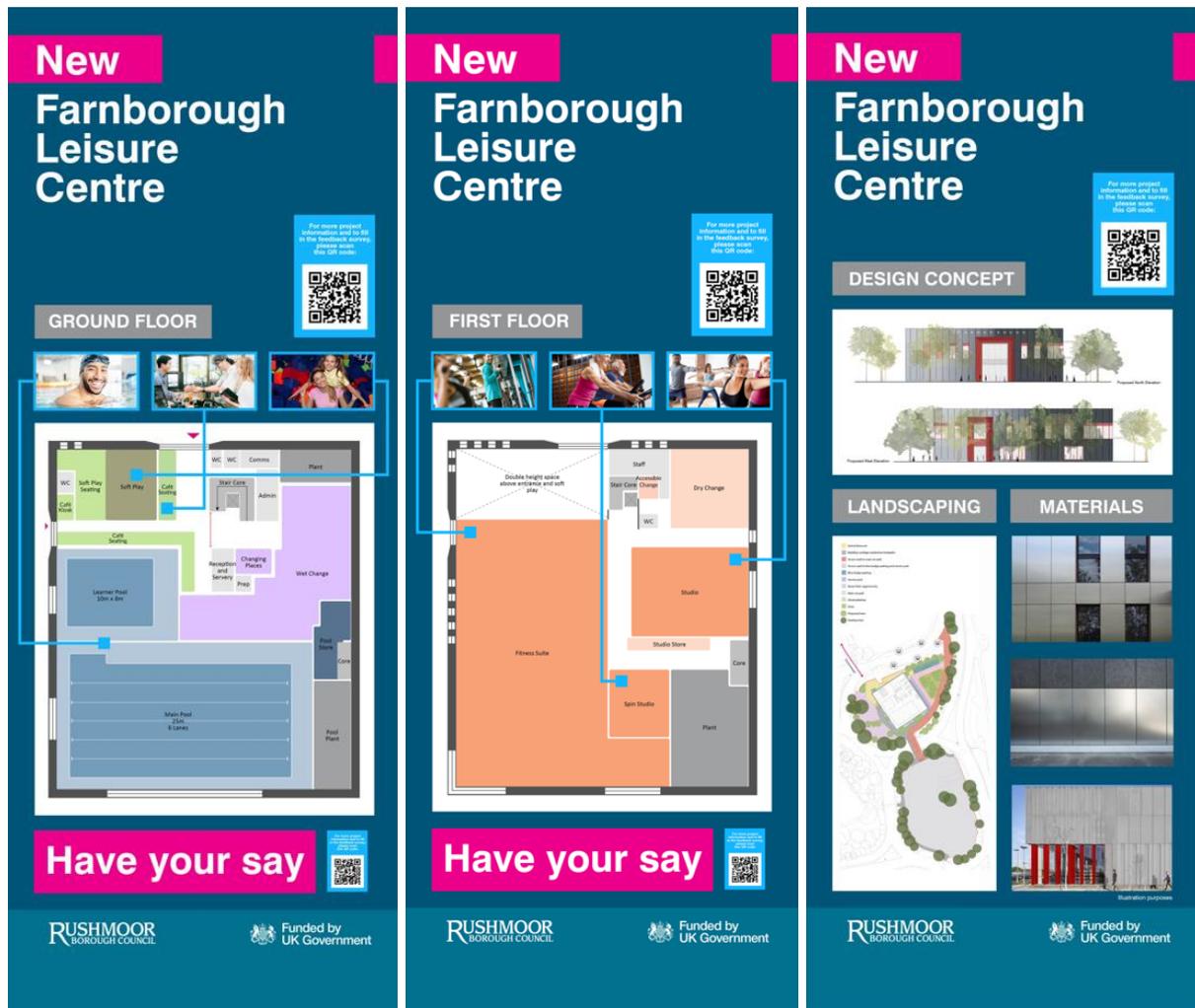


Figure 7: Photographs of in-person public consultation events



4.2.5 Survey

The consultation period ran from 30th June to 25th July 2025 and the online survey was open for the public to complete for the full period. It could be accessed via the Farnborough Leisure Centre website page, QR codes on posters and leaflets, and a link to the online survey was included on RBC social media posts. Physical survey forms were also available at each in-person consultation event.

The survey comprised a mix of multiple-choice and open-ended questions, the survey questions are set out below. It was used to focus the public's attention on specific aspects of the scheme including the external design, play area provision and access to the Leisure Centre. In total, 520 participants completed the digital survey and, the results of which are outlined in the following section.

The questions asked in the survey are set out below:

1. On a scale of 1-10, how much do you like the external building design as shown? (for example, appearance/materials)
2. Which of the proposed facilities are you looking forward to using the most? (select all that apply)
3. How are you most likely to get to the new centre? (select all that apply)

4. What would encourage you to walk, cycle or use public transport to go the centre? (select all that apply)
5. Will the new Leisure Centre encourage you and your family to use the following facilities more, less, or the same?
6. We want to make sure the Leisure Centre is easy to access and available for everyone to use. Are there any features you would like us to consider to make sure you can access and use the facility?
7. The outside of the Leisure Centre will include outdoor spaces for the public to enjoy. How important are the following to you?

4.3 Analysis of Public Consultation

The primary objective of the public consultation analysis was to ascertain the public's opinion towards the proposed designs and identify major themes within the comments that would influence the design development including architectural design, landscaping and public realm and other matters such as accessibility and sustainability.

Overall, 520 participants responded to the survey. The survey data was analysed to identify trends and key themes.

Quantitative responses from rating scales and multiple-choice questions were tallied to determine overall preferences. Qualitative data from open-ended comments were reviewed for recurring keywords, sentiments, and suggestions, which were then categorised into prominent themes. This approach ensures a comprehensive understanding of public opinion based directly on the collected data.

Overall, key themes were noted include:

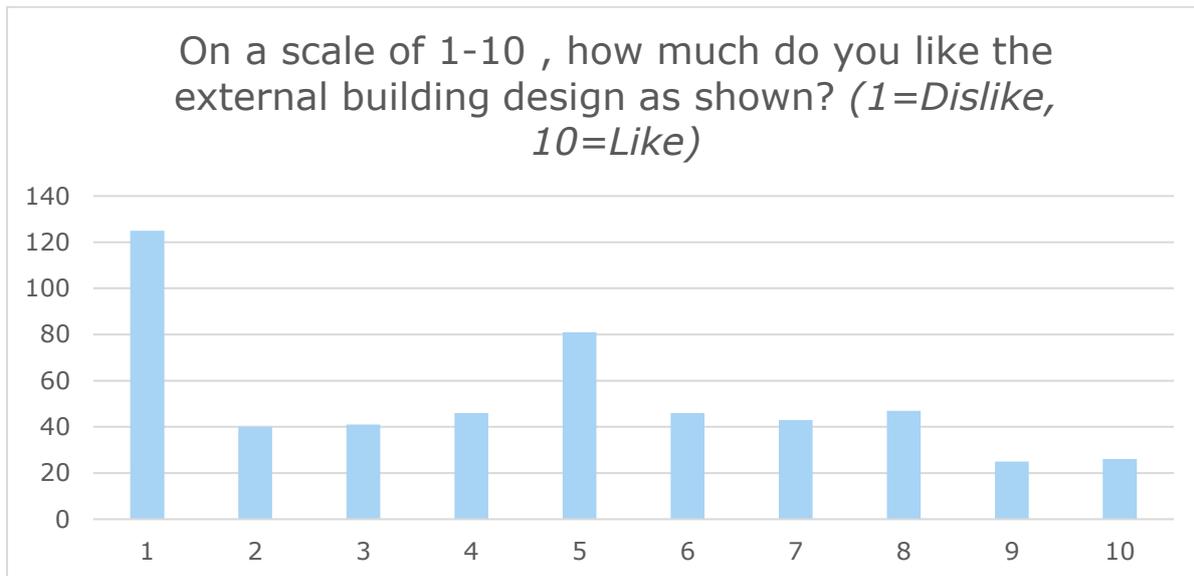
- The requirement for a new Leisure Centre was widely supported.
- Mixed to negative sentiment towards the external building design.
- The size and facility mix of the proposed centre was raised, particularly noting the lack of a sports hall, and reduced facilities compared with the previous Leisure Centre.

