

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Proposals for revised pricing in the sports, swimming pools and leisure centres operated by Glasgow Life - Budget Option
(Glasgow Sport Business Improvement – Pricing and Membership Proposals)

b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The outcome focus of these proposals is to increase sport and physical activity participation, and help ensure Glasgow Life raises enough income to continue to :

- provide targeted sport/physical activity programmes (programmes for protected characteristic groups)
- target concessionary discounts to those on the lowest incomes
- Offer better concessionary rates (with many of the proposed adult concessionary charges being less than current 2017/18 concessionary charges)
- invest in sport and leisure venues and improve their sustainability in the medium to long-term

Balancing both social and economic objectives is necessary for both the reduction of health inequalities in Glasgow and future sustainability of services including not only sports services but the other services operated by Glasgow Life - museums, libraries, community centres, arts/concert venues which are all partially funded through income raised from charges levied for sport and fitness activities.

The aims of these proposals are to ensure:

- A fairer and simpler pricing structure
- Facilitate greater participation in sport and physical activity by targeting discounted prices at those who most need reduced pricing options (i.e. those on lowest incomes)
- Encourage people to be more active, more often by introducing new membership products which offer excellent value for money
- Charging a fair price to those who can afford to pay

The main changes that are being proposed and their intended outcomes are:

- **Revised concession eligibility criteria**

Target financial support towards those people for whom price is relatively a higher barrier than average, by focusing concession discounts exclusively on financial circumstances including both individual and overall household income to allow discounts for family members.

This entails removal of universal concessionary discounts for the some people – see table below for full details of current and proposed concession eligibility criteria.

Current Criteria	Proposed Criteria
	<i>Those on low income as demonstrated via being in receipt of:</i>
<i>Over 60's</i>	Pension credit
<i>Full time Students</i>	Education maintenance allowance
<i>Asylum Seekers</i>	ARC card or Home Office letter stating asylum status
<i>Disabled People:</i> Employment support allowance (ESA) NEC card(for disabled people), Disabled persons rail card Disability living / working allowance / PIP Incapacity benefit War disablement pension	Income based employment support allowance (ESA)
<i>Those in receipt of:</i> Housing benefit Jobseekers allowance Income support Carers allowance Council tax benefit Working tax credit allowance	Housing benefit Income based jobseekers allowance (JSA) Income support Carers allowance Child tax credits Working tax credits Universal credit
<i>Hold the following cards:</i> Glasgow Carer's Privilege card Young Scot / Glasgow Kidz card	<i>Accommodated children</i>

- **Targeted free swimming**

Remove universal access to free swimming or those aged over 60 years, those aged under 5 years, and those in possession of a Glasgow Young Scot/Kidz card. Replace this with provision of designated free swimming sessions targeting those who are living on low incomes.

- **Revised Charges for Pay as You Go (PAYG) sessions**

Simplify the pricing structure and in some cases increase prices to recover more of the cost of provision of activities from participants who do not experience cost as a barrier to taking part, in order to protect provision for all. Whilst prices may increase in some cases, the majority of the most frequently used activities will remain in line or below the Scottish Average.

- **Revised health/disability programme pricing**

Currently there are a number of activities which are priced significantly below the Scottish average and do not recover enough of the operating cost to allow them to be financially viable long term. In order to protect the sustainability and be able to grow the health and disability programmes, the proposal is for disability, vitality & walking football programmes to increase by between 7% and 45% (70p and £1.10) in the new pricing structure.

- **Revised membership offer and membership pricing**

Introduce a new “ActivClub” membership (£15 per month / £10 concession) with pricing and programming principles that promote increased physical activity among the least active.

Reduce standard “FitClub” membership to £27 and concession rate memberships to £20 per month and remove the joining fee and 12 month contracts for all concession memberships to minimise barriers to participation.

Standardise the young person’s offer it is proposed to remove the offer of Young Scot fitness membership (£6.50 per month) for 14 – 18 year olds and only offer the standard Fitclub membership (£15 per month). This membership will extend the age of qualification for young people up to age 21 (currently age 18).

Introduce a new junior Fitclub membership for 12 and 13 year olds (£10 a month)

Glossary of Terms

FitClub - proposed new name for the Glasgow Club full fitness membership package

ActivClub - proposed name for new fitness membership product

PAYG (Pay As You Go) refers to casual users who attend activities without being a member and those who have a card which allows them to book activities in advance without being a full member

GKC – Glasgow Kidz Card- a national entitlement card for 5 to 12 year olds

GYSC – Glasgow Young Scot Card – a national entitlement card for 12 to 19 year olds.

Older person - 60 years +

c) Name of officer completing assessment (signed and date)

Diane Cunningham (Senior Sports Development Officer) 27/4/18

d) Assessment Verified by (signed and date)

Alan Milner (Head of Sport) 27/4/18

Handwritten signature of Alan Milner in black ink, consisting of the letters 'AM' followed by a stylized flourish.

2. EVIDENCE & CONSULTATION

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

Please name any research, data, consultation or studies referred to for this assessment:	Please state which protected characteristic group this reference refers to;
<p style="text-align: center;">GENERAL PRICES AND FITNESS MEMBERSHIP FEES</p> <ul style="list-style-type: none"> • <u>Benchmarking</u> <p>Benchmarking with both other local authority and private sector providers has taken place in relation to individual sports and fitness prices and hire charges e.g. SportsScotland 2017-18 review of charges for sports facilities and a report on Aberdeen City Council’s revision of charges (23/2/17) and fitness membership offers. Charges for sports facilities: Scotland 2017/18 SportsScotland research digest number 116 https://sportscotland.org.uk/about-us/our-publications/archive/charges-for-sports-facilities/</p> <ul style="list-style-type: none"> • <u>Surveys with current service users</u> <p>SEE APPENDIX 2 for full survey details.</p> <p>Parents of children and young people: Kidz card 5-12 years (total of 128 parent/guardian respondents) If the Kidz Card discount [for other activities] was withdrawn: 65% (78) said there would be no impact or they would visit slightly less often.</p> <p>Glasgow Young Scot Card Holders 16-19 years only How do you access activities? (total 59 respondents): 95% (56 respondents) do so by purchasing a 6 month membership. If the 6 month membership (£6p/m) was withdrawn and Junior membership (£15p/m) applied (total of 57 respondents): 68% (39) probably would not purchase a Junior membership</p>	<p>All protected characteristic groups</p> <p>Children and Young People</p>

- **Consultative Conversation**

Consultation with Glasgow Life Communities and Libraries Team with regard to impact on young people. Concern was noted over the loss of discounts accessed via the Young Scot/Kidz cards due to this being viewed as devaluing the card.

SWIMMING CHARGES 60+

- **Statistical Data**

Population statistics 60+

There is an estimated 114,689 people in Glasgow aged 60+ years (18% of the population). Mid-2017 population estimates Scotland:

<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2017/list-of-tables>

Review of data on uptake on the free swimming. Please note: 2016 data was analysed as there were lots of pool closures in 2017 and this would have distorted the data findings.

