

To: Leadership Board

On: 24 February 2021

Report by: Chief Executive

Heading: Renfrewshire Leisure Limited – Annual Report – 2019-2020

1. Summary

- 1.1 Renfrewshire Leisure recently published its annual review of 2019/20 which highlights the contribution that the organisation makes to the achievement of Council Plan, Community Plan and National Outcome priorities through the wide range of projects, events and activities that it provides in the local community.
- 1.2 The annual review, included within appendix one, also outlines Renfrewshire Leisure's main achievements, business performance and summary financial statements and forms part of the Council's performance monitoring arrangements of Renfrewshire Leisure.
- 1.3 Renfrewshire Leisure is currently preparing its annual business plan, which will be submitted to the Leadership Board on 28 April 2021. The business plan will outline how the organisation will continue to respond to the loss of income caused by service disruption due to the Covid pandemic and uncertainty arising from ongoing restrictions on operational activity. The plan will also address Renfrewshire Leisure's role in recovery for local communities as well as progressing the organisation's transformation work contributing to the Council's Right for Renfrewshire programme.

2. Recommendations

- 2.1 It is recommended that the Leadership Board:
- I. Notes Renfrewshire Leisure's annual review of 2019/20.
 - II. Notes the update on the development of Renfrewshire Leisure's annual Business Plan for 2021/22.
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3. Background

- 3.1 The Services Agreement with Renfrewshire Leisure sets out the terms for Renfrewshire Leisure to deliver cultural, leisure and sport services within Renfrewshire. This specification:
- relates to the management of the cultural, leisure and sport facilities operated by Renfrewshire Leisure within the council area;
 - sets out standards, specifications, procedures and other requirements to be followed by Renfrewshire Leisure in the provision of cultural, leisure and sports services.
- 3.2 One of the terms in the Services Agreement is the development of an annual Business Plan. The plan sets out Renfrewshire Leisure's strategic priorities and demonstrates its commitment to deliver the related strategic priorities set out in the Council and Community Plans. Last year, the business plan for 2020-21 was approved by Renfrewshire Leisure's Board in March 2020. It was not possible to present the plan to Leadership Board for approval due to the suspension of policy boards during the first wave of Covid lockdown. This situation was noted at the resumption of the Leadership Board in September 2020.
- 3.3 Over the last year, quarterly monitoring meetings have taken place with Council/Renfrewshire Leisure colleagues to review Renfrewshire Leisure's delivery of the service specification and contribution to Council Plan priorities. The annual review included as appendix one forms part of the Council's monitoring arrangements and is included with this report for noting.
- 3.4 As a result of the Covid pandemic, service provision has had to adapt in line with Government restrictions. Renfrewshire Leisure moved swiftly to ensure continued provision of services through digital channels and other delivery mechanisms, ensuring that people, particularly those with underlying health conditions, or at risk from loneliness and isolation remained supported throughout the pandemic. Staff innovation has been central to this role, where new solutions and services have been required to meet community needs in these new circumstances.

- 3.5 Renfrewshire Leisure staff have also played an important role in terms of the overall Council response to the pandemic, such as providing staff in school and childcare hubs, drivers and food packers, and befriending services and library home delivery in conjunction with the neighbourhood hubs.
- 3.6 Renfrewshire Leisure's role within the overall Covid response, its adapted service delivery and successful reopening plans have been progressed through close dialogue with the Council in addition to the usual monitoring arrangements, in recognition of the exceptional circumstance impacting on service delivery throughout 2020/21.
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4. Development of the Business Plan for 2020/21

- 4.1 Renfrewshire Leisure is currently drafting its annual business plan and budget for 2021/22 which considers the provision of cultural, leisure and sporting services. The organisation operates in a complex and challenging financial environment, which has been exacerbated by the Covid pandemic.

Last year, the business plan for 2020/21 was approved by Renfrewshire Leisure Board in March but due to the Covid lockdown was not able to be approved by Leadership Board. Also, in March 2020, the Council had approved a Renfrewshire Leisure service payment of £11.2m, the net service fee being just over £11m.

At the Leadership Board in September 2020 an update Renfrewshire Leisure's financial position was provided, which also outlined the Council support available to cover lost income as a result of the Covid pandemic. Renfrewshire Leisure's funding model relies on its ability to generate earned income, for example, through leisure memberships, to cover its expenditure obligations and meet its non-profit making charitable objectives. Through the combination of restricted expenditure and the UK Government's Job Retention Scheme, the financial gap is projected to be far lower than originally anticipated.

The Government restrictions currently in place to reduce the transmission of the Covid virus has had a significant impact on Renfrewshire Leisure's income, which is anticipated to continue to be the case throughout 2021/22. Therefore, the Business Plan for 2021/22 will need to take into account a cautious return to operational activity as well as changes in public behaviours.

- 4.2 Renfrewshire Leisure is presently managing a range of significant priorities; particularly, the ongoing development of the Cultural Infrastructure Programme, Future Paisley cultural projects – many of which are delayed due to Covid – and development of transformational plans for the organisation. The plan being drafted will reflect the

financial challenges being experienced by Renfrewshire Leisure, with particular reference to the uncertainties being experienced by the culture and leisure sectors and key markets which form part of the business plans for the Cultural Infrastructure Programme.

- 4.3 Discussions are ongoing with the Director of Finance and Resources to cover both the updated forecast of the level of support required in 20/21 (in line with the position agreed by the Emergencies Board) as well as the core service payment and principles around potential additional support which may be required over 21/22 on the basis that Covid restrictions are likely still to have an impact on commercial/other income in 21/22.

The budgets are currently being developed for inclusion in the Business Plan which will be submitted to the Leadership Board in April, following approval by the Renfrewshire Leisure Board in March.

Implications of the Report

1. **Financial** – not applicable
2. **HR & Organisational Development** – not applicable
3. **Community/Council Planning** –
 - *Our Renfrewshire is thriving* – Our services recruits and trains volunteers and creates a pathway into employment;
 - *Our Renfrewshire is well* – Our cultural, leisure and sport services and programmes help to maintain positive physical and mental health and well-being;
 - *Our Renfrewshire is fair* – our services and programmes are accessible to all our citizens;
 - *Reshaping our place, our economy and our future* – development and delivery of the cultural infrastructure investment programme supports the regeneration aspirations for the area;
 - *Building strong, safe and resilient communities – Tackling inequality, ensuring opportunities for all* – our services and activities are accessible to all our citizens;
 - *Creating a sustainable Renfrewshire for all to enjoy –our programmes build sustainability through volunteer and community development;*
 - *Working together to improve outcomes* – partnership working to deliver shared outcomes remains a key priority in our company strategy.
4. **Legal** – N/A
5. **Property/Assets** – N/A
6. **Information Technology** – not applicable

7. Equality & Human Rights

- (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. Health & Safety – not applicable

9. Procurement – not applicable

10. Risk – not applicable.

11. Privacy Impact – not applicable.

12. Cosla Policy Position –not applicable.

13. Climate Change- not applicable.

List of Background Papers

(a) n/a

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RENFREWSHIRE LEISURE

2019/20









ANNUAL REPORT

New buggy friendly classes see p9

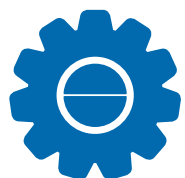
www.renfrewshireleisure.com



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Delivering Culture, Leisure and Sport to Renfrewshire



National Performance Framework

nationalperformance.gov.scot

Renfrewshire Leisure aligns itself with the Scottish Government's national outcomes, part of the National Performance Framework.