The following section outlines the analysis findings per theme:

1. Perception of External Building Design

The public's opinion on the external building design (as presented at the time of the events), as indicated by question one, is mixed.

Figure 8: Quantitative response to question 1



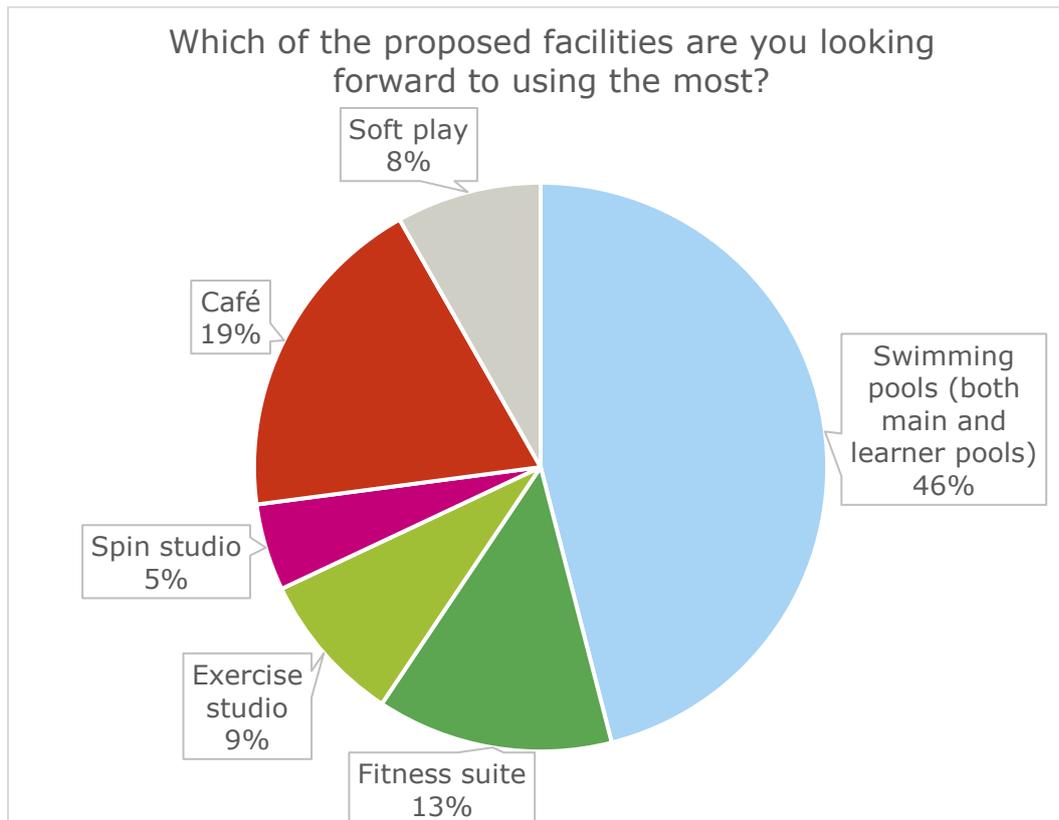
Key observations from open text answers related to the external design include:

- A significant number of comments described the design as "boring," "plain," "industrial," or a "square/grey/concrete box".
- Several respondents felt the design looked "outdated" or like a "1970's building".
- Feedback indicated a desire for more "character," "flair," "artistic embellishment," "modernity," or "innovation" in the design.
- Respondents made suggestions regarding the grey and red colour scheme, including a desire for "warmer colours," "brick," "wood cladding," or a more "natural looking" appearance. Comments about metal cladding not being environmentally friendly or prone to fading were also raised.
- Some commented that the design did not adequately reflect Farnborough's aviation history, missing an opportunity for a distinctive look.
- A few respondents stated that functionality was more important than the look, or that the design was "okay as long as easy to clean".

2. Facility Mix and Size Concerns

In terms of facility mix provision, respondents were most enthusiastic about the provision of the swimming pools. The second most popular facility to be provided was the café followed by the soft play provision. The full breakdown of facility mix preferences, as asked in response to question 2, is shown at the below.

Figure 9: Quantitative response to question 2



Facilities mix was also a dominant theme throughout the open text comments, common themes included comparisons with the proposed facilities against the former Leisure Centre and the perceived size of the new Leisure Centre, especially when compared to the previous one.

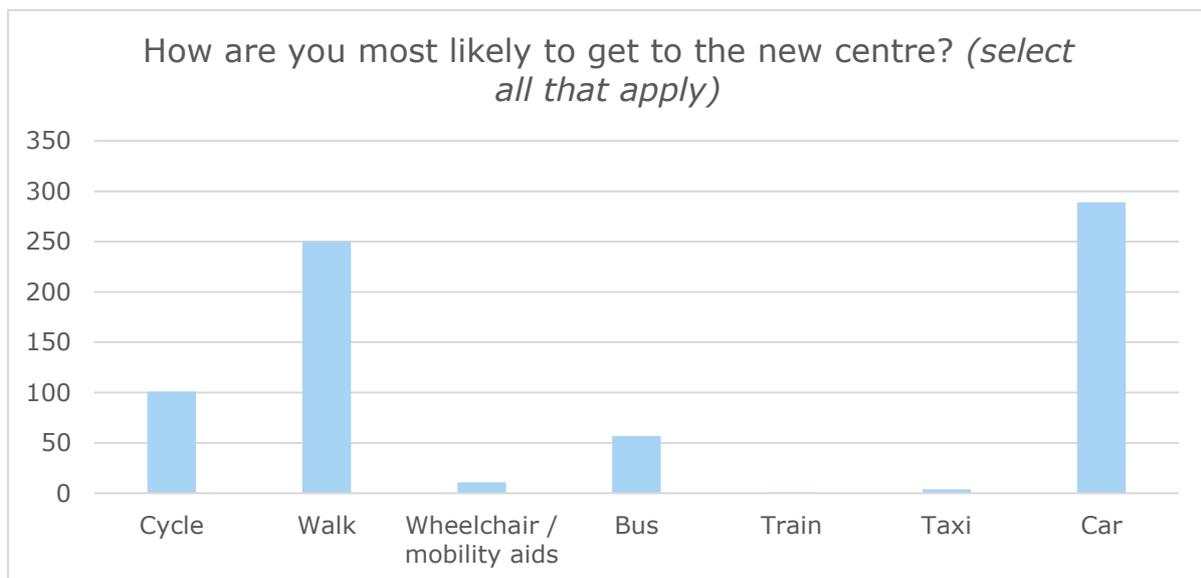
- Lack of Sports Hall/Courts: This was by far the most frequently raised comment. Many respondents commented that the new centre does not include a multi-use sports hall or courts for activities such as:
 - Badminton
 - Squash
 - Tennis
 - Netball
 - Basketball
 - 5-a-side football
 - Table tennis
 - Pickleball/Padel
 - Indoor bowls/carpet bowls
- Another common theme was that Farnborough already has numerous gyms and does not need another one.
- Multiple comments indicated that the swimming pool was too small, limiting usability and comparing unfavourably to other local centres like Camberley or Fleet. Some also requested a 50m pool or a play pool with slides.
- The overall feeling was that the new centre did not offer a like-for-like replacement of the previous Leisure Centre in terms of facility mix. Some respondents mentioned specific amenities from the old centre that are not included in the Proposed Development, including: Sauna/Steam room/Jacuzzi, Bowling alley / Ten-pin bowling, and Party hire/indoor children's party areas.