Analysis of user figures for those aged 60 years or older via Glasgow Sports Leisure Booking system MRM which also captures postcodes for further SIMD analysis showed that:

- Only 1 in 20 qualifying individuals used free swimming in 2016
- They averaged 1.6 swims per month
- Under half of them came from SIMD 1

SEE APPENDIX 1 to view the analysis

- **Benchmarking**

Benchmarking of Scottish Local Authorities prices. The average price being £4.38 (adult)

Charges for sports facilities: Scotland 2017/18. Sportscotland research digest number 116

<https://sportscotland.org.uk/about-us/our-publications/archive/charges-for-sports-facilities/>

Older People

- **Surveys with current service users**

SEE APPENDIX 2 for full survey details.

Older People

1) 60+ Pay As You Go Members – swim only (total 96 respondents)

Of those who would continue to meet the concession criteria:

67% (8) said paying £1 would mean they would swim much less often or no longer swim.

73% (8) were extremely, very or somewhat interested in ActivClub membership.

Of those who would **not** meet the concession criteria:

66% (43) said paying £3 would mean that they would swim much less often or no longer swim.

46% (30) were extremely, very or somewhat interested in ActivClub membership

2) 60+ Pay As You Go members – multiple activities concessions (total 133 respondents)

Of those who would continue to meet the concession criteria:

73% (8) of swimmers said that a £1 charge would have little or no impact on their swimming.

89% (16) were extremely, very or somewhat interested in ActivClub membership.

Of those who would **not** meet the concession criteria:

66% (29) of swimmers said a £3 charge would lead them to swim much less often or no longer swim.

57% (60) were extremely, very or somewhat interested in ActivClub membership.

SWIMMING CHARGES JUNIOR

- **Statistical Data**

There is an estimated 91,937 children and young people aged between 5 – 19 years (15% of the population)

Mid-2017 population estimates Scotland

<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2017/list-of-tables>

Older people

Children and Young People

<p>Review of data on uptake on the free swimming. Please note: 2016 data was analysed as there were lots of pool closures in 2017 and this would have distorted the data findings.</p> <p>Analysis of user figures for those aged under 19 years via Glasgow Sports Leisure Booking system MRM which also captures postcodes for further SIMD analysis showed that:</p> <ul style="list-style-type: none"> • Less than 1 in 5 qualifying individuals used free swimming in 2016 • They averaged less than 1 swim every 2 months • Under half of them came from SIMD 1 <p>SEE APPENDIX 1 to view the analysis</p>	<p>Children and Young People</p>
<ul style="list-style-type: none"> • <u>Benchmarking</u> <p>Benchmarking of Scottish Local Authorities prices. The average price being £2.87 (juvenile)</p> <p>Charges for sports facilities: Scotland 2017/18 SportsScotland research digest number 116 https://sportscotland.org.uk/about-us/our-publications/archive/charges-for-sports-facilities/</p>	<p>Children and Young People</p>
<p>Review of reports on free swimming in the UK: Free swimming in Wigan Final Analysis Report (2008-2011), October 2012, University of Salford, Manchester in collaboration with Hulme C and Kelly C University of Leeds</p> <p>Key findings regarding swimming participation across the Free Swimming Initiative were:</p> <ul style="list-style-type: none"> • Total visits increased by 15.1% in the year following the introduction of universal Free Swimming; however, this was not maintained in the second year of the universal offer (decrease of 12.1%), mirroring outcomes from other UK Free Swimming programmes • Visits decreased by 9% compared with baseline in the year after universal Free Swimming (WLCT data). In comparison, visits for other UK Free Swimming programmes settled at a higher volume than at baseline (although most evidence was pre-recession) N.B. Baseline here was not a true baseline as there was a Free Swimming offer already in existence at the start of the study (where swimming was free for those aged 16 and 	<p>Older people and Children and Young People</p>

under and 60+).

- Average monthly swims were low for all swimmers. The highest values were achieved by members who swam across all options (1.1 swims per month) and lowest in those who only attended in Options 2a and/or 2b (0.23 swims per month)
- Those aged 60 and over displayed higher number of swims per week than all other groups
- The Free Swimming offer attracted many new members, but these only attended on average three times a year
- Swimming participation across the North West and nationally decreased from 2007-2008 to 2010-2011 as measured by the Active People Survey. Those swimming at least 1 session per week of at least moderate intensity in the North West decreased from 8.2% (2007-2008) to 7.2% in (2010-2011); and in England decreased from 7.8% (2007-2008) to 6.6% in (2010-2011). In contrast there was a slight (non-significant) increase in Wigan for the same period from 6.2% (2007-2008) to 6.8% (2010-2011) (Sport England, 2011)

National Assembly of Wales, Community, Equality and Local Government Committee report “Participation levels in sport”, March 2014

In taking evidence this report included that The End Poverty Network (ECPN) Cymru reported a drop in participation levels, which showed that the number of free public swims by those aged under 16 had decreased from 807,837 in 2004-5 to 421,076 in 2012-13.

- **Surveys with current service users**

SEE APPENDIX 2 for full survey details

Kidz card 5-12 years (total of 128 parent/guardian respondents)

If a charge of £1 was introduced for those currently receiving free swimming:
73% (94) said there would be no impact or they would swim slightly less often.

Children and Young People

Socio economic deprivation /
all protected characteristic
groups

TARGETING OF CONCESSIONARY DISCOUNTS

- **Benchmarking**

Review of concessionary discounts offered by other local authorities and leisure trusts. This showed that most had less categories of eligibility than the wide range in Glasgow where many more people currently qualify for concessionary rates.

Charges for sports facilities: Scotland 2017/18

Sportscotland research digest number 116

<https://sportscotland.org.uk/about-us/our-publications/archive/charges-for-sports-facilities/>

- **Statistical Data on Low Income**

Glasgow Sport Concessionary Users

Number of fitness members on concessionary discount or in possession of the Pay as You Go (PAYG) concession member card is 33,438. The total current membership is 70,394.

The number of older adults aged 60 years + on concessionary discount and/or in possession of the PAYG concession card is 10,372 (34% of the concessionary membership)

Scottish Household Survey : LA Tables for Glasgow City

<http://www.gov.scot/Topics/Statistics/16002/LAtables2016/GlasgowCity>

39.5% of Glasgow households have a net income of up to £15,000.

A lower proportion of Glaswegians are coping financially (88% in 2016) compared with Scots as a whole (92%)

Scottish Household Survey: LA Tables for Glasgow City

<http://www.gov.scot/Topics/Statistics/16002/LAtables2016/GlasgowCity>

Glasgow remains the most deprived city and local authority area in Scotland.