In order to measure Scotland's progress, the National Performance Framework uses indicators that give a measure of national wellbeing.

They include economic, social and environmental indicators, highlighted throughout this year's annual report.





INTRODUCTION

Renfrewshire Leisure is the local charitable trust providing leisure, culture and sporting opportunities to help people enjoy active and healthy lives.

We are passionate about the part we play in improving life-long physical and mental health in every one of our communities. Our trust provides a range of affordable, accessible and ambitious services that are open to all and that improve personal, social and economic outcomes.

Our goal is to improve the people of Renfrewshire's health and wellbeing by working in partnership to design and deliver a range of life-enhancing and accessible cultural, leisure and sporting opportunities that meet local needs and improve life chances across the population.



**OVER
2 MILLION
ENGAGEMENTS
WITH OUR
SERVICES**



**55,000
EVENTS
CREATED AND
DELIVERED**



CHAIRPERSON'S INTRODUCTION

Renfrewshire Leisure's mission to improve the health and wellbeing of our residents has never been more important and I, could not be more proud of how our charity works with the communities of our region to help people enjoy active and healthy lives.



Councillor
Lisa-Marie Hughes
Chairperson of the Board
Renfrewshire Leisure

Our work impacts on people in many different ways, whether through Renfrewshire Leisure's health and fitness, arts, libraries or heritage services. It inspires, encourages and motivates. We help people to make positive changes. It opens opportunities, tackles inequalities, encourages diversity and addresses acute issues surrounding poverty.

Our power to deliver positive and long-lasting benefits should not be overlooked or underestimated. We are here for people of all ages, abilities and backgrounds. And we have been here for them throughout this most challenging of years so dominated by the pandemic.

I hope that reading this report conveys for you a sense of our pivotal part in the civic, cultural, sporting and economic fabric of Renfrewshire.

Covering the 2019/20 financial year, this summary encompasses the period before the long-lasting enormity of the Covid-19 pandemic was to become clear. It stands testament to the increasing importance and influence of our services – from the 220,711 swimming sessions we delivered to the launch of innovative and exciting events such as the hugely successful first Paisley Book Festival.

Everyone here at Renfrewshire Leisure is truly dedicated to playing their part in improving life-long physical and mental health in every one of our communities; I cannot emphasise that enough. I sincerely thank our staff, members and supporters for their loyalty. Together, we are making a real difference to the lives of our customers and the wider community.





Creative, vibrant and diverse cultures are expressed and enjoyed

From the successful launch of Paisley Book Festival to a remarkable performance programme, we have delivered something for all.

RENFREWSHIRE LEISURE ARTS TEAM

This has been an important year for Arts in Renfrewshire Leisure with the recruitment of 8 new members of staff.

In 2019, the team took on the development of Future Paisley projects such as the Paisley Book Festival, the Piazza POP space, Artist and Residents' programmes as well as managing Renfrewshire's Culture Heritage and Events funding and Creative Scotland's Visual Arts and Craft Makers Awards (VACMA) to local artists. The team also developed the performance programme in our cultural venues across Renfrewshire.

PERFORMANCE PROGRAMME

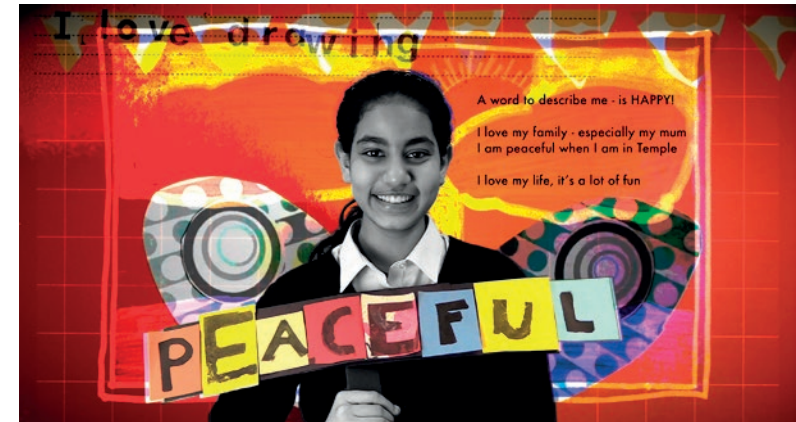
We presented a programme of live performance at Paisley Arts Centre, Johnstone Town Hall and other cultural venues. From theatre, music, dance to family events, we staged a high standard of work from small and medium-scale touring companies and artists from Scotland and beyond.

From April 2019 to March 2020, 82 shows were programmed, featuring artists and musicians such as Kathryn Joseph, The Unthanks, Mary Ann Kennedy, comedians Raymond Mearns and Gary Meikle, theatre companies such as Vanishing Point as well as new programme strands such as Sunday Continental, a regular music gig for all ages on a Sunday afternoon.

'Thanks for fantastic intimate gig in Paisley Arts Centre didn't want it to end!' - Twitter feedback

POP ARTS AND EVENT SPACE

POP is a vibrant community arts and events space run by the Arts team and based in the former post office in the Piazza Shopping Centre, Paisley. It aims to improve access to arts and cultural activity for Renfrewshire's residents. Since opening, POP has hosted exhibitions, talks, film screenings, a games cafe, performances, workshops, meetings, open mic sessions, a podcast recording, a retro-gaming zone and functioned as the designated Quiet



Space for Paisley's major town centre events. POP has enabled us to work with various local groups including Foxbar Men's Shed, Kairos Women's Group, ReMode, Take Me Somewhere, and Scotland and Venice 2020.

"This is the coolest thing I've ever done in the Piazza!"

OUT OF PLACE PROGRAMME

In preparation for the arts centre closing for refurbishment, the arts team's performance programme explored programming in unusual and everyday spaces to inspire, delight and challenge the assumption around what theatre was and where it could or should take place. **Binge**, a co-commission between Renfrewshire Leisure and Take Me Somewhere, was an interactive installation by Brian Lobel. As the first event in the POP space in May 2019, Binge was a collection of one-to-one conversations, based around your favourite box sets, staged on double beds, attracting a glowing review in The Guardian.