- Some questioned the need for the soft play area, noting that "360 Play" already exists and is underutilized, and that soft play noise might detract from the cafe environment.
- Given the smaller size, respondents worried about overcapacity, especially during peak hours, and the ability to accommodate local demand.

3. Accessibility and Practical Considerations

The majority of respondents envisaged accessing the new Leisure Centre by foot or by car, amounting to 75% of the total responses to question 3. The full breakdown of respondents answers to question 3 are shown at figure 10 below.

Figure 10: Quantitative response to question 3



Several comments touched upon accessibility and practical aspects:

- Comments were made about parking, including the loss of the previous car park, limited spaces, and a desire for free, ample, or secure parking. Some noted that other local centres offer free parking.
- Suggestions included better walking/cycling routes (safe, continuous, well-lit, clear signposts), more regular/cheaper bus services, and secure (covered, CCTV-monitored) cycle racks.
- Comments were made on internal accessibility, requests included lifts, ramps, step-free access, accessible showers with seats, hoists into the pool, appropriate changing facilities (including family, baby, and gender-separated options), and lower sinks/toilets for children.

4.4 Key Themes considered by the design team

Based on the public feedback, the following major themes were put forward to the design team and used to inform the evolution of the design:

Table 4.3: Summary of public comments and design team responses

You said	We did
Disappointment regarding the lack of a sports hall.	The facility mix was fixed during the inception stage of the project. Strict financial constraints dictated the proposed facility mix

You said	We did
	<p>and the project is predominantly government funded. This funding means that all the activities previously provided within the leisure centre cannot be included. However, there are multiple sports halls available for community use within the borough with sufficient capacity, including 31 badminton courts available for public use.</p>
<p>External design is "ugly," "boring," "industrial," or a "box." There is a strong desire for a more inviting, modern, and aesthetically pleasing building, possibly incorporating warmer materials, more glass, and a clearer link to local identity.</p>	<p>The external design was changed considerably as a result of the public's comments on design;</p> <p>The roofline at the north-western and south-eastern corners has been raised to break away from the monotonous, box-like form of the previous design, introducing a more dynamic profile and creating a stronger presence on the site.</p> <p>The extent of glazing has been significantly increased in key areas to help break down the building's mass and reveal more of the activities taking place within the building. These carefully placed openings and areas of glass not only enhance the facade's sense of animation but also promote a greater sense of transparency.</p> <p>Further colour was added to the façade (this was in addition to the red accents added in response to the first pre-application comments). A colour palette was created from Farnborough Airshow posters, modern buildings around Farnborough, the diverse Nepalese community and the Farnborough brand colours. These were incorporated through fins over the window openings and in internal spaces within the building.</p>
<p>Call for inclusive changing facilities (gender-separated and family options), clear timetables for different user groups (e.g., lane swimming, SEN sessions), and family-friendly amenities.</p>	<p>The design presented at public consultation was in relatively earlier stages and therefore specific information on internal accessibility measures were not available. However, accessibility was a key design consideration throughout the development, particularly for internal layout, wayfinding, and landscape design.</p> <p>The following details have been included:</p> <ul style="list-style-type: none"> • The building includes a lift providing access to all floors. • Inclusive changing facilities are incorporated in the design, with combined accessible WC and shower rooms and a dedicated Changing Places facility. • Circulation routes are generous, clear, and unobstructed to support ease of movement for all users. • Family-friendly amenities and facilities are considered through flexible changing spaces and accessible design elements.
<p>While driving remains a primary mode of transport, improving safe and clear walking, cycling routes, and bus</p>	<p>The Site is highly accessible by public transport with a bus stop located immediately to the north of the Site and the train station within a 10 minute walk of the site.</p>

You said	We did
<p>services, along with secure cycle storage, is important to encourage active travel. Adequate and convenient car parking is also a significant concern.</p>	<p>The landscape is zoned to segregate pedestrians and cyclists from vehicular movement. the vehicular access route and service yard are located to the east of the Site whereas the active travel routes are kept to the west.</p> <p>Active travel routes are designed to be safe, legible and accessible and seamlessly connected to existing routes to promote on-wards active travel.</p> <p>Sufficient and secure cycle storage is located within the Arrival Space, the northern most section of the Site.</p> <p>Seating is provided along the pedestrian routes on Site, especially around the building entrance.</p>

5 STAKEHOLDER ENGAGEMENT

A wide range of stakeholder groups were consulted throughout the design process to ensure that the proposals meet the needs of local user groups, service operators, and the wider community. The engagement strategy focused on individuals and organisations with a direct interest in using or supporting the delivery of the new Leisure Centre, with input sought on matters such as accessibility, operational needs, and key community concerns.

Stakeholder groups engaged included:

- **Political representatives**, including Rushmoor Borough Council Members.
- **Local authorities**, including Rushmoor Borough Council planning officers and Hampshire County Council highways officers.
- **National Governing Bodies (“NGBs”)**, including Sport England, Swim England, Badminton England, England Netball, England Basketball, and England Volleyball.
- **Local sports clubs and interest groups**, including scuba training providers, artistic swimming, Rushmoor Royals Swimming Club, BMX and skateboarding community representatives, and GKR Karate.
- **Local community and accessibility groups**, including Henry Tyndale School and the Rushmoor Accessibility Action Group (“RAAG”).

Feedback from these stakeholders was reviewed and analysed to inform the evolving design. While some requests, such as the provision of a full-size sports hall or a judo-compliant studio ceiling height, could not be accommodated due to budgetary and structural constraints, the design team has worked to optimise the layout and ensure that spaces are as flexible, inclusive, and functional as possible for a wide range of users.

The table below summarises the stakeholder engagement meetings held during the design process, including dates, locations, and key issues raised. Only stakeholders who responded to engagement invitations are listed.

Table 5.1: Stakeholder engagement summary table			
Stakeholder group/s	Meeting date	Meeting location	Key points raised
GKR Karate	1 st July 2025	Virtual meeting	<p>The team presented the Proposed Development, focusing on the emerging site layout, access to the studio to be used by the club, proposed storage space, changing room layout and views from the studio.</p> <p>Points raised:</p> <ul style="list-style-type: none"> • Previous Leisure Centre studio layout unsuitable for karate. back-to-back classes create potential bottlenecks at entry/exit and corridor. Consideration of a one-way system suggested. • Mirrors along northern wall preferred. • Exit door on northern wall requested. • Sprung floors preferred. jigsaw mats unsuitable. • Proposed 10.6m × 13.8m area sufficient for 15–20 students. larger groups not feasible. • Floor-to-ceiling height (3.5m) adequate for karate, Aikido, Taekwondo. insufficient for judo/Kendo. Meets around 5 of 8 Sport England’s martial arts requirements. <p>Project team/design response:</p> <ul style="list-style-type: none"> • Studio footprint constrained by column structure cannot be enlarged without impacting other spaces. • Unable to accommodate the two entry/exit points to create a one way flow due to fire design constraints <p>The internal design specifics are no set yet, the design will look to incorporate mirrors and sprung floors</p>
Rushmoor Accessibility Action Group	2 nd July 2025	Rushmoor Borough Council offices	<p>The team presented the Proposed Development, focusing on the access through the Site and within the building including the change facility, pool access and lifts.</p> <p>Points raised:</p> <ul style="list-style-type: none"> • Location of new leisure centre welcomed for improved bus access. • Request for review of barrier/gate sizes for larger wheelchairs. • Clear operator guidance needed for poolside wheelchair spaces. consider a multi-use space to support accessibility (e.g. assistance dogs, wheelchairs). • Four pool chairs required, to be compatible with Changing Places and accessible change facilities.