Children in poverty, July-Sept 2017 estimates

<http://www.endchildpoverty.org.uk/poverty-in-your-area-2018/>

34.3% (37,554) of all children in the city were estimated to be living in poverty in 2017

Older people

Socio economic deprivation /
all protected characteristic
groups

Socio economic deprivation /
all protected characteristic
groups
and
Children and Young People

Understanding Glasgow The Glasgow Indicators Project
<http://www.understandingglasgow.com/indicators/poverty/overview>

The following summary provides some specific statistics for Glasgow:

- Almost half (47.3%) of Glasgow's residents - 283,000 people - reside in the 20% of most deprived areas in Scotland. In contrast, just 26,000 people (4.4% of the population) live in the 10% of least deprived areas in Scotland (based on 2016 population estimates)
- The proportion of Glaswegians with access to a bank or building society account has risen in the last decade, but Glasgow is still below the national average (89% in Glasgow in 2014 versus 95% in Scotland)
- The distribution of child poverty and vulnerability to child poverty varies dramatically across Glasgow - over 45% of children in some neighbourhoods live in child poverty compared to around 5% in other parts of the city
- In 2014, 20% of children lived in workless households, 6.5% higher than the Scottish average

(Data from various sources:- the Scottish Household Survey, SIMD, the Annual Population Survey, the Child Poverty map of the UK 2016, End Child Poverty and HM Revenue & Customs)

Poverty and Income Inequality in Scotland: 2014/15
<http://www.gov.scot/Resource/0050/00502180.pdf>

The key findings for Scotland were:

- p2. 15% of people in Scotland were living in relative poverty, before housing costs (BHC), in 2014/15, an increase of 14% in the previous year.
- In 2014/15, 800,000 people were living in relative poverty BHC, 70,000 more than the previous year.
- p.2 - 17 per cent of children in Scotland were living in relative poverty BHC in 2014/15, an increase from 14 per cent the previous year. In 2014/15, 160,000 children were living in relative poverty BHC, 20 thousand more than in the previous year.
- p3 - Median income in Scotland in 2014/15 was £24,900, equivalent to £478 per week. Median income in Scotland has increased in 2014/15 and has returned to the previous peak in 2009/10.

Socio economic deprivation /
all protected characteristic
groups
and
Children and Young People

out as around 10% of the UK's annual total.

Consultation with Scottish Refugee Council and Freedom from Torture

(Organisations operating in Glasgow and both supporting asylum seekers).

As the intention is to target those on low income advice from these organisations has shaped the categories of proof required to ensure that asylum seekers are included. The biometric ARC card has been suggested as appropriate evidence of asylum seeking status. Discussions are ongoing as to finalising eligibility proof.

REVISED HEALTH/DISABILITY PROGRAMME PRICING

- **Population Statistics**

Numbers of people with a disability or long – term health problem in Glasgow.

Glasgow - Long-term health problem or disability		No of people
All people		593,245
% Limited a lot	12.8%	75,935
% Limited a little	9.9%	58,731
% Not limited	77.3%	458,578

Scotland's Census 2011 Glasgow City Area

Health – Long term health problem or disability.

<http://www.scotlandscensus.gov.uk/ods-web/area.html>

- **User numbers analysis**

- **Disability Programmes:**

Analysis of attendances at targeted Disability Programme via Glasgow Sport Cohesion Team 2017/18 is as follows:

Children: 4111

Children's Holiday programme attendances: 553

Adults: 3760

Race

Disability

Disability

**Please note: Attendances are not individual participants as they can be multiple visits from the same person.*

- Vitality Programme (Long term conditions):

Analysis of attendances at the targeted Vitality Programme run by Glasgow Sport Good Move Team 2017/18 is follows:

Quarter 1: 10,088

Quarter 2: 10,546

Quarter 3: 11,092

Quarter 4: 9,553

Average weekly attendances within the last quarter were 807 (January – March 2018).

**Please note: Attendances are not individual participants as they can be multiple visits from the same person.*

- Walking Football

There is an estimated 100 users of the Walking Football Programme across the various venues where it operates in the city.

• Policy & Report Review

Glasgow City Council Equality Outcomes 2017 – 21 Output/Action 9.3 “ Glasgow Life will continue to deliver programmes of sport and physical activity that are tailored to support disabled people become more active”

A Fairer Scotland for Disabled People (Scot Government) 2016

<http://www.gov.scot/Resource/0051/00510948.pdf>

p.29 Actions; Sport; no.72; ‘Disabled people’s participation at all levels of sport and physical activity will increase through an action plan developed in partnership with disabled people through a new Equality in Physical Activity and Sport Forum by 2019.’

JRF: Disability in Later Life (2016)

<https://www.jrf.org.uk/report/disability-and-poverty-later-life>

p.1 ‘...effective targeting does not necessarily require an extension of means-testing...’

p.30 Conclusions; 1; 'Disability brings with it additional living costs, which can be very large – sometimes hundreds of pounds a week. People with disabilities often receive government support in the form of disability benefit, designed to meet part of those additional costs. If we include disability benefit in income but fail to make any allowance for the higher living costs that disability brings, then disabled people appear to be better off than they actually are. In the policy debate, we often see comparisons between the incomes of disabled and non-disabled people, or of the younger and older population (the latter have higher rates of disability). These comparisons are often made without any allowance for differences in living costs and are misleading because they make older disabled people seem better off relative to the rest of the population than they really are.'

Disability

REPORT: SCOPE: The Disability Price Tag (2018)

<https://www.scope.org.uk/campaigns/extra-costs/disability-price-tag>

p.5 Key Findings

On average, disabled people face extra costs of £570 a month related to their Impairment or condition. This is on top of welfare payments designed to help meet these costs.

For one in five disabled people, extra costs amount to over £1,000 per month.

After housing costs, disabled people on average spend 49 per cent of their income on disability-related costs.

Extra costs mean that disabled people's money doesn't go as far: £100 for a non-disabled person is equivalent to just £67 for a disabled person.

REPORT: Extra Costs Commission: Driving down the extra costs disabled people face (2015)

<https://www.scope.org.uk/get-involved/campaigns/extra-costs-commission/full-report>

p.6 Foreward

Welfare payments aimed at alleviating these [extra] costs – Disability Living Allowance (DLA), Personal Independence Payment (PIP) and Attendance Allowance (AA) – fall far short [of meeting the additional £550 a month of extra disability-related expenditure]. In 2015/16, the average award of DLA or PIP will be around £360 a month.

WEBPAGE: JRF: Poverty rates in families with a disabled person (2015/16)

<https://www.jrf.org.uk/data/poverty-rates-families-disabled-person>

The poverty rate for people in a family with disabled family members was 30% in 2015/16. In contrast, the poverty rate for people in a family with no disabled family members is much lower at just under 19% of people in 2015/16.

REPORT: New Policy Institute/JRF: 'Disability and poverty: Why disability must be at the centre of poverty reduction' (Aug 2016)

https://www.npi.org.uk/files/3414/7087/2429/Disability_and_poverty_MAIN_REPORT_FINAL.pdf

Disability

p.4 Disabled young adults (16- to 24-year-olds) have a particularly high poverty rate of 44%. Meanwhile, two-thirds (66%) of single disabled people living alone are in poverty. 25% working-age disabled people are in 'deep' poverty (an income below 50% of the median income), compared with 13% of non-disabled working-age people.

p.18 Work status of households by disability

Households containing a disabled person tend to work fewer hours overall than households where no one is disabled.