PAISLEY BOOK FESTIVAL

Radical Voices
& Rebel Stories

a bookpaisley
PBF2020

PAISLEY BOOK FESTIVAL 2020

From 20th to 29th February 2020, the inaugural Paisley Book Festival – which celebrated Radical Voices and Rebel Stories and marked the 200th anniversary of the Paisley

Radicals – packed out venues across the town. More than 2,500 people listened to the likes of John Byrne, Kirsty Wark, Janice Galloway, Ruth Wishart, Christopher Brookmyre, Jackie Kay, Kirstin Innes and many more. There were a host of free events and young readers got in on the act with a children and families programme curated in collaboration with the Renfrewshire Leisure Libraries Team.

Key Stats:

- 64 unique programme events
- 34 events for adults
- 17 events for families and young people
- 13 events in the programme for schools
- 2020 tickets sold
- 17 unique articles in the press including The National, The Herald and The Scotsman.

“It did NOT feel like the first year of a new book festival – it was so smooth, so bedded into the town, so ambitious!”

–Lari Don (Poet)

DOORS OPEN DAY (SECRET COLLECTION SEPT 2019)

To celebrate the 30th anniversary of Doors Open Day The Secret Collection opened its doors. Staff welcomed 615 visitors on a ‘Behind the Scenes’ tour of Paisley Museum collections with a variety of family friendly activities including Victorian games and object handling.

RENFREW ON FILM

In 2019 we partnered with the National Library of Scotland to deliver a successful programme of Renfrew on Film.

With many screening events held at clubs in care homes and day care centres over the year. The films can also be viewed on **REN TV**

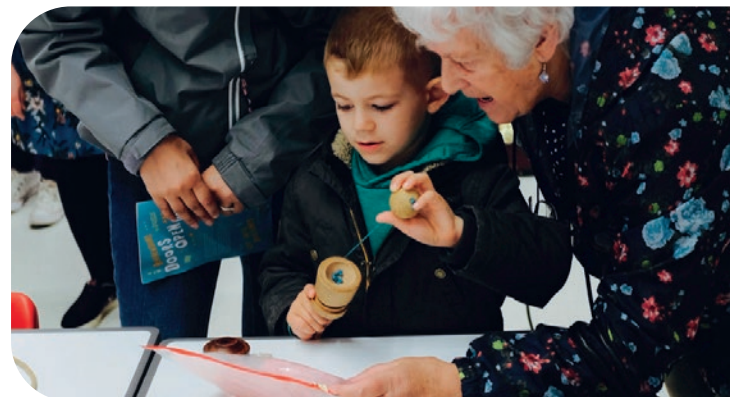
“It was a great success. Residents enjoyed it very much, being able to reminisce and see pictures and films of back in the day”

CASTELVECCHI CHRONICLE

Over three days in March, members of the arts team gathered in Castelveccchi’s Fish & Chip shop in Paisley, collecting true tales of adventure, love, life, loss and fish suppers from the café’s customers. They then turned these stories into a newspaper – The Castelveccchi Chronicle. Hot off the press, the newspaper was delivered back to the café for the classic ‘keep em warm and soak up the grease’ function. The team presented their work back to the chip shop delivering the ‘news of the day’ as a 10 minute sketch show. The audience then tucked into a delicious poke of chips served up in the newspaper. Over its three days, the event was attended by 270 people.

RECOGNITION OF MUSEUM COLLECTION

We were delighted to retain the Recognised status for the Paisley Shawl Collection in October 2019. Scotland’s Recognition Scheme celebrates, promotes and invests in Nationally Significant Collections and showcases the best collections in Scotland’s museums. The collection, held in Paisley, is the world’s largest collection of Paisley patterned shawls. The collection also includes over 1,230 working looms, pattern and design books that tell the story of the Paisley Pattern.





Ensure children grow up loved, safe and respected so that we realise their full potential

Engaging and inspiring events are broadening horizons, opening opportunities and encouraging inclusivity.

INSPIRED EXHIBITION (MARCH 2020)

All Renfrewshire schools and nurseries were invited to enter our annual art competition and get inspired by Paisley Museum's collection. In 2020 we launched the new John Byrne Drawing Category. The exhibition opened on 9 March at the Tannahill Centre, Ferguslie Park, but was then temporarily closed on 23 March due to Covid-19. The exhibition was instead showcased online. A selection of entries was chosen by the Provost for Renfrewshire Council's official 2021 calendar, currently also online. **Inspired Calendar 2021**

"The kids loved the Inspired event! it allows children to express their own creativity and individuality and they really take pride in their work. The event really boosts the children's self-esteem and they are more likely to express themselves in other creative tasks."

Claire Keegan, Cochrane Castle

ENGAGING AUTISTIC CHILDREN AND YOUNG PEOPLE - WITH ANCIENT EGYPTIAN COLLECTIONS

This co-created project in partnership with National Museums Scotland (NMS) gave Paisley Museum a unique opportunity to work on a focused project to benefit autistic children, young people and their families across Renfrewshire. We co-created a Schools Ancient Egyptian workshop with St Anthony's Primary School and a Visual Story for the Secret Collection and Ancient Egyptian workshop with pupils of the Stella Maris Base. **75 school pupils and their families engaged with the project.**

"I felt good because I was welcome. I felt more confident after it. I was inspired by it."