Table 5.1: Stakeholder engagement summary table			
			<ul style="list-style-type: none"> • Query on whether pool pods can be used with walking frames. • Query on Changing Places management measure to ensure hoist access, controlled door system, and proper supervision. • Hoist required in both accessible changing room (with toilet) and Changing Places facility. • Accessible lockers required. • Assess support for users re-entering pool pods requested. <p>Project team/design response:</p> <ul style="list-style-type: none"> • Accessibility and inclusivity have been key principles of the design since the early stages, in line with the Equality Act and Approved Document M. • All internal facilities (first aid, baby change, kitchen, changing areas) are designed as accessible. • All circulation routes are generous, unobstructed and clearly defined, allowing full wheelchair access across the building. • The Changing Places facility is equipped with hoists and a changing bed, positioned for minimal diversion from pool or general centre access. • Pool access includes walk-in steps and a docking station for a moveable lifting platform (pool pod). • The learner pool includes a moving floor, enabling multiple wheelchair users to enter the pool simultaneously before lowering. • A lowered reception counter is incorporated for wheelchair users. • Appropriate visual contrast and manifestations to assist visually impaired users will be implemented across the building.
Henry Tyndale School	30 th June 2025	Virtual meeting	<p>The team presented the Proposed Development, focusing on the emerging landscape design, school party access around the building, changing room design and accessibility measures such as pool access.</p> <p>Points raised:</p> <ul style="list-style-type: none"> • Fully support the need for a new swimming pool in Farnborough. • Explanation of current struggle to find suitable/available school swimming facilities locally. • Concerns about Changing Village cubicles in regards to size, space for assistants for children with additional needs. • Suggestion that family cubicles are clustered together to improve accessibility and supervision.

Table 5.1: Stakeholder engagement summary table			
			<ul style="list-style-type: none"> Consider provision of a swim wheelchair outside the Changing Places and accessible change, in line with RAAG feedback. <p>Project team/design response:</p> <ul style="list-style-type: none"> All internal facilities are designed to be accessible, including changing areas. The design of the changing areas maximises flexibility for all users. Circulation routes throughout the building are generous, clear, and unobstructed to support access for all users. Combined accessible WC and shower rooms are provided in line with Sport England guidance. A 'Changing Places' room is located within the wet change area and includes a bed and hoists. The Changing Places facility is positioned to be easily accessible from both the pool and wider centre with minimal diversion. The learner pool includes a moving floor, which allows multiple wheelchair users to enter before it is lowered, supporting group use.
Community representative from the BMX community and Skate community	7 th July 2025	Virtual meeting	<p>The team presented the Proposed Development, focusing on the initial proposal for skate park layout.</p> <p>Points raised:</p> <ul style="list-style-type: none"> Strong view that existing facilities should not be lost unless replaced with equal or greater space. Current ramps are heavily used by the BMX community and are seen as a rare facility in the region. Concerns that the proposed new area is smaller, with constraints (trees, walking/cycling routes) limiting scope for large ramps. Different needs identified: BMX riders require large ramps/frames, while the skate community favours smaller concrete elements. Suggested moving existing BMX ramp frames to a new site to reduce costs. Potential collaboration between Maverick (skate-focused) and a BMX-specialist supplier discussed. Concern that a small beginner-focused facility would not serve the current community and would not act as a replacement space. Requested memorial benches and tree be incorporated into any new scheme, and whether a new park could be named after a rider.

Table 5.1: Stakeholder engagement summary table			
			<ul style="list-style-type: none"> Overall concern that the currently proposed location/area is not suitable. <p>Project team/design response:</p> <p>Proposed Skate Park was removed from the Proposed Development. Reprovision of the skatepark on the Civic Quarter site will be taken forward as part of the wider redevelopment in due course. In the meantime, the current facility will remain in place.</p>
Swim Clubs – Scuba Training, Artistic Swimming, Rushmoor Royals, Swim England, Swim England Facilities Team	3 rd July 2025	Rushmoor Borough Council offices	<p>The team presented the Proposed Development, focusing on the facility mix and proposed changing village, pool access, pool depth and pool use.</p> <p>Points raised:</p> <ul style="list-style-type: none"> Clubs requested dedicated training spaces, including classroom/AV facilities for scuba and music plug points for artistic swimming. Scuba club requires 3x4 m poolside storage for heavy equipment whereas artistic swimming and Rushmoor Royals have minimal storage requirements. Clubs willing to partner in funding, design advice, and fundraising activities. Operational requirements were outlined by each group: <ul style="list-style-type: none"> Rushmoor Royals: 3–5 evening sessions weekly, 3–6 lanes, potential to reduce travel to other pools. Scuba club: dedicated deep-water pool time, willing to pay storage fees. Artistic swimming: deep-water requirement in main pool, space for approx. 20 people. <p>Project team/design response:</p> <ul style="list-style-type: none"> It was not possible to accommodate the comments around the size of the learning pool due to budgetry and site constraints. Dedicated AV facilities for scuba could not be included in the facility mix due to space being at a premium given the site and cost constraints.
Sport England	21 st May 2025	Virtual meeting	<p>The team presented the Proposed Development including landscape design and internal layout. They explained why the facility mix was set and how the design had evolved to result in the scheme presented.</p> <p>Points raised:</p> <ul style="list-style-type: none"> The lack of replacement sports hall is likely to be the primary issue

Table 5.1: Stakeholder engagement summary table			
			<ul style="list-style-type: none"> The absence of an indoor sports facilities strategy or assessment weakens the council's position. Request that more sports NGB's be consulted. <p>Project team/design response:</p> <p>The team provided details of the available sports halls in Farnborough and nearby elsewhere in the borough which are currently meeting the demands of residents, and that all uses located in the previous Leisure Centre (which was last open five years ago) have been relocated.</p> <p>The team also consulted with the following NGBs (in addition to Badminton England who had already been consulted): England Netball, England Basketball and England Volleyball. Each were contacted a number of times but no response has been received at the time.</p>
	30th June 2025	Virtual meeting	<ul style="list-style-type: none"> Request was made for more detail on engagement with NGBs <p>Team response:</p> <ul style="list-style-type: none"> Additional information was provided to Sport England via email on 20.10.25. This included information gathered from England Netball on netball provision in the Borough. The other NGBs were chased for a response however, no response has been received.
RBC Members Briefing	9 th June 2025		<p>The team presented the Proposed Development including explanation of how the design responds to site constraints/opportunities and the facilities required in addition to presenting the emerging concept design, internal layout and elevation design.</p> <p>Points raised:</p> <ul style="list-style-type: none"> Issues were raised in regard to the general design, specifically boxy nature of the building Request for the design to reflect Farnborough's aviation heritage, especially within the play area <p>Project team/design response:</p> <ul style="list-style-type: none"> Further aviation elements added into landscape Addition of colour within façade, increased openings and glazing and change to roofline

Table 5.1: Stakeholder engagement summary table			
	1 st September 2025		<p>The team updated members on the design development since the first Members Briefing. The presentation focused on public consultation feedback and how the design had responded and updated members on design development including altered roofline, addition of colour, glazing and vertical openings. Attention was drawn to how the colour palette was chosen and how the incorporated colour responses to the uses within the building. It also highlighted how aviation elements had been incorporated in the proposed landscape scheme.</p> <p>Points raised:</p> <ul style="list-style-type: none"> • Comments from members were supportive of the updated design • Discussions centred around non-planning matters, predominantly around programme, budget and project risks.

6 SUMMARY AND CONCLUSION

The public consultation and stakeholder engagement undertaken as part of the development of the new Farnborough Leisure Centre have been critical in shaping a proposal that responds to both the aspirations and practical needs of the community. Through a focused engagement strategy, the Council and design team gathered valuable insights that influenced the design's development.