	All adults in work	Some adults in work	No adults in work
Someone in household with disability	39%	33%	27%
No one in household with disability	69%	23%	9%

p.33 How has the social security policy context evolved for disabled people in the last five or six years?

The move from DLA to PIP may see a reduction in the 'extra costs' disability benefits caseload by 20 to 30%, with campaigners worried that these cuts to expenditure will exacerbate the links between disability and poverty.

p.35 How has the long-term value of disability benefits changed?

Changes in eligibility have made assessing whether the benefits paid to disabled people have become more or less generous a difficult task. When compared with earnings, disability benefits in the UK have fallen from around 25% of average earnings to 15% due to price uprating since the 1980s.

p.38 Disability and social exclusion

Barriers to participation extend to a range of arenas of social and economic life, including one's own and other people's homes, public transport, workplaces, educational institutions, and buildings such as museums and leisure centres. 71% of people with no impairments for the [last] four years and 83% of people with ongoing impairments [over 4 year period experienced] restricted [access to leisure activities].

The majority of the group with no impairments for the four years who reported a restriction to playing sport said being too busy or not having enough time was the greatest barrier they faced, while less than 10% of people with ongoing

Disability

impairments reporting a restriction to playing sport gave this reason.

GCPH: Understanding Glasgow

http://www.understandingglasgow.com/indicators/health/trends/disability_trends_scottish_cities/overview

In 2011 23% of Glasgow’s population have a long-term health problem or disability that limits their day-to-day either a little or a lot in. 20% for Scotland.

GCPH: Understanding Glasgow

http://www.understandingglasgow.com/indicators/health/comparisons/with_other_places/disability_scottish_cities/scottish_cities

In 2016 is 24.3% of Glaswegians aged between 16 and 64 have a disability. Compared to 15.3% in Edinburgh.

SCOPE: Facts & Figures

<https://www.scope.org.uk/media/disability-facts-figures>

What is the most common disability [in the UK]?

Mobility (52%); Stamina, breathing, fatigue (38%); Dexterity (27%).

Scottish Government

REPORT: Poverty & Income Inequality in Scotland: 2014-17 (2018)

<http://www.gov.scot/Publications/2018/03/3017/downloads>

p.21 Disability and poverty: Poverty higher when a family member is disabled.

[The] poverty rate [is] higher for individuals in families with a disabled person in 2014-17. After housing costs, the poverty rate was 29% for individuals with a disabled family member, and 16% for individuals without a disabled family member.

Note: This data excludes Disability Living Allowance, Attendance Allowance and Personal Independence Payments.

- **Surveys with current service users**

SEE APPENDIX 2 for full survey details

Disability Session – Juveniles under 19 years (total 42 respondents)

<p>Of those who would continue to meet the concession criteria: 50% (8) said that paying £2 for a disability session would have no impact.</p> <p>Of those who would not meet the concession criteria: 56% (10) said that paying £3 for a disability session would have no impact or lead them to visit slightly less often. Of those who would continue to meet the concession criteria <i>and</i> attend swimming lessons: 71% (10) said that paying £3 would have no impact or lead them to attend less often.</p> <p>Of those who would not meet the concession criteria <i>and</i> attend swimming lessons: 71% (10) stated that paying £3.50 would have no impact or lead them to attend slightly less often.</p> <p>Validity participants (total 51 respondents) Of those who would continue to meet the concession criteria: 80% (12) said paying £3 for a class would have no impact or lead them to visit slightly less often. 73% (11) were extremely, very or somewhat interested in ActivClub membership.</p> <p>Of those who would not meet the concession criteria: 77% (27) said paying £3.50 per class would have no impact or led them to visit slightly less often. 54% (19) were not very or not at all interested in ActivClub membership</p> <p>Disability Session Customers 19+ years (total 15 respondents) Of those who would continue to meet the concession criteria: 91% (10) were extremely, very or somewhat interested in ActivClub membership. Of those who would not meet the concession criteria: 73% (8) were very or somewhat interested in ActivClub membership.</p> <p>Walking Football Participants (total 40 respondents) Of those who would continue to meet the concession criteria: 57% (4) said paying £3 per session would have no impact on their participation. 86% (6) said they were extremely or very interested in ActivClub membership.</p> <p>Of those who would not meet the concession criteria: 62% (16) said paying £3.50 per session would have no impact or lead them to participate slightly less often. 74% (20) said they were extremely, very or somewhat interested in ActivClub membership.</p>	<p>Disability</p>
--	-------------------

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within an equality group), based on the evidence you have collated

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
GENDER	Women	N/A	N/A	N/A	
	Men	N/A	N/A	N/A	
RACE	Asian People	N/A	N/A	N/A	
	Black People	N/A	N/A	N/A	
	Chinese People	N/A	N/A	N/A	
	White People	N/A	N/A	N/A	
	People of mixed race	N/A	N/A	N/A	
	European People	N/A	N/A	N/A	
DISABILITY	Physical disability	Opportunity to purchase the new “ActivClub” membership. Memberships including unlimited access to disability sessions have never previously been available to people with a disability. Presently for example, disabled adults pay £2.50 per boccia session (£10 for 4 sessions over the month). With an		For disabled people not in receipt of low income benefits this could impact as follows; Fitness Members: Concession 12 month contract membership prices increasing by 13% (from £23.50 per month to £27.00 per month). Those on	To incentivise more regular participation and facilitate trial of mainstream easy exercise options by making the ActivClub membership attractive in comparison to the single session prices

		<p>ActivClub membership (£15 or £10 if on low income) members will be able to attend unlimited disability sessions, low impact fitness classes, walking football, tea dances, swimming, and designated gym and health suite sessions.</p> <p>For disabled people in receipt of low income benefits, this could impact as follows;</p> <p>Fitness Members: Annual concession member prices are decreasing by 14.9% from £23.50 per month to £20.00 per month and monthly concession member prices decreasing by 25.9% from £27.00 to £20.00 per month.</p> <p>Pay as You Go (PAYG) members: Decrease in PAYG concession prices for most commonly used activities such as; Fitness classes decreasing by 70p/19% from £3.70 to £3 Gym decreasing by £1.30p/30% from £4.30 to £3.00 Swimming decreasing by £1.30/57% from £2.30 to £1.00</p> <p>Most proposed standard adult prices are below the Scottish average</p>		<p>the monthly membership will see an increase by 26% (from £27per month to £34 a month)</p> <p>PAYG users: Increase in PAYG prices for most commonly used activities such as; Fitness classes increasing by £1.30/35% (from £3.70 to £5) Gym use increasing by 70p/12% (from £4.30 to £5.00) Swimming increasing by 70p/30% (from £2.30 to £3.00)</p> <p>Targeted session participants: Increase in disability session prices of £1.10/46% (from £2.40 to £3.50 for adult sessions and by £1.30/76% from £1.70 to £3.00 for children)</p> <p>Those in receipt of low income benefits will also face an increase for these sessions. Concession prices will increase by 60p/25% (from £2.40 to £3) for adults and by 80p/47% (from £1.70 to £2.50 for children)</p>	<p>The concessionary discount will be means tested therefore only people on low incomes will qualify and some people with a disability may be able to afford to pay.</p> <p>The income generated from those who can afford to pay full price will help to fund future investment in services and more generous discounts for those on low incomes.</p>
--	--	---	--	---	--