PAISLEY YOUTH ARTS FESTIVAL 2019

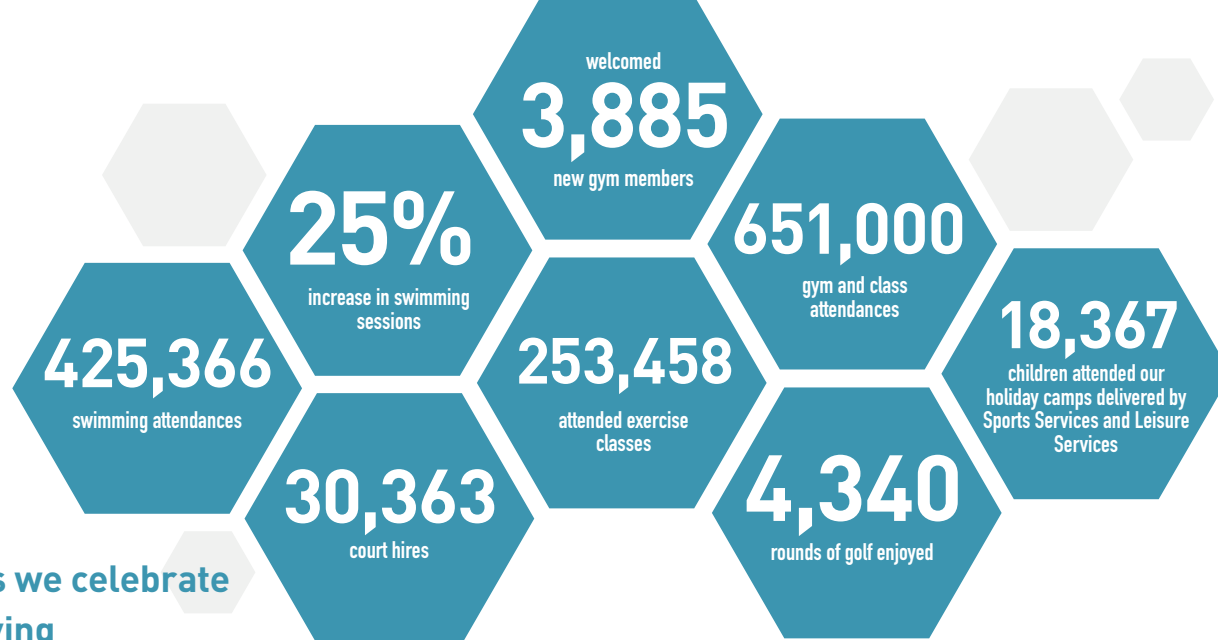
Renfrewshire Leisure worked in partnership with Create Paisley, Erskine Arts, Outspoken Arts Scotland, PACE and the University of West of Scotland (UWS) to produce a new multi-arts festival for young people in Paisley. This saw the arts team programme, produce and support over 11 events in POP, such as The Grand Parade of Lifeless Packaging Exhibition and Installation by Artist in Residence, Toby Messenger; workshops with ReMode; a Gaming Zone, The Nearly Men Podcast Recording and Open Mic with Erskine Arts; Animation with Eleanor Stewart and Paisley Grammar; Animation Drop-in with CREATE Paisley and Eleanor Stewart.

565 young people participated in the festival.





Healthy and Active



Renfrewshire takes championship crown as we celebrate women in sport and encourage healthier living

INVESTING IN VENUES

The fitness suite at Paisley's Lagoon Leisure Centre was upgraded in December 2019. A significant refurbishment which saw the installation of 40 new pieces of fitness equipment including three new stair climbers and a large functional rig.

"Fantastic transformation, here's hoping my body will look as good soon!!"

BUGGY FRIENDLY CLASSES

We launched buggy friendly classes (as seen on our front page) with more than 60 classes in the new fitness timetable where parents can have their babies sitting in a buggy or car seat alongside them as they work out. Classes including Body Pump, Body Attack, Zumba, Vibe Spin Disco, Metafit and Spin Cycle Training are now buggy friendly and available in the Lagoon Leisure Centre, Linwood's ON-X, Erskine Sports Centre, Renfrew Leisure Centre, Johnstone Community Sports Hub and Ralston Community Sports Centre.

GIRLS FOOTBALL WORLD CUP EVENT

Almost 200 girls from all over Renfrewshire took part in a festival of football organised by Renfrewshire Leisure at Ferguslie Sports Centre. The Primary 5 to Primary 7 pupils enjoyed football coaching, games and a visit by Bonnie – the official mascot for Scotland women's team. The event, organised to celebrate the 2019 Women's World Cup and to encourage more girls to take part in sport, was made possible with funding from the Scottish Building Society.

"Using the increased profile the World Cup has given women's football, this event has built on the great work Renfrewshire Leisure's Active Schools team has developed over the last couple of years in the girls' game."

INTER-AUTHORITY ATHLETICS CHAMPIONSHIPS

On June 14th, 2019 over 100 athletes from Renfrewshire Secondary Schools took part in the annual Inter-Authority athletics championships held in Inverclyde. There were outstanding performances from team Renfrewshire in what

proved to be a very high level of competition throughout the day against the top athletes from East Renfrewshire and Inverclyde. It is always a day to be proud of our young people, but even more so this year when for the first time Renfrewshire were crowned overall champions.

GOLF CHAMPIONSHIPS

The Renfrewshire Active Schools 2019 Golf Championships took part on Thursday 20 June. The fantastic setting of Paisley Golf Club hosted the secondary school event however the weather conditions didn't match the course condition with sweeping rain and strong winds causing havoc for the players on the course. Despite the conditions 24 pupils across 6 secondary schools battled it out with low scores all round. The calibre of golf on show was outstanding with one player making a fantastic 20-foot putt on the 18th green. All the groups went round the course in good time with plenty of sportsmanship on the course.

GYMNASTICS AND DANCE CAMPS

In response to Renfrewshire Leisure's sector leading pupil survey where our young people have indicated the types of activities they would like to participate in. Sport Services' Active Schools team hosted 4 gymnastics and dance camps over the Summer of 2019 from Park Mains High School, Gryffe High School, Renfrew Sports Centre and St Benedict's High School. All 4 camps were well received with both Gryffe and Park Mains at full capacity for the entire week. Children from P1-P7 or aged between 5-12 years with any ability and experience were welcome. Coaches and volunteers planned and delivered a variety of recreational artistic gymnastics and dance styles including cheer, disco, street, ballet and lyrical. The feedback from parents and participants was excellent.



JUNIOR NBA BASKETBALL

Five Primary school teams made up of P6 and P7 players won their way into playing in a Renfrewshire Division of the prestigious Jr. NBA tournament. The competition is staged locally by Renfrewshire Leisure, along with Basketball Paisley. Over two months, the teams played each other with the top two going on to compete against teams from Glasgow and Ayrshire primary schools. Unfortunately, the competition was disrupted due to Covid-19.



PAISLEY 10K

In its 18th year, the third largest 10k run in Scotland aimed to attract runners and joggers alike to take part in the 2019 10k and Fun Run. The course takes in some of Paisley's most famous landmarks including Paisley Abbey, Paisley Town Hall, Paisley Museum, Coats Memorial and the Cenotaph. The event was sponsored by sports and outdoors retailer Decathlon for the second year and our chosen charity was Erskine. Once again, the event was a great success with 3,428 participants.



PRIMARY ATHLETICS CHAMPIONSHIPS

On May 19 2019, Active Schools hosted their second primary schools team athletics championships at ON-X, Linwood. A total of 20 schools entered with approximately 400 pupils competing on the day across 10 different events, concluding with the ever-popular mixed relays. Congratulations to Ralston Primary School who were crowned 2019 champions. The pupils were inspired by a visit from Renfrewshire's Great British and Commonwealth Games marathon runner Callum Hawkins.

RENFREWSHIRE ASPIRING ATHLETES SCHOLARSHIP PROGRAMME (RAASP)

In 2019 the FAST Card programme was rebranded to RAASP. Renfrewshire Leisure's elite athlete support programme now provides Renfrewshire athletes with multiple benefits including gym memberships, discounted physio and grant funding. Such localised support allows individuals to increase their training time and access new classes to develop their performance level. Our new programme also provides injured athletes with the facilities to get back to full fitness.