Pre-application discussions

Pre-application engagement with Rushmoor Borough Council and Hampshire County Council were key in shaping the proposal. Two meetings with Rushmoor Borough Council planning officers established support for the principle and scale of the development, while raising important design, landscaping, highways, and anti-social behaviour suggestions. The design team responded by incorporating measures such as aviation-inspired features, refining massing and adding colour to the façade treatment.

Highways discussions with Hampshire County Council helped develop the access strategy and parking provision, informed by detailed surveys and Transport Assessment Scoping Report. Engagement with the Local Lead Flood Authority highlighted flood risk and drainage requirements, leading to a 300mm raise in the Finished Floor Levels.

Public Consultation

The public consultation received a strong response, with over 500 survey completions and over 2,500 visits to the online consultation microsite. In-person events were well attended, and promotional efforts across digital, print, and social media ensured wide community awareness. Feedback showed clear and recurring themes. These views helped shape a series of design updates, notably revisions to the external appearance including a more dynamic roofline, greater use of glazing, and a more locally inspired colour palette. However, some concerns, particularly around the facility mix, could not be fully resolved due to budget constraints and were fixed at earlier stages of the project. The events provided an opportunity for points such as this to be explained to attendees and allowed for other concerns or comments to be discussed.

Stakeholder Engagement

Parallel to public consultation, detailed stakeholder engagement was carried out with user groups, National Governing Bodies, schools, accessibility groups and local politicians. Some requests, such as larger studios, sports hall provision, or taller internal spaces, could not be fully met due to structural and funding limitations. Nevertheless, where possible, design refinements were made to maximise flexibility, support specialist needs, and improve the user experience.

In conclusion, this report demonstrates that meaningful consultation and engagement, including early pre-application discussions, public consultation, and ongoing stakeholder engagement, have played a central role in shaping the proposed Farnborough Leisure Centre. Feedback from the pre-application stage helped identify key design issues, such as dissatisfaction with the external appearance and facility mix, which informed subsequent design revisions. While some requests, particularly for a full sports hall or larger studio spaces, could not be fully accommodated due to budgetary and structural constraints, the proposals have evolved significantly to better reflect local identity, improve accessibility, and provide flexible and inclusive spaces. This iterative process has resulted in a scheme that balances community aspirations with practical delivery realities, laying a strong foundation for a modern, welcoming Leisure Centre that serves Farnborough's diverse population.

APPENDIX 1
COPY OF PUBLIC CONSULTATION FEEDBACK FORM

Farnborough Leisure Centre

Feedback Form

Farnborough Leisure Centre Feedback Form

We would like your views on our latest designs for Farnborough's new leisure centre. Please complete our survey to give us your feedback or come to one of our drop-in sessions.

Our closing date is Friday 25 July.

The new leisure centre is set to include a 25-metre swimming pool and learner pool, along with a gym offering more than 100 fitness stations including specialist power-assisted equipment for people who are less mobile or active, studio space, a spin studio, soft play and a café.

Your feedback will feed into the designs for the new Leisure centre and the planning application.

Please submit this survey in the ballot box provided.

Alternatively, you can view all the plans and fill in the feedback survey on our project website by scanning this QR code or visit www.new-farnborough-leisure-centre.co.uk



1. On a scale of 1-10, how much do you like the external building design as shown? (for example, appearance/materials).

dislike like

←-----→

1 2 3 4 5 6 7 8 9 10

If you dislike it, please add any suggestions/comments here:

2. Which of the proposed facilities are you looking forward to using the most? (tick all that apply)

- Swimming pool (both main and learner pools)
 Fitness suite
 Exercise studio
 Spin studio
 Café
 Soft play

3. How are you most likely to get to the new centre? (tick all that apply)

- Cycle Train
 Walk Taxi
 Wheelchair / Mobility Aid Car
 Bus Other (please specify)

4. What would encourage you to walk, cycle or use public transport to go the centre? (tick all that apply)

- Better walking/cycling routes
 More regular bus services
 Secure cycle racks/cycle hubs
 Other (please specify): _____

Farnborough Leisure Centre

Feedback Form

5. Will the new leisure centre encourage you and your family to use the following facilities more, less, or the same as now? (please tick one answer per option)

	More	Less	Same	Don't Know
Princes Mead Shopping Centre				
The Meads Shopping Centre				
Farnborough library				
Local shops				
Local cafés and restaurants				
Cinema				
Other:				

If you answered 'other', please provide further detail

6. We want to make sure the leisure centre is easy to access and available for everyone to use. Are there any features you would like us to consider to make sure you can access and use the facility?

7. The outside of the leisure centre will include outdoor spaces for the public to enjoy. How important are the following to you? (please tick one answer per option)

	Important	Not Important	Neutral
Outdoor café space			
Space to sit/benches			
Skatepark			
Planting / trees / biodiversity			

To help us understand feedback from different perspectives, please tell us:

8. What is your age group?

- | | |
|-----------------------------------|--------------------------------|
| <input type="checkbox"/> Under 16 | <input type="checkbox"/> 45-54 |
| <input type="checkbox"/> 16-24 | <input type="checkbox"/> 55-64 |
| <input type="checkbox"/> 25-34 | <input type="checkbox"/> 65-74 |
| <input type="checkbox"/> 35-44 | <input type="checkbox"/> 75+ |

9. What is your gender?

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> Male | <input type="checkbox"/> Non-binary |
| <input type="checkbox"/> Female | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Transgender | |

10. What is your ethnicity?

- | | |
|---|---|
| <input type="checkbox"/> I'd prefer not to say | <input type="checkbox"/> Black or British Black – Caribbean |
| <input type="checkbox"/> White-British | <input type="checkbox"/> Black or British Black – African |
| <input type="checkbox"/> White-Other | <input type="checkbox"/> Black – Other |
| <input type="checkbox"/> White – Irish | <input type="checkbox"/> Mixed – White and Asian |
| <input type="checkbox"/> White – Gypsy/Traveller | <input type="checkbox"/> Mixed – White and Black Caribbean |
| <input type="checkbox"/> Asian or British Asian – Nepali | <input type="checkbox"/> Mixed – White and Black African |
| <input type="checkbox"/> Asian or British Asian – Chinese | <input type="checkbox"/> Mixed – Other |
| <input type="checkbox"/> Asian or British Asian – Indian | <input type="checkbox"/> Other (please specify) _____ |
| <input type="checkbox"/> Asian – Other | |

11. Would you say you live...

- In Farnborough
- In Aldershot
- Outside the borough of Rushmoor
- Other (please specify) _____

Equality Impact Assessment: Screening Tool

The **Equality Impact Assessment (EIA) Screening Tool** should be completed for any new proposal, plan or project. It helps staff check if their proposal will positively, neutrally, or negatively affect residents, staff, or service users. If the impact is positive or neutral, a full EIA isn't needed.

A **full EIA** is required if the screening shows a negative impact on specific groups. We also advise that a full EIA should be completed when a [key decision](#) is being made. Key decisions are executive actions likely to:

- Significantly affect Council tax, budget balances, or contingencies.
- Have a major impact on communities across two or more Borough wards.
- Expenditure or savings over £100,000 qualify as significant, with a £250,000 threshold for property transactions.

Furthermore, for staff, we generally consider the impact on more than 25 people as significant, which would require a full EIA. If you're unsure, you can seek guidance from the Policy Team.

***After screening, if you identify the need for a full Equality Impact Assessment, you can use your existing answers as a foundation for the full assessment.**

Name of Project	The New Farnborough Leisure Centre Design Proposals
Reference number (if applicable)	
Service Area	Regeneration
Date screening completed	11/12/2025
Screening author name	Kate Hilliard
Policy Team sign off	
Authorising Director/Head of Service name	Karen Edwards

1. Please provide a summary of the proposal

Please outline:

What are the aims / objectives of this proposal?