	Sensory Impairment (sight, hearing,)	As above		As above	As above
	Mental Health Issues	As Above		As Above	As above
LGBT	Lesbians	N/A	N/A	N/A	
	Gay Men	N/A	N/A	N/A	
	Bisexual	N/A	N/A	N/A	
	Transgender	N/A	N/A	N/A	
AGE	Older People 60+	<p>Opportunity to purchase the new “ActivClub” membership. Presently most over 60’s attend the activities which will be included in this membership. Older adults currently pay £3.70 per fitness class (£14.80 for 1 session per week over the month)</p> <p>If they are not in receipt of low income benefits, for just 20p more (£15) they can benefit from unlimited use of disability sessions, low impact fitness classes, walking football, tea dances, swimming, gym sessions and health suite sessions.</p> <p>For those who are on low income benefits, they will pay £10 per month, saving £4.80 and getting unlimited access to ActivClub activities as detailed above</p>	t	<p>For people aged 60+ not in receipt of low income benefits this could impact as follows;</p> <p>Fitness Club Members: 60+ concession 12 month contract membership prices are increasing by 13% from £23.50 per month to £27.00 per month. Those on the monthly membership will see an increase by 26% from £27per month to £34 a month</p> <p>PAYG users: PAYG users will face an increase in cost as they revert to the new standard adult rate. For example, the increased cost for Fitness classes would be £1.30/35% (from £3.70 to £5) and for Gym use 70p/16% from £4.30 to £5.00</p>	Removal of automatic 60+ age concession discount. The concessionary discount will be means tested for this age group therefore only people on low incomes will qualify. This will fund more generous discounts for those who are on low income. This in turn should result in more regular participation for those on low incomes and help reduce the ingrained health inequalities in the city

		<p>For older people in receipt of low income benefits, this could impact as follows;</p> <p>Fitness Members Annual concession member prices are decreasing by 14.9% (from £23.50 per month to £20.00 per month). Monthly concession member prices are decreasing by 25.9% (from £27.00 to £20.00 per month)</p> <p>There is also an opportunity for those who are currently on a £23.50 or £27.00 (depending on contract length) 60+ concession rate and are on low income to switch to an ActivClub membership (if suitable) at £10 per month. This is a saving of 57% and 63% respectively.</p> <p>For those current 60+ concession members paying £23.50 (12 month contract) who are not on low incomes and will have their membership price increased by 13%, there is an opportunity to switch from this membership to the £15 ActivClub membership (if suitable) seeing a reduction of 36%</p> <p>For those current 60+ concession members paying £27 (1 month contract) who are not on low incomes, even though they will not see an increase at all, they will still have an opportunity to switch from</p>		<p>Targeted session participants: Increase in Vitality session prices by 70p/25% (from £2.80 to £3.50)</p> <p>Increase in Walking Football session prices by £1/40% (from £2.50 to £3.50)</p> <p>Those in receipt of low income benefits will also face an increase for these sessions as Vitality prices will increase by 20p/7% (from £2.80 to £3) and Walking Football by 50p/20% (from £2.50 to £3)</p> <p>Free swimming: Over 60s currently benefit from free swimming as part of their concession status. For those not on low income the standard adult rate of £3.00 would apply. For those on low income the concession rate of £1 would apply</p> <p>Direct debits & memberships – older people can often be reluctant to sign up to a commitment and this may prevent uptake of new ActivClub membership which offers best value for money</p>	<p>The rise in targeted programme prices will incentivise purchase of the ActivClub membership which in turn will make exercising more regularly attractive to many people who currently only participate in a once weekly activity session</p> <p>Free Swimming 1) Low uptake of the free swimming offer by older adults 2) Income generated from charging for swimming for older people will allow greater discounts for those on low income</p>
--	--	--	--	---	---

		<p>this membership to the £15 ActivClub membership (if suitable) seeing a reduction of 45%</p> <p>Decrease in PAYG concession prices for most commonly used activities such as; Fitness classes decreasing by 70p/19% (from £3.70 to £3) Gym decreasing by £1.30p/30% (from £4.30 to £3.00)</p> <p>The majority of proposed full prices for adults are below the Scottish average</p>			<p>Ensuring that the most popular activities are kept below the Scottish average will address issues of lack of participation due to socio and economic deprivation in the city</p>
	Younger People (16-25)	<p>Students and young people in their early employment/ training will benefit from the extension of the age category of the young person's membership from 18 to 21 years</p> <p>Young people aged between 18 and 21 years currently pay between £23.50 (if on concession) and £37 standard adult rate. They will now be entitled to a young person's FitClub membership at £15 per month - a reduction of 36% and 59% respectively This young person's FitClub membership price is 30% below the Scottish average</p> <p>Introduction of junior concession prices will see young people aged</p>		<p>Removal of Glasgow Young Scot Card PAYG discount (currently between 3% - 10%) for 16 – 18 year olds</p> <p>There are currently 2 types of membership offered to young people– standard and Glasgow Young Scot: Glasgow Young Scot members currently pay £6.50 per month. This membership will be removed with only the young person's FitClub membership offered at £15 per month. For those on a Glasgow Young Scot membership, this will increase by 35% to £10 per month in phase 1 and by a further 33% to £15 in phase 2</p>	<p>Removal of these discounts will facilitate greater discounts for those who qualify for concessionary discounts</p> <p>Glasgow Young Scot card holders (14-18 year olds) will pay more under the proposals, but this is to correct an historical anomaly. The £6.50 per month price was intended as a temporary offer which was not removed. It is an unsustainable price. The proposals to increase the price to £15 per month will be phased in for existing customers over 2 years. Note, this new price is still</p>

