

AssessmentNo	309	Owner	bkerr
Resource	Transformation		Service/Establishment CCCF
	First Name	Surname	Job title
Head Officer	John	Anderson	WDLT General Manager
	(include job titles/organisation)		
Members	Fiona McGuigan, Senior Leisure Trust Officer, Bobby Kerr Development Officer		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	WDLT Savings Options		
	The aim, objective, purpose and intended outcome of policy		
	To provide a more effective and efficient operation which would also assist provide an overall balanced budget.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Strategic Leadership Group. Potentially Convenors and Committee.		
Does the proposals involve the procurement of any goods or services?		Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
The Leisure Trust has suffered a severe reduction in income over the past year due to the Covid-19 pandemic; however, it still has to ensure a balanced budget going forward. Following careful consideration and consultation, a number of savings have been proposed which will have the least impact on disadvantaged groups and employees whilst achieving the savings required. The Leisure Trust will continue to have a large range of programmes and resources to ensure a varied and high quality service for users.			
Who will be/has been involved in the consultation process?			
Managers and Strategic Leadership Group			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			
	Needs	Evidence	Impact
Age	WDLT is covered by the Public Service Equality Duty.	The leisure centres host a range of suitable classes for all ages from pre school football and	The impact will be minimal due to the vast resources of the Leisure Trust. As well as ensuring

		<p>beginner swimming lessons to 60+ Tia Chi and aqua aerobics classes. The centres are also well located in each of the main towns within West Dunbartonshire and opened from early morning to late in the evening. The mini activators sessions in the Clydebank Leisure Centre are particularly popular with pre 5 children and attract a number of local nurseries and pre school groups.</p>	<p>access for all ages for exercise for mental and physical wellbeing, the centres offer vital local access 7 days per week. The impact, specifically for older and young people, is of huge benefit. The Leisure Trust is the largest provider of leisure activities in the area and will continue to offer a wide range of activities to suit all ages and abilities</p>	
Cross Cutting	<p>WDLT is covered by the Public Service Equality Duty. It is important that all WDLT staff are aware of the PSED and Human Rights Act and what they mean in practice.</p> <p>West Dunbartonshire Council and West Dunbartonshire Leisure Trust has an equality outcome on increasing representation of underrepresented groups in participation, ensuring that venues and services are accessible supports this. It also includes offering other forms of exercise such as outdoor classes and community based classes.</p>	<p>Where people and communities are members of several disadvantaged groups this can multiply barriers and disadvantage Members of the WDLT have participated in EIA training and processes during the last year. The Leisure Trust has a pricing policy that will assist the organisation to deliver the financial goals as well as meeting the needs of all sections of the community by being fair and balanced. Prices for the vast majority of activities have been held for a number of years to ensure the service is affordable, competitive as well as offering good</p>	<p>Service restart and redesign provides an excellent opportunities to embed Equalities and Human rights approaches for the benefit of staff and service users. There are no barriers to participating in any activity offered by the Leisure Trust</p>	

		value for money		
Disability	<p>WDLT services must be accessible to disabled people, the duty is anticipatory. WDLT also has a duty to make reasonable adjustments for service users and staff</p>	<p>WDLT have adopted a proactive approach in relation to accessibility of services for disabled people, and BSL users. Walkthrough videos currently being produced for each of the 3 main leisure centre with audio and subtitles. The centres are used by a number of disabled users. A number of successful programme are available for disabled users including swimming lessons. The Leisure Trust has an officer who has responsibilities for programming disabled activities and an officer who links with the ASN School within West Dunbartonshire.</p>	<p>Explicit recognition of the centrality of equality helps support accessible and inclusive service design and provision. The savings options proposed will have a minimal impact on the programmes delivered for disabled users.</p>	
Social & Economic Impact	<p>For people to participate in sport and physical activity, and all the services W.D.L.T. offer, resources need to be available in the area, and they need to be affordable and accessible.</p>	<p>WDLT is a significant Employer in the WD area. WDLT is a significant provider of services. The greatest focus on socio-economic status in sport and physical activity relates to health. Health research links poorer health and wellbeing, including lower levels of physical activity, to lower economic status.</p>	<p>There is explicit recognition of the need to have due regard to socioeconomic impacts of strategic decisions This supports the proper execution of this duty by the Council in its relationship with West Dunbartonshire Leisure Trust. The savings options proposed will have a minimal impact on the programmes delivered for disadvantaged users.</p>	
Sex	WDLT is covered by the PSED.	In Scotland more men participate in	Providing services in an inclusive manner,	