WOMEN IN SPORT

Renfrewshire Leisure's Sports Services were successful in gaining funding from SportScotland to improve opportunities in sport for female pupils across Renfrewshire. The funding targeted 4 key sports identified from the Renfrewshire Pupil survey - dance, gymnastics, football and netball working with over 1,800 female pupils to engage in new sports.





RENFREWSHIRE LEISURE BIKEABILITY PROGRAMME

Bikeability is a schools programme delivered across participating Primary Schools to children in P6. Around 40 schools across Renfrewshire delivered either level 1 (playground) or level 2 (on-road) bikeability training and over 50 members of staff and parents took part in our Cycling Training Assistant course. St Catherine's and Gleniffer High School have been awarded a Cycle Friendly School Award. Since then, a further 12 primary schools and 3 secondary schools have registered for and working towards this award. In August 2019, Cycling Scotland renewed grant funding to Renfrewshire Leisure securing Bikeability Coordinator role until June 2020. **The Big Pedal took place in March/April 2019 with 16 primary schools taking part.**



SCHOOL SUMMER CAMPS

Our holiday kids' camps have become an essential go-to during Spring, Summer and Autumn school breaks, allowing parents and carers to continue with work over the holiday period knowing their children are in the safe hands of our qualified instructors. During 2019-20 we had 18,367 children attending our camps, which included themed days, leisure centres being transformed into haunted houses, small animal experiences, talent shows and much more.

NHS GREATER GLASGOW & CLYDE - LIVE ACTIVE & VITALITY



Our partnership with NHS continues to flourish.

Our Health & Wellbeing team continue to offer specifically designed physical activity and support for people living with medical conditions such as Parkinson's disease, MS, Stroke, Cardiac Conditions, Osteoporosis, Cognitive impairments and COPD. They are ideal for those who have a fear of falling or find their strength and balance is starting to impact on their daily lives. Our physical activity opportunities have seen 20,920 attendances in this year.

For those seeking healthier lifestyle choices our **Lifestyle Advisors held 1296 consultations within our communities, generating an additional 818 new referrals accessing Renfrewshire Leisure's support programmes.**

ROYAL ALEXANDRA HOSPITAL

Our Health & Wellbeing team have continued to influence hospital care in Renfrewshire and Scotland, receiving finalist in ROCCO 2019 Community Champion Award for this work. NHS Greater Glasgow and Clyde have contributed an additional £5,000 to support our partnership rehabilitation programme, supporting patients to improve their health prior to surgical intervention. Sixty-nine patients enrolled into the programme to support reduced hospital stays and post-operative complications; delivering a multi-disciplinary approach to acute and community care.

"Renfrewshire Leisure have continued to positively impact on the patient pathway here in Royal Alexandra Hospital. Optimising patients prior to their surgery has helped us reduce post-operative complications as well enhancing rehabilitation opportunities. Ultimately this has reduced days in hospital and enhanced patients' recovery."

Professor Susan Moug, Consultant Surgeon at Royal Alexandra hospital

MACMILLAN CANCER SUPPORT - CANCER INFORMATION & SUPPORT SERVICE

People living with and beyond cancer can access both information and support as well as physical activity opportunities as part of our Health & Wellbeing services. Our Macmillan volunteers have delivered 5,596 hours of support and opportunity. Our Cancer Information and Support service offered 1,212 Macmillan Volunteering Quality Standard hours, supporting people affected by cancer offering a listening ear for emotional and financial support. A partnership with Cancer Support Scotland allowed free complementary therapies to be delivered in Renfrewshire Leisure facilities on a weekly basis.

"Macmillan have continued to recognise Renfrewshire Leisure's leadership in supporting people affected by cancer and were therefore delighted to fund the next phase of service delivery"

Nici Hill-Lyons, Macmillan Partnership Manager

MOVE MORE

Move More is a free physical activity service led by cancer prehabilitation and rehabilitation specialists in our leisure facilities. Opportunities include group circuit classes, tai chi, qi gong and walking groups all designed for people living with and beyond cancer. Move More received 294 referrals, an increase of 24.3% from the previous year. The programme has strong links with Beatson – West of Scotland Cancer Centre, supporting those who require intensive physiotherapy to remain active within their community environment. Renfrewshire Leisure supports people affected by cancer to become more active, improving their health and helping reduce symptoms like fatigue and pain.

HEALTH WALKS

Our partnership with Scotland's leading walking charity has continued to grow in 2019. Renfrewshire Leisure integrated walking facilities into a ward at Royal Alexandra Hospital to support patients to improve their step-count post-surgery. Additionally, Paths for All funding of £2,188 supported Renfrewshire Leisure to deliver a prehabilitation/rehabilitation walking programme within hospital grounds. We provide patients with a weekly session of physical activity and specialist advice to support them with their recovery self-management.

RENFREWSHIRE SCHOOL OF SPORT EDUCATION (RSSE)

In November 2019, 75 RSSE pupils attended the Emirates Arena, Glasgow, to play an active part in the delivery of the Big Hits Festival which ran alongside the Scottish Open Badminton Championships. The Big Hits Festival welcomed pupils from primary schools across the West of Scotland to experience badminton in a national arena. Prior to delivering at the event, all pupils received a badminton workshop from Badminton Scotland tutors to upskill in the sport.

YOUTH CHALLENGE FUND

Renfrewshire Leisure's Sport Services and our partnership with Renfrewshire high schools were successful in receiving funding from the Local Area Partnerships via the Youth Challenge Fund to provide coach education opportunities that would be delivered by Sport Services. We were successful in achieving over £20k in funding to provide these opportunities.





Live in communities that are inclusive, empowered, resilient and safe



Opening minds while helping thousands to enjoy a love of sport and lead stronger lives

RENFREWSHIRE COMMUNITY SPORTS HUBS

Throughout 2019-20 each Community Sports Hub (CSH) continued to meet every 6-8 weeks to advance its local annual action plan supported by an Active Schools Community Club Development Officer. The CSH Executive Steering Group met in September 2019. Key points discussed were sports strategy progress, facilities, sport club accreditation, funding, RAASP Card, DCI funding and Young Hub Leaders programme. From July to December 2019 Community Sports Hubs continued to discuss local action plans and the development of the group to represent sport within their own localities. Due to Covid-19 no meetings took place from January 20, but communication with the executive group and individual hubs has continued by email and phone calls to give support and advice as required.

Park Mains, Linwood, Johnstone and Gryffe Hub Young Leaders were each successful in applying for £3,000 to the Celebrating Renfrewshire Fund to run a sports leadership award and training for S4 pupils at their schools. The purpose of the project is to train volunteers through a sports training programme. It aims to increase participation in sport through training volunteer groups such as teachers, parents and senior pupils, among others. These volunteers will be trained up in National Governing Body (NGB) courses and bespoke workshops. It gives the volunteers the knowledge and confidence to deliver quality sports sessions. These sessions will be aimed at getting as many people active as possible, including people who are currently inactive and harder to reach groups who don't receive the same opportunities.