		<p>under 18 years who are on low incomes or reside in low income households paying less for PAYG activities as follows:</p> <p>Fitness classes reducing by 60p/17% (from £3.60 to £3.00) Gym reducing by £1.10/27% from (£4.10 to £3.00) Swimming reducing by £1.10/52% (from £2.10 to £1)</p> <p>Students on low incomes with a current 12 month concession membership will see price decrease by 14.9% from £23.50 per month to £20.00 per month. Those on monthly concession memberships will see prices decreasing by 25.9% (from £27.00 to £20.00 per month)</p>		<p>U18's holding a Glasgow Young Scot card (GYSC) currently benefit from free swimming. The GYSC will no longer carry a benefit, therefore for those aged 16 – 19 years the new junior rate of £1.00 would apply</p> <p>Students currently on a 12 month contract concession membership who are not on low income will see price increase by 13% from (£23.50 per month to £27.00 per month). Those on the monthly membership will see an increase of 26% (from £27per month to £34 a month)</p>	<p>significantly lower than the Scotland local authority average of around £23 per month</p> <p>Introduction of concession discounts to young people (whose families) are in receipt of low income benefits will encourage greater participation and resultant reduction in health inequalities</p>
	Children (0-16)	<p>The cost of swimming (for young people who do not use GYSC or GKC) is reducing by £1.10/52% (from £2.10 to £1.)</p> <p>Currently U8's must be accompanied by an adult. Whilst the child (GKC holder) would have swam for free the parents would have had to pay £2.30 each (concession rate) totalling £4.60 for a family swim. Now this will cost £3 as the concession rate and junior rate are both £1 and reduction of 35%</p>		<p>5 – 16 year olds holding a Glasgow Young Scot card (GYSC) or Glasgow Kidz card (GKC) currently benefit from free swimming. The GYSC & GKC will no longer confer that benefit, therefore for those aged 5 – 16 the new junior rate of £1.00 would apply</p> <p>Under 5's currently receive free swimming universally. A charge of £1 for all juniors including pre- fives will be introduced</p>	<p>Removal of:</p> <ul style="list-style-type: none"> - Glasgow Young Scot and Glasgow Kidz Card discounts - Universal free swimming for 5 - 16 year old GYS & GKC holders - Universal free swimming for U5's <p>will facilitate greater discounts for those residing in low income households</p>

		<p>For those children on low incomes some prices will decrease such as fitness classes (from £3.70 to £3, 19% reduction), swimming (£2.30 to £1, 57% reduction), gym use (£4.30 to £3, 30% reduction), badminton court hire (£6 to £5 an hour, 17% reduction), Tennis court hire (£12.80 to £11 per hour, 14% reduction)</p> <p>A new Junior FitClub membership is being introduced for 12 – 13 year olds at £10 per month including gym access, junior fitness classes and swimming</p> <p>Introduction of targeted free activities including free swim times for children and families during school holidays and free football pitch hire</p>		<p>5 – 12 year olds may see an increase in some activities such as football, gymnastics and tennis: For those not residing in low income households, children’s football session prices will increase by 70p/30% (from £2.30 to £3.00), gymnastics by 50p/11% (from £4.50 to £5.00) and tennis by 50p/14% (from £3.50 to £4.00)</p> <p>Those residing in low income households will also see a small number of prices increase e.g. football prices will increase by 20p/9% (from £2.30 to £2.50) and gymnastics by 40p/11% (from £3.60 to £4)</p>	<p>Introduction of greater concession discounts on more products for young people (whose families) are in receipt of low income benefits will help to address the health inequalities in the city</p>
MARRIAGE & CIVIL PARTNERSHIP	Women	N/A	N/A	N/A	
	Men	N/A	N/A	N/A	
	Lesbians	N/A	N/A	N/A	
	Gay Men	N/A	N/A	N/A	
PREGNANCY & MATERNITY	Women	<p>Opportunity for new mums to purchase the new “ActivClub” membership as Fit for 2 parent and baby fitness activities will be included in this membership. These sessions currently cost £4.80 per class (£19.20 for 1 session per week over the month)</p>			<p>To encourage expectant mothers to exercise and maintain a healthy pregnancy To encourage new parents to introduce their babies to a healthy active lifestyle in line with Glasgow City</p>

		<p>If participants are not in receipt of low income benefits they are making a saving of £4.20/22% per month purchasing the £15 ActivClub membership and can also benefit from unlimited use of, low impact fitness classes, swimming, gym sessions and health suite sessions</p> <p>For those who are on low income benefits, they will pay £10 per month, saving £9.20/48% and getting unlimited access to ActivClub activities as above</p> <p>Existing Fitness Members: There is also an opportunity for those who are currently on full fitness membership at £27/£23.50 to reduce to a £15/£10 ActivClub membership throughout their pregnancy and maternity leave. This is a saving of 57% and 63% respectively on full membership and can help towards cost of reduced income during maternity leave period</p>			<p>Council and national policies in ensuring that all children get the best start in life.</p> <p>To encourage both expectant and new mothers to maintain participation during and post pregnancy</p>
RELIGION & BELIEF	Input *	N/A	N/A	N/A	
SOCIO ECONOMIC DEPRIVATION		<p>Concession discounts will only be available to those on low incomes. This means that across most activities those who are eligible will benefit from greater savings via more generous discounts</p>		<p>All memberships require direct debit to be set up for payment. Some individuals may not have a bank account or may not want to set up Direct Debits as there is a risk payments may not be</p>	<p>Introducing greater concessionary discount on membership and targeting discounts to those on lowest incomes making it more affordable to exercise</p>

		<p>Decrease in PAYG concession prices for most commonly used activities such as;</p> <p>Fitness classes decreasing by 70p/19% (from £3.70 to £3)</p> <p>Gym decreasing by £1.30p/30% (from £4.30 to £3.00)</p> <p>Swimming decreasing by £1.30/57% (from £2.30 to £1.00)</p> <p>New Activclub membership being introduced with a £10 concession rate</p> <p>FitClub membership reducing existing concession rate from £23.50 (12 month contract) & £27 (1 month contract) to £20</p> <p>12 month contracts and joining fees are being removed from all concession memberships (both adults and children) to make them more accessible to those on low incomes</p> <p>Adult concession swimming price being reduced 57% (from £2.30 to £1)</p> <p>The cost of swimming for a family should decrease. Whilst the child (GKC holder) would have swum for free the parents would have had to pay £2.30 each (concession rate)</p>		<p>met and fees incurred</p> <p>A £1 charge is being introduced for swimming for those over 60's and U18s on low income who currently swim for free</p> <p>Whilst the majority of concession prices will decrease, some may see a small number of prices increases</p>	<p>regularly and to tackle Glasgow's health inequalities which are primarily driven by difference in poverty and wealth</p> <p>The new proposals seek to introduce new affordable memberships which will be attractive to current 'Pay as you Go' users - as they will offer better value for money. By becoming Glasgow Club Members, customers will be encouraged to become more active – the more frequently they visit, the better value for money the membership represents</p>
--	--	---	--	---	--

		<p>totalling £4.60 for a family swim. Now this will cost £3 as the adult concession rate and junior rate are both £1</p> <p>Introduction of targeted free activities including free swim times for children and families during school holidays and free football pitch hire</p> <p>SEE APPENDIX 3 for indicative free offer for summer 2018</p> <p>Simpler pricing structure introduced making it easier to understand and then choose the most affordable options</p> <p>A new Junior FitClub membership is being introduced for 12 – 13 year olds at £10 per month including gym access, junior fitness classes and swimming</p>			
--	--	--	--	--	--

* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

4. OUTCOMES, ACTION & PUBLIC REPORTING

ASSESSMENT OUTCOME ACTIONS

Outcome Assessment	Yes /No /Not At This Stage	Further Action Required	Lead Officer	Timescale for Resolution
Was a significant impact from the project, policy or strategy identified?	Not at this stage	In recognition that older people and people with disabilities are affected most by the proposals, involve them, and the organisations who support, them in ongoing dialogue and in identifying any unforeseen impacts and working on how best to mitigate any negative effects.	The Pricing Workstream group at Glasgow Sport	July 2018
Does the project, policy of strategy require to be amended to have a positive impact?	Not at this stage	Cognisance has to be taken of some of the evidence outlined in this assessment; in summary: Disabled people are experiencing benefits cuts, face significant disadvantage in the labour market, and are subject to higher costs in living e.g. transport via accessible taxi than the rest of the population. As Glasgow Life is responsible for the city's Equality Outcome in relation to ensuring people with a disability are more physically active we need to be certain that once implemented the proposals are supporting this outcome and that any negative impacts which do not facilitate greater physical activity participation by disabled people are addressed as soon as possible.	The Pricing Workstream group at Glasgow Sport	
If none of the above is required, please recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		Set up reference group/groups to initially work on: <ul style="list-style-type: none"> shaping the proposed free offer to ensure that it meets the needs of communities and protected characteristic groups assisting in any future pricing and /or sport services proposals that may arise communicating the changes to protected characteristic groups. <p>Discuss with Social Work Services the best mechanism to be</p>	Richard Campbell (Sports Participation Manager)	July 2018 Ongoing thereafter
			Richard Campbell	May 2018

	<p>used to ensure that accommodated children receive the concessionary rates.</p> <p>Review the possibility of introducing a “pay at the counter” option for those who wish to purchase a concessionary membership</p> <p>Continue to liaise with organisations who work with asylum seekers in the city to review the use of the ARC card for proof of eligibility for concessionary discounts</p> <p>The Pricing Workstream group at Glasgow Sport should monitor the effects of the proposals (particularly in relation to older people, disabled people and children and young people) as they are rolled out and meet regularly to review.</p>	<p>Richard Campbell</p> <p>Richard Campbell</p> <p>Richard Campbell</p>	<p>May 2018</p> <p>Ongoing</p> <p>Ongoing (Meet at least quarterly)</p>
--	---	---	---

PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publically available on the Council website once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See EQIA Guidance: Pgs. 11-12)

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

6. APPENDICES

APPENDIX 1

Analysis of Glasgow User figures for Free Swimming

Average number of free swims per month per person

60 Plus: 2.5

Junior: 1.4

Number of individuals

60 Plus: 14,292 (32% are aged 60-64 and 55% are male)

Junior: 1,805 (86% aged 12 or over and 65% are male)

There are more males than taking up free swimming regardless of age. Neither young people nor older adults are meeting physical activity guidelines as a result of their participation in free swimming. The majority of young people benefitting from free swimming are of secondary school age suggesting that free swimming is failing to reach those most in need of the opportunity to develop their swimming skills. A third of those taking up the offer of free swimming for those aged 60 plus are between 60 and 64 years old, at which age, many are still working, with a regular income.

Socio economic factors

SIMD Decile 1 & 2 (the first and second 10% most deprived households)

60 Plus: 5610 individuals from Decile 1 & 2
(the first and second 10% most deprived households)
8484 individuals from Decile 3-10

Junior: 848 individuals from Decile 1 & 2
(the first and second 10% most deprived households)
822 individuals from Decile 3-10

Many more individuals aged 60 plus who are better-off are benefitting from free swimming than those most likely to be living in deprivation. There are as many young people who are better-off and benefitting from free swimming as there are from the most deprived households.

APPENDIX 2

Customer Survey Results

60+ pay As You Go Members – swim only

(Total of 96 respondents)

13% (12) received low income benefits.

68% (65) did not receive low income benefits.

20% (19) unsure or would not say

- Of those who would continue to meet the concession criteria:
 - 33% (4) said paying £1 would have no impact or they would swim slightly less often.
 - 67% (8 respondents) said paying £1 would mean they would swim much less often or no longer swim.
 - 73% (8) were extremely, very or somewhat interested in the ActivClub membership.
 - 27% (3) were not very interested in the ActivClub membership.
- Of those who would not meet the concession criteria:
 - 24% (22) said paying £3 would have no impact or they would swim slightly less often.
 - 66% (43) said paying £3 would mean that they would swim much less often or no longer swim.
 - 46% (30) were extremely, very or somewhat interested in the ActivClub membership.
 - 54% (35) were not very or not at all interested in the ActivClub membership.
- Of those unsure or who preferred not to say if they would meet concession criteria:
 - 22% (4) said paying £1 or £3 would have little or no impact on their swimming.
 - 79% (15) said paying £1 or £3 would mean they would swim much less often or no longer swim.
 - 47% (9) were extremely, very or somewhat interested in the ActivClub membership.
 - 53% (10) were not very or not at all interested in the ActivClub membership.

Glasgow Young Scot Card Holders 16-19 years only

- How do you access activities?
(Total of 59 respondents):
 - 95% (56 respondents) do so by purchasing a 6 month membership (Young Scot offer).
- If the 6 month membership was withdrawn and Junior membership rates applied:

(Total of 57 respondents)

23% (12) would probably purchase a Junior membership.

68% (39) probably would not purchase a Junior membership.

Kidz card 5-12 years (parent/guardian answers)

(Total of 128 respondents)

- If a charge of £1 was introduced for those currently receiving free swimming:
73% (94) said there would be no impact or they would swim slightly less often.
27% (34) said they would swim much less often or no longer swim.
- If the Kidz Card discount [for other activities] was withdrawn:
65% (78) said there would be no impact or they would visit slightly less often.
35% (42) said they would visit much less often or no longer visit.

Disability Session – Juveniles under 19 years

(Total of 42 respondents)

38% (16) would continue to receive a discount.

43% (18) would no longer receive a discount.

19% (8) unsure or would not say.

- Of those who would continue to meet the concession criteria:
50% (8) said that paying £2 for a disability session would have no impact.
12.5% (2) would visit much less often.
- Of those who would not meet the concession criteria:
56% (10) said that paying £3 for a disability session would have no impact or lead them to visit slightly less often.
22% (4) said that paying £3 for a disability session they would visit much less often or no longer visit.
- Of those unsure or who preferred not to say if they would meet the concession criteria:
38% (3) said that paying £2 or £3 for a disability session would have no impact or lead them to visit slightly less often.
25% (2) said they would visit much less often.

- Of those who would continue to meet the concession criteria and attend swimming lessons:
71% (10) said that paying £3 would have no impact or lead them to attend less often.
29% (4) would attend much less often or no longer swim.
- Of those who would not meet the concession criteria and attend swimming lessons:
71% (10) stated that paying £3.50 would have no impact or lead them to attend slightly less often.
29% (4) would attend much less often or no longer swim.
- Of those unsure or who preferred not to say if they would meet concession criteria and attend swimming lessons:
60% (3) said that lessons costing £3.50 or £2.50 (concession) would have no impact or lead them to attend slightly less often.
40% (2) would attend much less often.

Vitality participants

(Total of 51 respondents)

29% (15) received low income benefits.