		<p>sport than women.</p> <p>More men are members of sports clubs than women, and women often participate in different sports from men. Lower participation by women in sport begins at around 13 to 15 years old</p> <p>Evidence suggest that during lockdown, women have taken on the main burden of home schooling, opportunities for women to participate in physical activity are therefore more important than ever.</p>	<p>will always be of benefit.</p>	
Gender Reassign	<p>WDLT is covered by the PSED. Gender reassignment is a projected characteristic There is extensive and clear guidance from the EHRC on accessible services</p>	<p>Some people who have re assigned or are re assigning their gender can face stigma accessing services.</p>	<p>Explicit recognition of the centrality of equality helps support accessible and inclusive service design and provision.</p>	
Health	<p>Health considerations cross cut with other protected groups and human rights</p>	<p>Mental and physical health are intertwined. Some groups have suffered increased disadvantage during the Covid 19 lockdowns. The leisure centres operate 7 days per week from early morning to late at night. The Sports Development section utilises community based facilities. The Active Schools service works closely with both primary and</p>	<p>Explicit recognition of Equality and Human rights as core considerations that cross cut in service design and delivery can improve inclusion. The Leisure Trust is the largest provider of leisure activities in the area and will continue to offer a wide range of activities to suit all ages and abilities Proposed will have a minimal impact on the programmes delivered for</p>	

		secondary schools.	disabled users.	
Human Rights	WDLT is a Human Rights Duty bearer	Considering participation from a Human Rights perspective can help ensure an inclusive approach.	Ensuring that everyone can participate supports the exercise of peoples human rights.	
Marriage & Civil Partnership	In terms of needs, this area cross cuts with sex and sexual orientation	Tends to cross cut with sex and sexual orientation, in terms of services provision and employment	No evidence available of likely differential impact around marriage and civil partnership	
Pregnancy & Maternity	Staying active has health benefits	Cross cuts with sex.	Explicit recognition of the centrality of equality helps support accessible and inclusive service design and provision	
Race	Staying active has health benefits	During lockdown evidence suggests that BAME groups have suffered worse health outcomes, including health outcomes. The Leisure Trust has a range of policies designed to ensure there is no discrimination of any kind.	As noted we have made health and safety for all a priority. The savings options proposed do not impact on the programmes delivered for disadvantaged users.	
Religion and Belief	Staying active has health benefits	This can cross cut with sex especially in the area of demand for women only services, therefore access to for example swimming for women only may often meeting needs around sex and religion and belief. The Leisure Trust has a range of policies designed to ensure there is no discrimination of any kind.	Providing services in an inclusive manner will always be of benefit. The savings options proposed do not impact on the programmes delivered for disadvantaged users.	
Sexual Orientation	Staying active has health benefits	Data on sports participation in Scotland indicates that lesbian, gay and	Providing services in an inclusive manner will always be of benefit. The savings	

		<p>bisexual participants are not significantly different from heterosexuals in activity levels. However, adults who identified as having an 'other' sexual orientation were significantly less likely to meet activity recommendations than the national average. It is important to treat these findings with caution however, due to anticipated under reporting of LGB people who are not 'out' within surveys. The Leisure Trust has a range of policies designed to ensure there is no discrimination of any kind.</p>	<p>options proposed do not impact on the programmes delivered for disadvantaged users.</p>
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Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

W.D.L.T. has considered carefully the impact the proposed savings may have on a variety of groups who use the facilities. The main saving in the Clydebank Leisure Centre will be the programme change in the swimming pool by restricting the pool to lane only swimming Monday to Friday during the day and during term. The Leisure Trust has a sophisticated management information system and can track usage from those with a membership of the service who are the majority of users during the day Monday to Friday. The information gathered has provided the Trust with a breakdown of usage and usage patterns at hourly intervals and it shows that the morning pattern of usage from 7.00am to 1.00pm is largely lane swimmers and families with very small children. The lane swimmers should in fact see a benefit as all 6 lanes will now be available for lane swimming instead of 2 lanes at these times. The centre will accommodate pre booked sessions for protected group. Other users will still be able to enjoy the family training pool which is unaffected. The training pool has an accessible pool hoist to enable those with physical disabilities to enter the pool. The Aqua Aerobics class which is programmed several times per week has a regular attendance of over 40 mainly older women and will be unaffected. W.D.L.T. has protected the most popular times for the majority of casual swimmers. For example evening times and weekends are unaffected where most children and families with older children enjoy the facilities.

Will the impact of the policy be monitored and reported on an ongoing bases?

Yes
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
<p>W.D.L.T. don't anticipate any major effect on protected groups and where possible it will accommodate pre booked sessions by utilising staff from other areas within the centre. The savings proposed are crucial for W.D.L.T. to ensure it balances its budget and maintains a sustainable service for the Council. W.D.L.T. has given careful consideration to the proposed savings and has rejected the easy option of raising prices to increase income for the forthcoming year. Due to the impact of COVID pandemic the Leisure Trust anticipates a gradual return to growth within swimming pools over the first half of the financial year and will look to re-instate a full pool programme</p>