

Equality Impact Assessment Summary Report: PRICING POLICY

SUMMARY			
1. Name of function / policy	Culture and Sport Glasgow Pricing Policy		
2. Is the function / policy:	<input type="checkbox"/> New <input checked="" type="checkbox"/> Under Review		
3. Name and Designation of Officer(s) completing assessment	Bridget Sly – Policy Development Officer (Equalities) Patricia Mullen – Policy Development and Performance Officer		
4. Date(s) of Assessment	June – October 2007		
5. Partners – will the function / policy be implemented in partnership with others? [Provide details]	N/A		
6. Lead Officer / Service	Susan Deighan – Director of Strategic Planning and Corporate Services		
7. Aims of the function / policy	To outline the charges for activities provided by Culture and Sport Glasgow (CSG) and establish a pricing structure which supports the organisation's key objectives of widening access and increasing participation.		
8. Screening Results	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> Negative Impacts Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If negative, is the impact: Legal Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> [i.e. it is not discriminatory under legislation] Intended Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Level of Impact High <input checked="" type="checkbox"/> AND Low <input checked="" type="checkbox"/> </td> <td style="width: 50%; vertical-align: top;"> Positive Impacts Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> </td> </tr> </table>	Negative Impacts Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If negative, is the impact: Legal Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> [i.e. it is not discriminatory under legislation] Intended Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Level of Impact High <input checked="" type="checkbox"/> AND Low <input checked="" type="checkbox"/>	Positive Impacts Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
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9. Recommended Action	<input type="checkbox"/> Introduce / proceed with the policy / function <input type="checkbox"/> Withdraw the policy / function from use <input checked="" type="checkbox"/> Undertake a full Equality Impact Assessment		
IMPACT			
10. Summary of POSITIVE impacts and affected groups	<ul style="list-style-type: none"> ▪ Discounted charges provided for those in receipt of means-tested benefits, ensuring removal of financial barriers to participation; ▪ Free swimming for older people (aged 60+ years) and children and young people (aged under 18 years), encouraging physical activity and improved health and well-being; ▪ Free access to leisure centres for carers when providing support to disabled people, ensuring disabled people receive required support to participate; ▪ Discounted charges for carers as individuals in recognition of the role they play and the importance of protecting their own health and well-being; ▪ Discounted charges for students in recognition of their reduced ability to pay and future potential as a customer base. Recommended that eligibility criteria are reviewed and only full-time students are offered discount. 		

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IMPACT cont'd...					
<p>11. Summary of NEGATIVE impacts and affected groups</p>	<ul style="list-style-type: none"> ▪ Proposed removal of eligibility for discounted rates for those in receipt of Disability Living Allowance and War Disablement Pension in order to achieve more consistent approach to discounts (i.e. both are non-means tested benefits). However, this change may have negative impact on disabled people in terms of participation in physical activity, and could also damage Culture and Sport Glasgow's relationship with the community; ▪ Concerns raised by male Glasgow Club members re reduced access to leisure centres during women-only evenings whilst still paying full membership cost. 				
EVIDENCE					
<p>12. Summary of information / evidence already available</p>	<ul style="list-style-type: none"> ▪ Customer comments ▪ Equality monitoring data [e.g. Census; user surveys; Dept for Work and Pensions benefit uptake] ▪ Research [e.g. sportscotland, Scottish Executive; Disability Rights Commission] ▪ Consultation [undertaken as part of development of Glasgow's Physical Activity Strategy] 				
<p>13. Additional information / evidence required and proposed method(s) for gathering</p>	<ul style="list-style-type: none"> ▪ Consultation on specific proposals with disabled people – via questionnaire distributed through Glasgow Disability Alliance and Culture and Sport Glasgow's Sport Equalities Team. 				
RECOMMENDATIONS					
<p>14. Overall Recommendation</p> <p>[If a full EIA has not been recommended, provide reasons]</p>	<p>Full Equality Impact Assessment was recommended. Following gathering of further information/evidence outlined above, it is recommended that:</p> <ul style="list-style-type: none"> ▪ Discount for disabled people in receipt of Disability Living Allowance be retained. Justification for discount is policy-driven – disabled people are an identified target group within Glasgow's Physical Activity Strategy and removal of the discount could be counter-productive, particularly as disabled people often face additional hidden costs. Evidence of eligibility will be broadened to recognise the National Entitlement card and Disabled Person's Railcard; ▪ Discount for those in receipt of War Disablement Pension to be retained and applied across the range of services provided by Culture and Sport Glasgow. Justification for discount is policy-driven – in recognition of the commitment of those who have served their country in times of conflict; ▪ Remove the blanket discount for all students and instead offer the Passport rate only to those students that can provide evidence of their full-time status. Proof of eligibility to be provided through: <ul style="list-style-type: none"> i) Evidence of eligibility for (Glasgow City) Council Tax student discount [all students in receipt of Council Tax discount will have received a letter of confirmation from Glasgow City Council]; OR ii) Statutory student certificate / certificate of student status – available from university and college registrars; ▪ Issues raised re women-only evenings and Glasgow Club membership to be addressed through review of programming of single-sex sessions; ▪ Actions also identified to improve data collection, public awareness of discount schemes available, and staff understanding of eligibility criteria. 				
<p>Name and Designation of service manager verifying the assessment</p>	<table border="0" style="width: 100%;"> <tr> <td style="width: 60%;">Susan Deighan</td> <td style="width: 40%;">Signature:</td> </tr> <tr> <td>Director of Strategic Planning and Corporate Services</td> <td>Date: 20 November 2007</td> </tr> </table>	Susan Deighan	Signature:	Director of Strategic Planning and Corporate Services	Date: 20 November 2007
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