69% (35) did not receive low income benefits.

2% (1) unsure or would not say.

- Of those who would continue to meet the concession criteria:
80% (12) said paying £3 for a class would have no impact or lead them to visit slightly less often.
73% (11) said they were extremely, very or somewhat interested in the ActivClub membership.
27% (4) were not very or not at all interested in the ActivClub membership.
- Of those who would not meet the concession criteria:
77% (27) said paying £3.50 per class would have no impact or led them to visit slightly less often.
9% (3) would visit much less often or no longer visit.
46% (16) said they were somewhat, very or extremely interested in the ActivClub membership.
54% (19) were not very or not at all interested in the ActivClub membership.
80% (8) said withdrawal of a 30% concession on other pay as you go activities would have no impact or led them to visit slightly less often.
- Of those who would not meet the concession criteria and attended to swim:
40% (2) said paying £3 to swim would have no impact or led them to visit slightly less often.
60% (3) would swim much less often or no longer swim.

60+ Pay As You Go members – multiple activities concessions

(Total 133 respondents)

13% (17) received low income benefits.

78% (104) did not receive low income benefits.

9% (12) unsure or would not say.

- Of those who would continue to meet the concession criteria:
 - 89% (16) said they were extremely, very or somewhat interested in the ActivClub membership.
 - 11% (2) said they were not at all interested.
 - 73% (8) of swimmers said that a £1 charge would have little or no impact on their swimming.
 - 27% (3) of swimmers said a £1 charge would lead them to swim much less often or no longer swim.
- Of those who would not meet the concession criteria:
 - 57% (60) said they were extremely, very or somewhat interested in the ActivClub membership.
 - 43% (46) said they were not very or not at all interested.
 - 34.9% (15) of swimmers said that a £3 charge would have little or no impact on their swimming.
 - 66% (29) of swimmers said a £3 charge would lead them to swim much less often or no longer swim.
- Of those unsure or who preferred not to say if they would meet concession criteria:
 - 67% (8) said they were extremely, very or somewhat interested in the ActivClub membership.
 - 33% (4) said they were not very or not at all interested.
 - 75% (3) of swimmers said a £1 or £3 charge would have little or no impact on their swimming.
 - 25% (1) of swimmers said a £1 or £3 charge would lead them to swim much less often or no longer swim.
- Of those who would not meet the concession criteria, were unsure or who preferred not to say if they would meet concession criteria –
 - 53% (62) said that loss of the concession rate would have no impact or lead them to visit slightly less often.
 - 47% (54) said that loss of the concession rate would visit much less often or no longer visit.

Disability Session Customers 19+ years

(Total 15 respondents)

40% (6) received low income benefits.

27% (4) did not receive low income benefits.

33% (5) unsure or would not say

- Of those who would continue to meet the concession criteria:
91% (10) said they were extremely, very or somewhat interested in the ActivClub membership.
9% (1) said they were not at all interested.
- Of those who would not meet the concession criteria:
40% (2) who were also over 60 and attended swimming said that a £3 charge would have little or no impact on their swimming.
60% (3) who were also over 60 and attended swimming said that a £3 charge would lead them to swim much less often or no longer swim.
73% (8) said they were somewhat or very interested in the ActivClub membership.
27% (3) said they were not very or not at all interested in the ActivClub membership.
- Of those unsure or who preferred not to say if they would meet concession criteria:
60% (3) said they were somewhat interested in the ActivClub membership.
40% (2) said they were not at all interested in the ActivClub membership.
75% (6) said that loss of the concession rate would have no impact or lead them to visit slightly less often.
25% (2) said that loss of the concession rate would visit much less often or no longer visit.

Walking Football Participants

(Total 40 respondents)

18% (7) received low income benefits.

65% (26) did not receive low income benefits.

18% (7) unsure or would not say

- Of those who would continue to meet the concession criteria:
57% (4) said paying £3 per session would have no impact on their participation.
14% (1) said paying £3 per session would lead them to no longer participate.
86% (6) said they were extremely or very interested in ActivClub membership.
14% (1) said they were not very interested in ActivClub membership.
 - Of those who would not meet the concession criteria:
62% (16) said paying £3.50 per session would have no impact or lead them to participate slightly less often.
23% (6) would participate much less often or no longer participate.
74% (20) said they were extremely, very or somewhat interested in ActivClub membership.
26% (7) said they were not very or not at all interested in ActivClub membership.
- 58% (15) said withdrawal of a 30% concession on other pay as you go activities would have no impact or led them to visit slightly less often.
19% (5) said withdrawal of a 30% concession on other pay as you go activities would lead them to visit much less often or no longer visit.

- Of those unsure or who preferred not to say if they would meet concession criteria:
29% (2) of footballers said a £3 or £3.50 charge would have little or no impact on their participation.
43% (3) of footballers said a £3 or £3.50 charge would lead them to participate much less often.
100% (7) said they were extremely, very or somewhat interested in ActivClub membership.

**APPENDIX 3
INDICATIVE FREE OFFER FOR SUMMER 2018**

Free family will allow family's to swim together at key times during the summer. It will also allow children over the age of 8 and under the age of 18 to swim unaccompanied at the selected venues, dates and times.

2018 Summer time FREE Family Swim

Venue	Day	Time
GC Bellahouston	Tuesday Wednesday	9.00-11.00am 9.00-11.00am
GC Castlemilk	Sunday	1.00-3.00pm
GC Drumchapel	Saturday	12noon-2.00pm
GC Easterhouse Pool	Sunday	12noon-2.00pm
GC Maryhill	Friday Saturday	4.00-8.00pm 11.00-1.00pm
GC Northwood Side	Wednesday	5.00-9.00pm
GC Pollok	Tuesday Sunday	17.30-19.30pm 10.00-12.00pm
GC Springburn	Thursday Sunday	5.00-9.00pm 2.00-4.00pm
Tollcross	Wednesday	12.00-4.00pm
GC Scotstoun	Wednesday	11.00-3.00pm
GC Whitehill	Saturday/ Sunday	2.00-4.00pm

Free family will allow family's to swim together at key times during the summer. It will also allow children over the age of 8 and under the age of 18 to swim unaccompanied at the selected venues, dates and times.

Admissions:

2 Adults and 3 Kids or 1 Adult and 4 Kids

(Under 8s' must be accompanied by an adult)

Adults without accompanying children must pay full admission price

FREE Football – New venues to be added

Venue	Day	Time
Barlia	Mon- Friday	3.00-5.00pm
Crownpoint	Mon- Friday	3.00-5.00pm
Emirates Arena	Mon- Friday	3.00-5.00pm
Glasgow Green	Mon- Friday	3.00-5.00pm
Nethercriags	Mon- Friday	3.00-5.00pm
Petershill	Mon- Friday	3.00-5.00pm
Scotstoun	Mon- Friday	3.00-5.00pm
X	Mon- Friday	3.00-5.00pm

Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: <https://www.gov.uk/equality-act-2010-guidance>

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: <http://www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-scottish-specific-public-sector-equality-duties>

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.