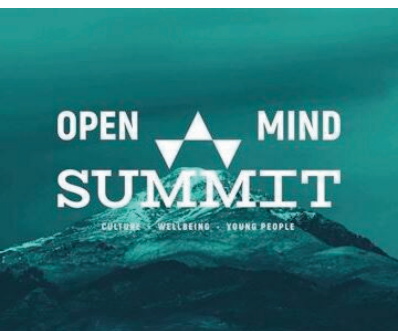
RENFREWSHIRE LEISURE SPORTING MEMORIES

Sporting Memories is a charity-based project launched in Renfrewshire, supported by Renfrewshire Leisure's Sports Services.

The project targets the 50+ age population and families who are living with dementia or other long-term conditions and who are possibly suffering from isolation. It aims to evoke memories and strike up conversations whilst breaking down barriers through sporting memorabilia, old sporting clips, photos and invited guest speakers. Conversations are combined with some physical activity including curling and boccia, aimed at a level which is suitable for every ability, with up to 15 people attending weekly.



Delivering Culture, Leisure and Sport to Renfrewshire



OPEN MIND SUMMIT 2019

We were proud to host the first ever Open Mind Summit in Johnstone Town Hall on World Mental Health Day 2019.

The one-day Summit provided a unique opportunity to explore and champion the role of creativity and culture in improving the wellbeing of young people and children.

CREATE Paisley partnered with

Renfrewshire Council, Renfrewshire Leisure and Kibble to launch the inaugural summit which featured Darren (Loki) McGarvey, a Scottish author, rapper, social commentator and writer of best seller Poverty Safari, as keynote speaker. The event brought together more than 100 attendees ranging from; young people, educators, artists, researchers, youth workers and funders from across the UK and Ireland. Tickets for the event were in high demand with the summit completely selling out.



BSL (BRITISH SIGN LANGUAGE) CLASSES

We received funding from Renfrewshire Council to develop our BSL classes and provide family sessions for those who wanted to learn with their child or relative. This additional investment has enabled us to increase our number of classes, provide taster sessions and develop our access through BSL interpreted performances and films. There were a total of 696 bookings throughout the year.

“My main reason for learning BSL is to prepare me for the day I don’t have any hearing at all.”





Open, connected and make a positive contribution globally

As part of Renfrewshire's multi-million pound investment in cultural services, work is under way on the £42m transformation of Paisley Museum into a world-class destination showcasing the town's unique heritage and collections.

In 2019-20 the Paisley Museum Re-Imagined project achieved the following milestones:

• Strip-out & Enabling Works commenced	March 2019
• Stage 2 Concept Design approval for Exhibition confirmed	April 2019
• Asbestos removal completed	May 2019
• Stage 3 Developed Design approval for Main Works confirmed	August 2019
• NLHF Round 2 Application submitted	August 2019
• Strip-out & Enabling Works completed	September 2019
• Planning Consent received	November 2019
• Listed Building Consent received	November 2019
• NLHF Round 2 award confirmed	December 2019
• Stage 3 Design approval for Exhibition Design confirmed	February 2020
• Ground Investigation Works completed	February 2020

Key collaborative relationships were built including with:

- Who Cares Scotland (Renfrewshire)
- Kairos Women's Initiative, Johnstone
- ESOL (English as a Second or Other Language) Learners through support from Renfrewshire Council Adult Learning and Literacies Service
- Modern Apprentices with support from their mostly Renfrewshire Council line managers
- Project SEARCH intake with support from Invest in Renfrewshire

Through our co-production process we have engaged with:

583

Total number of people
(111 unique individuals)

1008

Total number of hours







Tackle poverty by sharing opportunities, wealth and power more equally

Across Renfrewshire, we provide programmes that tackle inequalities.

SCHOOL LIBRARIES ATTAINMENT TEAM

The school libraries attainment team provide targeted projects to engage children with reading to help close the poverty related attainment gap and is funded by Renfrewshire Attainment Challenge. The team worked across **9 secondary schools and 9 primary schools, providing 157 sessions to over 200 pupils.** Renfrewshire Leisure's team also provide resources and activities for children for whom English is not their first language. The primary school outreach officer has helped schools improve their library provision and develop a culture of reading within the school community.

92% of pupils stated that they enjoyed the projects with 51% of pupils thinking they will read more as a result.

63% of pupils felt more confident in reading a book and 59% of pupils felt their confidence in reading aloud had increased as a result of the library projects. Transitional



activities such as paired reading were well received with a transition teacher at Renfrew High saying:

"This is a vital project in terms of transition from primary to secondary, for many young people. From identifying pupils in primary, supporting them

through their transition, which has increased their overall confidence to believe they can achieve in all subjects, links with Michelle and the paired reading project have really made such a positive difference to their future."

"The kids involved in this project absolutely loved it. As well as improving their reading skills, it helped their confidence, self-esteem and general wellbeing."

"Bilingual pupils who may once have been isolated now have a wider group of friends and also have widened their knowledge of the local area that they live in. In addition, the project has allowed the bilingual pupils involved to learn more about Scotland."



DIGITEERS

Renfrewshire Leisure's Libraries' Digiteers Project supported 70 new learners with 313 hours of digital skills coaching. The service worked closely with local job centres to spread the word about the service and the support available to jobseekers. 35% of our learners were job seekers and/or benefit applicants.

CASE STUDY: PATRICIA (Digiteers)

"I was unsure about being able to use the computer at first but was delighted at the support I received from the volunteer. They were very patient and understanding and helped me to learn something I thought I'd never be able to."

ARTIST AND RESIDENTS

Renfrewshire Leisure's Arts Team are developing Artist and Residents' programmes in East Paisley, Gallowhill, Foxbar and Glenburn. The programme aims to increase the number of people participating in the arts, support residents to manage culture in their own communities and encourage them to feel proud about where they live. 2019-20 saw the team begin to develop the programmes in Gallowhill and East Paisley.

GALLOWHILL

Four projects were devised between January and mid-March 2020:

1. **Coorie Doon** - Coorie Doon was a songwriting project with Chamber Music Scotland and 12 families from Tiny Tiddlers pre-school group.
2. **Bounce Back** - A typography & animation project with Pester & Rossi. They worked with 81 pupils from Paisley Grammar to create a series of alphabets, phrases and finally a series of short animations and posters generated from the pupils work.
3. **Gallowhill All-Stars** - Thirty-six pupils from the P7 year at Gallowhill Primary School took part and featured in this film-making project facilitated by visual artist Hannah Fox and spoken word artist Cat Hepburn, celebrating each child's identity, wishes and their hopes for the future.
4. **Gallowhill Chatterboxes**. Creative community questions and answers installation with Anton Hecht. The chatterbox idea was used as a creative way to undertake basic research; a way to speak to people, and ask for their thoughts and ideas.