The former Farnborough Leisure Centre closed in 2020 due to the Covid-19 pandemic. A Cabinet decision was made in 2021 that due to the position with the leisure market at the time, increased operational costs and other risks associated with the ongoing operation of the facility, it would remain closed. The leisure centre was subsequently demolished in 2022 and the site cleared ready for a new facility.

In January 2023, the Council was awarded £20m of Levelling Up Funding to support the delivery of a Leisure and Cultural Hub in Farnborough on the plot of the previously demolished leisure centre, forming part of the wider Civic Quarter masterplan. Design work was undertaken during 2023 and proposals shared with the public in early 2024.



A market tested cost plan was commissioned to ensure the estimated project costs were clear before the decision to move to the next stage of delivery. That work, alongside work by the Council's cost consultant, confirmed that costs had increased significantly, and the Leisure and Cultural Hub Project as designed would be completely unaffordable.

The Council's project team engaged with a team of specialist consultants, known as Delivery Associates, provided by Government to look at how the project could be adjusted to achieve the most important outcomes for local people whilst being affordable for the Council. A revised project proposal was shared with the Levelling-Up Unit at MHCLG in late 2024 with full approval to proceed, utilising the remaining £18.5m funding, given by Government in April 2025, together with confirmation that the levelling up funding would be extended until March 2028.

The revised scheme will require an element of Council borrowing that will be offset by Operator income.

The revised scheme includes the provision of a new Leisure Centre in Farnborough comprising:

- Main pool - 25m 6-lane
- Learner Pool with moveable floor- 10m x 8m
- 100+ station Fitness Suite - (*including specialist equipment which provides a low impact, full-body workout circuit for the older population and people with long-term health conditions who cannot use standard gym equipment*)
- 2 x Studios
- Spin studio
- Café
- Soft Play area
- Wet and dry change facilities

The revised scope also incorporates a play park (£106 funded) and the provision of a 130 space surface car park.

The new Leisure centre will be delivered to the immediate south of the existing town centre high street on Queensmead car park, directly adjacent to existing public transport nodes which will help to improve access for the local community.

The delivery of a new leisure centre for Farnborough is a significant priority for local people and the Council's Cabinet.

The focus is to proceed at pace to ensure that the new centre can be delivered within the Levelling Up funding timelines and to ensure a much need facility for local people.

Will this deliver any savings?

No, The project currently is anticipated to be funded by external funding of £18.5m of Levelling Up Fund Grant, supplemented by financial borrowing.

What benefits or change will we see from this proposal?

As set out in the original Levelling up bid, a new leisure facility will help towards addressing health inequalities within the borough.

The provision of a new leisure centre in Farnborough is a key priority for the council and aims to increase participation in physical activity across all age groups and improve health and happiness of

local communities through a high-quality, inclusive, and community-focused facility that promotes health, wellbeing, and social connection for the residents of Farnborough and the wider Rushmoor Borough. The core objectives of the new facility are:

- Provision of leisure facilities designed to encourage increased community participation, social cohesion, and active lifestyles.
- Delivery of significant health, wellbeing and social benefits for Farnborough and the wider Borough through improved leisure provision.
- Creation of quality public realm which seeks to enhance connections between the site and wider town centre enhancing community wellbeing.
- Creation of local jobs, both temporary as part of the construction process and permanent following the opening of the leisure centre – including six annual work placements, 12 locally prioritised jobs per year, 291 training weeks, 20 qualifications, and 300 hours of green skills training.
- Encouragement of increased footfall and linked trips to the town centre.
- Encouraging sustainable travel through the provision of convenient and safe cycle storage and accessible and integrated active travel routes through the Site.

Which key groups of people or areas of the borough are involved?

Stakeholder groups engaged included:

- Political representatives, including Rushmoor Borough Council Members.
- Local authorities, including Rushmoor Borough Council planning officers and Hampshire County Council highways officers.
- National Governing Bodies (“NGBs”), including Sport England, Swim England, Badminton England, England Netball, England Basketball, and England Volleyball.
- Local sports clubs and interest groups, including scuba training providers, artistic swimming, Rushmoor Royals Swimming Club, BMX and skateboarding community representatives, and GKR Karate.
- Local community and accessibility groups, including Henry Tyndale School and the Rushmoor Accessibility Action Group (“RAAG”)

2. Who will the proposal impact? Please indicate Yes or No

Group of people	Impacted?
Residents	Yes

Businesses	Yes
Visitors to Rushmoor	Yes
Voluntary or community groups	Yes
Council staff	Yes
Trade unions	No
Other public sector Organisations	
Others	Please specify:

3. What impact will this change have on staff? Please complete where relevant:

No impact in relation to the design but will be addressed in the Operator Equality Impact Assessment

4. What consultation or engagement will you be leading (with residents, staff, or other stakeholders) as part of this project?

Please see attached (Appendix A) The Statement of Community Involvement report detailing all public consultation and stakeholder and user group engagement as part of the scheme.

Engagement workshops with accessibility groups and representatives will be continued into the technical design stage to ensure that the necessary details are included and allowed for.

5. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Direct and indirect impacts

When completing this table, please consider both **direct and indirect impacts**, see helpful guidance.

Direct discrimination occurs when someone is treated less favourably than another person because of a **protected characteristic**. This includes:

- **Actual possession** of a protected characteristic.



- **Perceived possession** of a protected characteristic (discrimination by perception).
- **Association** with someone who has a protected characteristic (discrimination by association).

A valid comparison must show that someone without the protected characteristic would have been treated better in similar circumstances. It can still be direct discrimination even if the person treating you unfairly shares the same characteristic.

Note: Age discrimination may be lawful if it can be objectively justified. For other protected characteristics, direct discrimination is unlawful regardless of intent or justification.

Indirect discrimination happens when a **policy, rule, or practice** applies to everyone but puts people with a protected characteristic at a **particular disadvantage**. It occurs when:

- A policy is applied equally to all.
- It disadvantages a group sharing a protected characteristic.
- You are personally disadvantaged by it.
- The organisation cannot justify the policy as a proportionate means of achieving a legitimate aim.

If the policy can be objectively justified, it is not considered indirect discrimination.

For example: Closing public toilets may be an example of indirect discrimination, as it affects everyone but disproportionately disadvantages women, due to toilet frequency, alternative options and safety/hygiene factors.

Likely impact

For the groups identified earlier, tick the likely impact (both direct and indirect) on people with protected characteristics (e.g., age, disability, race, etc.):

- **Neutral:** No impact.
- **Positive:** Benefits people with protected characteristics.
- **Negative:** Harms people with protected characteristics.
- **Not Sure:** It's unclear how this affects people with protected characteristics, or more information is needed.

Rate the negative impact as **low, medium, or high**. Also, consider whether the proposal may be seen as controversial or negative by some groups. See the guidance for help.