'Our School community has benefitted widely from the experience of having Kate, Richard and the artists engage with us in such a professional and co-operative, fun and exciting way.' - Lisa Cassidy, Paisley Grammar





Thriving and innovative businesses, with quality jobs and fair work for everyone

Across Renfrewshire, we provide programmes that tackle inequalities.

We are a significant employer for people in Renfrewshire and we are actively working to become an employer of choice. We provide numerous employment opportunities for local people and pathways for young people. We proactively engage with local bodies such as Invest in Renfrewshire, Skills Development Scotland, and the Adopt an Intern programme to boost local economic activity and tackle unemployment. We provide a pathway via Renfrewshire School of Sports and Education (RSSE) for secondary school pupils to train in fitness and coaching often leading to jobs within our Active Schools programme. Additionally, we support work placement requests from schools and colleges providing opportunities for young people in the community to experience a working environment helping them to shape their future.

WE EMPOWER & DEVELOP OUR EMPLOYEES The charity provides a wealth of opportunities for our staff to upskill and develop themselves in a number of different areas. We provide on the job training and support a number of our staff with continued professional development.

WE OFFER WORK-LIFE BALANCE We are a flexible employer, which is particularly important in the current economic climate. We provide family-friendly policies which allow our staff members a positive work life balance, enabling them to fulfil caring responsibilities.

THE GENDER PAY GAP 2019-20 was the third year Renfrewshire Leisure has collated this data on its responsibility under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The snapshot date of 5th April 2019 contained 463 contracted employees which consisted of 193 males and 270 females. The results, once again, indicated a positive gender pay gap, demonstrating that equal opportunities exist for men and women when recruiting and promoting employees within Renfrewshire Leisure.

STAFF RECOGNITION AWARDS

We held our Staff Recognition Event at Johnstone Town Hall in November 2019. Nominees and their nominators were invited for an informal event and afternoon tea. We had 40 staff representing teams across Renfrewshire Leisure who were recognised with awards presented by Renfrewshire Leisure Director Colin Neil.

We employ
659
employees

76%
of our employees live in
Renfrewshire







We are well-educated, skilled and able to contribute to society

We provide essential services to support learning, training and qualifications.

BOOKBUG SESSIONS

Bookbug is the book sharing programme delivered in partnership by national reading charity Scottish Book Trust, local authorities, libraries and health trusts.

Bookbug encourages parents and carers to share books with their children from as early an age as possible to inspire a love of reading in every child. In 2019-20 Renfrewshire Leisure Libraries team delivered 1066 Book Bug sessions attended by 34,032 children and adults.

Libraries saw an annual 20% increase in E-book lending with a total of 32,086 titles being issued.

SUMMER READING CHALLENGE

2,518 children in Renfrewshire took part in the Space Chase Summer Reading Challenge 2019, produced by The Reading Agency and delivered by Renfrewshire Leisure Libraries team. Participants read books, solved clues and collected stickers to complete their mission folder.

Renfrewshire Leisure Libraries also held 167 Space Chase activities during the summer including comic book workshops, code clubs, and craft sessions. The ever popular Skoobmobile visited Families First Summer Camps to

promote the Challenge, with prizes kindly provided by local business Consilium.

"I thought the Summer Reading Challenge was really fun because I love reading. Reading relaxes me when I am either stressed or just want to read. The challenge was amazing!"

- Child age 9

ART BOSS

Starting in January 2020, Art Boss is a young producers programme for care experienced young people and young carers. It offers young people the chance to learn about planning and producing creative projects and events. Throughout the project, the young producers develop a set of transferable skills including communication, project management, contracting, marketing, evaluation and risk assessing. The young producers also develop arts and cultural contacts and become part of networks of artists and arts organisations, opening volunteering and career opportunities.

"Art Boss gives me something to focus on and helps with my mental health"



Bookbug

The Skoobmobile – our ever popular children's library bus – enjoyed 9,805 and 2,705 visits by kids





CHIEF EXECUTIVE STATEMENT

At Renfrewshire Leisure we want to help everyone locally enjoy lives which are healthy, happy and fulfilled. I hope you have found that this year's annual report provides at least a snapshot of the many ways in which we strive to achieve that.



Victoria Hollows
Chief Executive
Renfrewshire Leisure

The breadth of our work is indeed varied. In these 12 months, over quarter of a million exercise classes were booked with us and more than 10,000 people engaged with our Community Sports Hubs. We have broadened cultural horizons, continued work on groundbreaking regeneration projects and led schemes which engender community pride.

They reflect, of course, our position as a charity at the heart of the communities we serve. We are passionate about the part we play in improving life-long physical and mental health, delivering services which are affordable, accessible and ambitious.

If there is one thing that I hope everyone takes from this report, it is our determination to deliver. Through our leisure, culture and sporting activities, we want to improve personal, social and economic opportunities and outcomes, whatever a person's age, background or circumstances.

As you would expect from an organisation of our kind, we strive to do this creatively and imaginatively, responding to community needs as they change and develop. More than that, we want to

do it fairly - demonstrating excellence along the way. These are high demands to place upon ourselves. Yet they need to be. They are indicative of the important part our services play and our position as a significant and responsible employer. They are not just what our communities deserve but need.

The inaugural Paisley Book Festival is a fabulous example of just that with its 64 events proving a superb showcase, attracting impressive names from Scottish literature, with more than 2,000 tickets sold. I am looking forward to the 2021 event and excited about the innovation being shown to deliver the event digitally, with another first-class line-up already generating strong interest.

People are at the heart of all that we do. And, while it may be the big-ticket infrastructure projects we are involved with that capture the greatest prominence - such as the transformation of Paisley Museum - we never lose sight of the fact that the individual impact of our work is very often the most powerful personal outcome that the charity's services deliver. That might be from helping people achieve personal goals around their own fitness and wellbeing to give them a better future or through helping them unlock information about their past through the remarkable resources held in our historic archives, which tell the story of Renfrewshire in a way that nothing else can.

I suspect our role in realising personal and collective

community goals will become even greater as our communities navigate their way through the impact of the Covid-19 pandemic. Whilst this report covers a period in which the longer-term consequences are yet to materialise, it would be remiss not to acknowledge its existence and its likely influence in framing the future, not just for Renfrewshire Leisure, but life generally.

I am extremely proud of our staff's response to Covid-19, more than I can find the words to say. I would like to sincerely thank them all for rising to the challenge; and every day bringing their enthusiasm, focus, determination, and innovation to the task at hand. It is our highly skilled and committed team that makes Renfrewshire Leisure the dedicated community organisation it is.