Protected characteristic - Age

(for example, young people under 25, older people over 65)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		Choose an item.	Yes or No	<p>The design proposals have evolved significantly to better reflect local identity, improve accessibility, and provide flexible and inclusive spaces.</p> <p>The design supports users across all age groups, from children to older adults. The design supports used across all age groups ensuring that access and movement through the building are straightforward and comfortable for younger and older users.</p>

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
				<p>Features such as clear sightlines from the café to the learner pool and visual connections to external play area enhance safety and comfort for families.</p> <p>The layout enables operators to deliver a wide range of age-specific classes and programmes, ensuring the centre remains welcoming and accessible for people of all ages.</p> <p>See Section 5.5 and 6.2 of attached RIBA 3 Report (Appendix 1)</p>

Protected characteristic – Disability

(include people with physical disabilities, people with learning disabilities, blind and partially sighted people, Deaf or hard of hearing people, neurodiverse people. This also includes carers.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes	Yes or No	Choose an item.	Yes or No	<p>The design proposals have evolved significantly to better reflect local identity, improve accessibility, and provide flexible and inclusive spaces.</p> <p>The whole centre will be accessible for wheelchair users, with level thresholds and no intermediate steps along access routes. All circulation routes are designed to be clear, generous and unobstructed and will provide full access to all the functions within the building.</p> <p>Lifts will be sized to accommodate wheelchairs and pushchairs. The scheme includes 1no. lift, which IS suitable to take wheelchair users. This is sized to accommodate a wheelchair user and a standing companion.</p> <p>All turnstiles / security gates will include wider gates, to accommodate users such as those in wheelchairs and with assistance dogs.</p> <p>See 6.2 of RIBA 3 Report (Appendix 1)</p>

Protected characteristic - Gender reassignment and identity

(Include people who identify across the trans* umbrella, not only those who have undergone gender reassignment surgery. This is inclusive of girls and or/women, men and/or boys, non-binary and genderfluid people and people who are transitioning) *Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes	Yes or No	Choose an item.	Yes or No	<p>The proposals have evolved significantly to better reflect local identity, improve accessibility, and provide flexible and inclusive spaces.</p> <p>The design ensures privacy and safe movement around the centre (doors not opening across main access routes, vision panels only where appropriate) particularly in areas such as WCs and changing rooms, which is important for trans and gender diverse users. This iterative design process will continue to be addressed with the appointment of the operator.</p>

Protected characteristic - Marriage and Civil Partnership

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
N/A	Yes	Choose an item.	N/A	No direct or indirect impact.

Protected characteristic – Pregnancy and Maternity

(Include people who are pregnant in or returning to the workplace after pregnancy. Could also include working parents.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		Choose an item.	N/A	Plans include examples of a Family WC provision (larger room with, WC and space for baby changing and nursing). The Café will provide a supportive, welcome space for people who are pregnant or new parents, offering space to rest, feed and socialise. Contributing to positive inclusion and comfort.

Protected characteristic – Race or ethnicity

(include on the basis of colour, nationality, citizenship, ethnic or national origins)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	Choose an item.	N/A	The facilities are designed to be accessible and usable by people from all ethnic backgrounds.

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
				<p>The design aims to reflect and celebrate the diversity across the local community (aviation + community concept).</p> <p>The centre is intended to be a civic hub that fosters connection across communities (bringing people together, supporting wellbeing, connection, community cohesion).</p>

Protected characteristic – Religion or belief

(include no faith)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	Choose an item.	N/A	<p>The Proposals design development features colour ways of community and reflects those colours in the design. Farnborough’s rich blend of cultures offers a unique opportunity to use colour thoughtfully, reflecting the community’s diversity and creating a welcoming, inclusive atmosphere.</p> <p>The design approach acknowledges that users, including those from faith backgrounds value privacy and modesty. This has informed the general layout or changing and circulation spaces.</p>

Protected characteristic - Sex

(Under the Equality Act 2010 and following the 2025 Supreme Court ruling on 15 April 20205, a person’s legal sex is defined as their biological sex as recorded at birth. Trans individuals are still protected from discrimination under the characteristic of gender reassignment.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	Choose an item.	N/A	<p>Accordingly, the proposal has been designed to reflect the guidelines of the inclusive design principles embodied in the Equality Act assuring that the access and use of the facilities consider and provide for different user groups. The layout of changing, showering and circulation areas has been developed to ensure all users can access facilities with dignity, supporting appropriate separation of spaces and a welcoming environment for all genders.</p>

Protected characteristic - Sexual Orientation

(Include people from across the LGBTQ+ umbrella, for example, people who identify as lesbian, gay, bisexual, pansexual or asexual.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	Choose an item.	N/A	Nothing in the physical design creates barriers for people based on sexual orientation"

Protected characteristic - Other

(e.g. people on low incomes, people living in poverty, looked after children, people with care experience, people who are homeless, people with mental health problems, people who are prison leavers, people affected by menopause, people affected by menstruation and/or period poverty)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	YES	Choose an item.	N/A	The design allows users to choose between sitting in open, expansive areas or more sheltered, intimate corners. This flexibility is especially important for individuals with neurodivergent needs, who may feel more comfortable in smaller, less exposed spaces. The result is a café environment that is welcoming, adaptable, and supportive of the diverse needs of the community.

6. Screening Decision

Outcome	Yes or No
Neutral or Positive – no full EIA needed*.	Yes
Negative – Low Impact – full EIA at the service director’s discretion*.	No
Negative – Medium or High Impact – must complete a full EIA.	No
Is a full EIA required? Service decision:	No
Is a full EIA required? [Policy Team] sign off recommendation:	No
Flag for DPIA (will include engagement that collects personal data). [Policy Team]:	No
Flag for ethics (high risk / will involve engagement with vulnerable residents):	No

Once you've completed the screening tool and determined that the proposal is likely to have a positive or neutral impact on people with protected characteristics, the following can be included in the 'Equality Impact Assessment' part of the report. ***'An equality impact check found that this proposal would have a positive or neutral impact on people with protected characteristics. Therefore, a full assessment is not required.'***

Please send this completed EIA Screening Tool to Policy@rushmoor.gov.uk
for quality checking by the policy team.

If required, please continue to the full assessment below.

Equalities Impact Assessment: Full Assessment

Before completing this form, you should have filled out an Equality Screening Tool and obtained approval from your Head of Service and the Policy Team. This Equality Impact Assessment should be completed if the Screening Tool identifies a potentially negative impact on one or more specific groups or there is a large-scale proposal or impact. It can also be used to highlight positive impacts.

We also advise that a full EIA should be completed when a [key decision](#) is being made. Key decisions are executive actions likely to:

- Significantly affect Council tax, budget balances, or contingencies.
- Have a major impact on communities across two or more Borough wards.
- Expenditure or savings over £100,000 qualify as significant, with a £250,000 threshold for property transactions.

If unsure, contact the Policy Team.

Furthermore, for staff, we generally consider the impact on more than 25 people as significant, which would require a full EIA. If you're unsure, you can seek guidance from the Policy Team.

Name of Project	
Reference number (if applicable)	
Service Area	
Date assessment completed	

Before completing the EIA, please read the guidance and FAQs. For further help and advice please contact Policy@rushmoor.gov.uk

1. Please provide a summary of the proposal

Please provide:

- How the service works now (if relevant) and what changes are being suggested.
- Who will benefit from the proposal and what the results will be.
- Any savings the proposal might bring.

2. What impact will this change have on different groups of people?

This section of the assessment examines the broad impacts of the proposed changes on different groups, such as service users, local communities, and businesses.

2A. Who will your proposal impact?

Please consider:

- Will the impact mostly affect people outside the council, inside, or both?
- Who will be affected – residents, service users, local communities, businesses, visitors, or others? The effect on staff will be looked at separately.
- What will the impact be – for example, less access to services or travel disruptions?

2B. What impact will this change have on staff?

Please consider:

- Who will be impacted? For example, which services, teams or buildings? How many staff?
- What will the impact be? For example, changes to structure, reporting lines, staff levels, responsibilities, location, access to services, new working methods, or development opportunities.

3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to check the impact on people with protected characteristics and disadvantaged groups (see guidance for help).
- A breakdown of service user details, if possible.
- A short summary of what the findings mean.

3B: Assessing the Impacts on People with Protected Characteristics and Disadvantaged Groups in the table below.

Direct and indirect impacts

When completing this table, please consider both **direct and indirect impacts**, see helpful

Direct discrimination occurs when someone is treated less favourably than another person because of a **protected characteristic**. This includes:

- **Actual possession** of a protected characteristic.
- **Perceived possession** of a protected characteristic (discrimination by perception).
- **Association** with someone who has a protected characteristic (discrimination by association).

A valid comparison must show that someone without the protected characteristic would have been treated better in similar circumstances. It can still be direct discrimination even if the person treating you unfairly shares the same characteristic.

Note: Age discrimination may be lawful if it can be objectively justified. For other protected characteristics, direct discrimination is unlawful regardless of intent or justification.

Indirect discrimination happens when a **policy, rule, or practice** applies to everyone but puts people with a protected characteristic at a **particular disadvantage**. It occurs when:

- A policy is applied equally to all.
- It disadvantages a group sharing a protected characteristic.
- You are personally disadvantaged by it.
- The organisation cannot justify the policy as a proportionate means of achieving a legitimate aim.

If the policy can be objectively justified, it is not considered indirect discrimination.

For example: Closing public toilets may be an example of indirect discrimination, as it affects everyone but disproportionately disadvantages women, due to toilet frequency, alternative options and safety/hygiene factors.

Likely impact

For the groups identified earlier, tick the likely impact (both direct and indirect) on people with protected characteristics (e.g., age, disability, race, etc.):

- **Neutral:** No impact.
- **Positive:** Benefits people with protected characteristics.
- **Negative:** Harms people with protected characteristics.
- **Not Sure:** It's unclear how this affects people with protected characteristics, or more information is needed.

Rate the negative impact as **low, medium, or high**. Also, consider whether the proposal may be seen as controversial or negative by some groups. See the guidance for help.

Protected characteristic - Age

(for example, young people under 25, older people over 65)

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

Protected characteristic – Disability

(include people with physical disabilities, people with learning disabilities, blind and partially sighted people, Deaf or hard of hearing people, neurodiverse people. This also includes carers.)

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

Protected characteristic - Gender reassignment and identity

(Include people who identify across the trans* umbrella, not only those who have undergone gender reassignment surgery. This is inclusive of girls and or/women, men and/or boys, non-binary and genderfluid people and people who are transitioning) *Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

Protected characteristic - Marriage and Civil Partnership

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

Protected characteristic – Pregnancy and Maternity

(Include people who are pregnant in or returning to the workplace after pregnancy. Could also include working parents.)

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

Protected characteristic – Race or ethnicity

(include on the basis of colour, nationality, citizenship, ethnic or national origins)

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

Protected characteristic – Religion or belief

(include no faith)

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

Protected characteristic - Sex

(Under the Equality Act 2010 and following the 2025 Supreme Court ruling on 15 April 2025, a person's legal sex is defined as their biological sex as recorded at birth. Trans individuals are still protected from discrimination under the characteristic of gender reassignment.)

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

Protected characteristic - Sexual Orientation

(Include people from across the LGBTQ+ umbrella, for example, people who identify as lesbian, gay, bisexual, pansexual or asexual.)

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

Protected characteristic - Other

(e.g. people on low incomes, people living in poverty, looked after children, people with care experience, people who are homeless, people with mental health problems, people who are prison leavers, people affected by menopause, people affected by menstruation and/or period poverty)

Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced? <i>Consider both direct and indirect impacts when completing this table</i>
Choose an item.		

4. How do you plan to mitigate negative impacts?



Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal.
- Who has been or will be consulted or engaged with?
- Methods used or that will be used to engage or consult.
- Key findings or feedback (if completed)

If you are planning or completing key strategic participation and engagement work or if you need guidance and support, please get in touch with the communications team

communications@rushmoor.gov.uk

If you have **not** completed any engagement activity and do not plan to, you should outline why this decision has been made.

6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline

Please send the completed EIA to Policy@rushmoor.gov.uk for quality checking by the policy team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

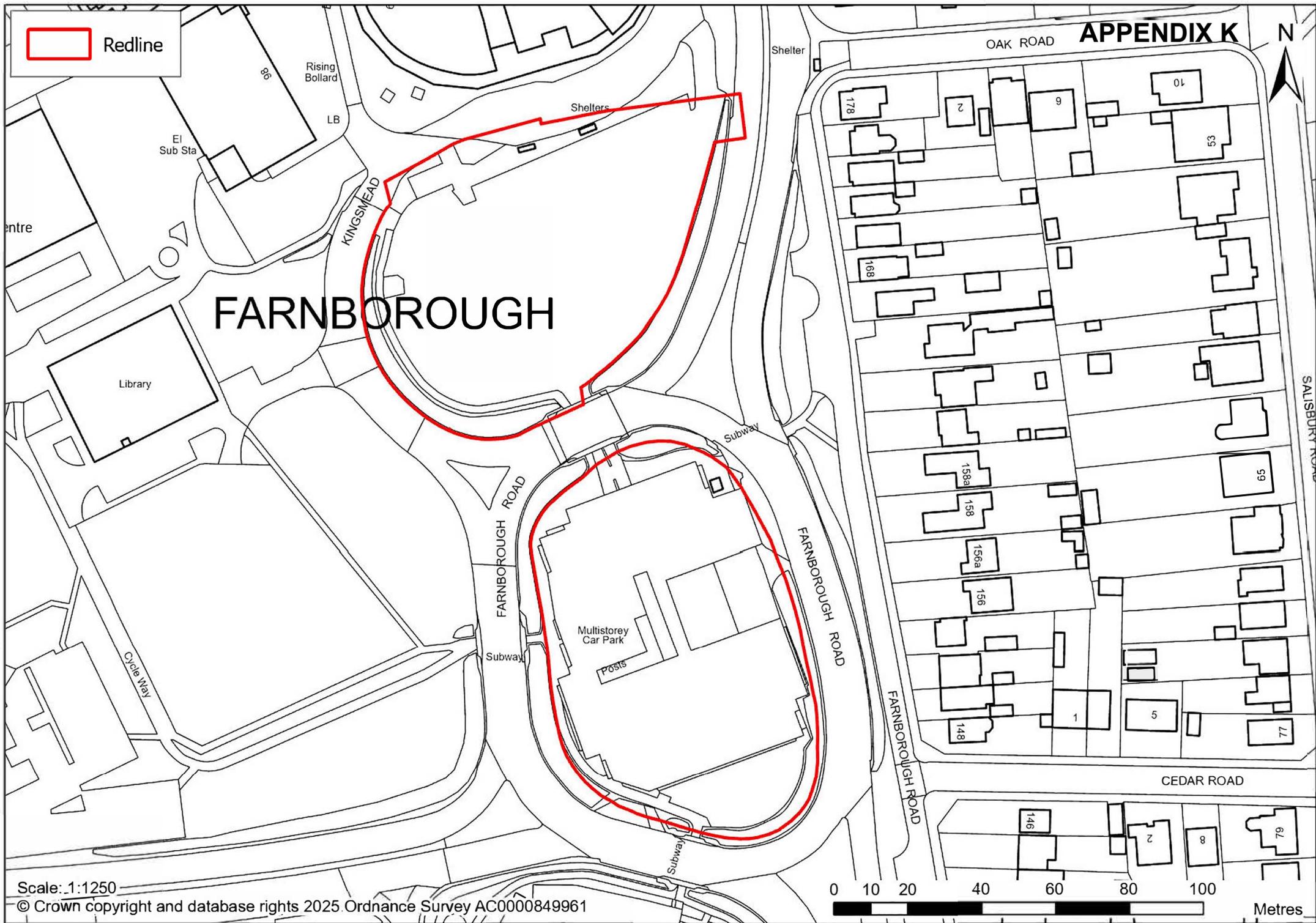
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Staff member completing this form			
Policy Team			
Director or Head of Service			



Redline



FARNBOROUGH



Scale: 1:1250

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