Whilst we are part-funded by Renfrewshire Council, we are ultimately a charity and the valuable work of our staff in meeting our charitable obligations is only made possible by the ongoing loyalty of our members and customers, which we never take for granted. Their support quite literally enables our wider community work to continue - from disability to sports to healthy eating schemes.

Supporting Renfrewshire Leisure is a contribution to our community. We are grateful for the support we have and stand ready to do more. Together, the difference we will make is great.

FINANCIAL STATEMENT

The charity does not trade for profit. Any surplus generated by the charity is applied solely to the continuation and development of the charity for community benefit.

The statement of financial activities for the year ended 31st March 2020 shows net expenditure of £-2,003,369 (2019 -£2,801,077) which will be carried forward in the accounting period ending 31st March, 2021. In line with recommended accounting practice, the reported figures include a notional entry for future pension costs which are based on an actuarial review of future pension liabilities for current and previous Renfrewshire Leisure employees. The figures include employees who transferred from Renfrewshire Council which are offset by a corresponding reduction in liabilities in the Council's financial statements.

The charity's activities generated a small surplus in 2019/20 which increased the unrestricted reserves for use in future years by £9,631.

The charity is funded through a service payment made by Renfrewshire Council and admission fees generated at its leisure and recreational centres and cultural venues.

The Statement of Financial Activities includes all gains and losses recognised in the period.

All incoming resources and resources expended derive from continuing activities.

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FINANCIAL PERFORMANCE

Renfrewshire Leisure Limited Consolidated Statement of Financial Activities including Income and Expenditure Account

For the year ended 31st March 2020

	Total Funds 2020 £	Total Funds 2019 £
INCOME		
Operation of leisure and cultural activities		
Income from charitable activities	19,317,277	19,115,762
Commercial trading operations	216,330	196,313
	19,533,607	19,312,075
Other incoming resources	-	-
Total Income	19,533,607	19,312,075
EXPENDITURE		
Expenditure on charitable activities	21,449,581	21,977,250
Commercial trading operations	87,395	135,902
Total expenditure	21,536,976	22,113,152
Net income/(expenditure) before other recognised gains and losses	(2,003,369)	(2,801,077)
Other recognised gains/losses Actuarial gains/(losses) on defined benefit pension schemes	5,893,000	(3,080,000)
Net movement in funds	3,889,631	(5,881,077)
Total funds brought forward	(5,680,700)	(200,377)
Total funds carried forward	(1,791,069)	(5,680,700)
	=====	=====

	Group 31st March 2020 £	Charity 31st March 2020 £	Group 31st March 2019 £	Group 31st March 2019 £
Fixed Assets				
Tangible Assets	943,594	943,594	1,151,241	1,151,241
Investments	-	1	-	1
	943,594	943,595	1,151,241	1,151,242
Current Assets				
Stocks	81,697	74,632	77,124	72,402
Debtors	4,403,829	4,390,377	2,753,792	2,737,387
Cash at bank and in hand	405,709	405,589	990,079	989,960
	4,891,235	4,870,598	3,820,995	3,799,749
Creditors:				
amounts falling due within one year	5,466,898	5,446,262	4,613,936	4,592,691
Net current assets and liabilities	(575,663)	(575,664)	(792,941)	(792,942)
Net assets excluding pension liability	367,931	367,931	358,300	358,300
Defined benefit pension scheme liability	(2,159,000)	(2,159,000)	(6,039,000)	(6,039,000)
Net assets including pension liability	(1,791,069)	(1,791,069)	(5,680,700)	(5,680,700)
	=====	=====	=====	=====
Income Funds:				
Unrestricted income funds	(1,791,069)	(1,791,069)	(5,730,700)	(5,730,700)
Restricted income funds	-	-	50,000	50,000
	(1,791,069)	(1,791,069)	(5,680,700)	(5,680,700)
Income Funds including Pension Liability	(1,791,069)	(1,791,069)	(5,680,700)	(5,680,700)
	=====	=====	=====	=====
Pension Reserve Liability	2,159,000	2,159,000	6,039,000	6,039,000
Unrestricted income funds excluding pension liability	367,931	367,931	358,300	358,300
	=====	=====	=====	=====

Renfrewshire Leisure Limited

Consolidated and Charity Balance Sheets

At 31st March 2020

BOARD OF DIRECTORS

Cllr Lisa Marie Hughes, Chairperson, Renfrewshire Council

Bob Darracott, Business Representative

Alan Cunningham, Staff Representative

Ann Butterfield, Staff Representative

Anne McMillan, Business Representative

Cllr Tom Begg, Renfrewshire Council

George Clark, Business Representative

Cllr Eileen McCartin, Renfrewshire Council

John Rodger, Sports Representative

Structure Governance and Management - The charity is governed by the rules set out in the Charities and Trustees Investment (Scotland) Act, 2005 and operates as a private company limited by guarantee under the Companies Act. Renfrewshire Leisure changed its legal status on 11th November 2014, from a Society under the Industrial and Provident Societies Act 1965 to a charitable company limited by guarantee, to assist with the expansion of Renfrewshire Leisure which took place during 2015. The charity has 10 directors who are entitled to attend and vote at any General Meeting of the charity. The maximum number of directors is 11, 3 appointed by Renfrewshire Council, 2 employees and 6 from culture, sport and business communities. Board members are selected based on appropriate skills and experience.

Risk Review - The board has conducted its own review of the major risks to which the charity is exposed; systems have been established to mitigate those risks and a risk based audit programme is completed on an annual basis to assess and provide assurance on the controls in place. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and to ensure consistent quality of delivery for all operational aspects of the charity. These procedures are also periodically reviewed to ensure

that they still meet the needs of the charity and form part of our quality management system.

Funds held as Custodians - None of the board members hold any funds as custodians for the charity. Responsibilities of the Board The Board is responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. The board is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities and Trustees Investment (Scotland) Act, 2005.

The board is also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to Disclosure of Information to Auditors - So far as the board is aware, there is no relevant information (as defined by section 234ZA of the Companies Act 1985) of which the charitable company's auditors are unaware, and each board member has taken all the steps that they ought to have taken as a board member in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.



FURTHER INFORMATION

For further information about Renfrewshire Leisure,
please visit our website at:
www.renfrewshireleisure.com

You can contact us:

Renfrewshire Leisure Ltd
Lagoon Leisure Centre
11 Christie Street
Paisley
PA1 1NB

Telephone: **0141 618 6351**



Renfrewshire Leisure is a:

Company limited by guarantee no: 490998
Registered Charity in Scotland: SC033898
VAT Registered Company: 210 0336 83

Renfrewshire Leisure Trading Limited:

Company limited by guarantee no: 241310
VAT Registered Company: 210 0336 83

If you would be interested in supporting some of our community, as
local businesses Consilium and Decathlon have, please get in touch
with us via the Lagoon Leisure Centre [left]



consilium
contracting services

DECATHLON
SPORTS SUPERSTORE