

**EQUALITY IMPACT ASSESSMENT (EQIA):
SCREENING FORM**

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

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

St. Mungo Museum of Religious Life and Art - Stakeholder Engagement

b) Reason for Change in Policy or Policy Development

Glasgow Life Museums (GL/GM) and Historic Environment Scotland (HES) are working in partnership to support engagement with both internal and external stakeholders. Led by an externally appointed consultant- New Practice- this activity is due to formally commence in late summer 2022 and will help to inform proposed plans for the future of the St. Mungo Museum of Religious Life and Art.

All engagement activity will ideally take place in person to overcome any digital barriers, subject to Scottish Government COVID-19 guidance and/or restrictions. Glasgow Life and HES will carry out risk assessments as appropriate and requires COVID-safe measures to be employed by all facilitators. All engagement activity will be subject to both current- and future- Scottish Government COVID-19 guidelines.

Partnership work between GM and HES seeks to create a modern civic space built on the aspirations of local people that houses a sustainable model for income generation supporting local and social enterprises. In turn the positive impacts of involving communities in decisions that affect them and their locality - improved health, wellbeing and social capital - and skills development - are well documented.

The wider project will consider how the building operates within the High Street Corridor to provide a comprehensive 'day out' to a wide audience from the city and beyond.

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

- Stakeholder engagement will ensure equality of participation between local people and HES, GL employees and any other stakeholders, with a particular focus on inter and intra faith groups. The activity will be led by an externally appointed consultant- New Practice- to ensure the former.
- The engagement process will explore opportunities for working alongside community activists and gatekeepers to reach out to local people in safe and familiar environments.

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d) Summary of geographic area impacts

Please use the tick boxes below to identify which areas of the city are potentially affected. You may also wish to flag if there are particular areas to be noted e.g. ward or local areas.

North East	<input checked="" type="checkbox"/>	North West	<input type="checkbox"/>	South	<input type="checkbox"/>	City wide	<input checked="" type="checkbox"/>
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Other area details:

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

Susie Ironside – 23 rd June 2022

f) Assessment Verified by (signed and date)

Duncan Dornan – 27 th June 2022
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2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <ul style="list-style-type: none"> ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, 	<p>Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.</p>
<p>Glasgow Museums and HES are working in partnership to support engagement with both internal and external stakeholders.</p>	<p>All of the above protected characteristics.</p>	<p>Undertaken by an externally appointed consultant- New Practice- this activity is due to commence in summer 2022. It will inform the proposed future offer at St. Mungo Museum of Religious Life and Art.</p> <p>The wider project will consider how the building operates within the wider High Street Corridor in order to provide a comprehensive 'day out' to a wide audience.</p>

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<p>To ensure a covid-safe environment, we will work with colleagues in HES and GL Health and Safety to ensure risk assessments are carried out, where appropriate, to facilitate engagement activity.</p> <p>We continue to monitor and use Scottish Government sources to ensure that any planned engagement activity is facilitated in an environment that is a safe place for participants, staff and contractors.</p> <p>We will also ensure that we adhere to the National Standards for Community Engagement when facilitating any engagement opportunities.</p>	<p>All of the above protected characteristics.</p>	
<p>Research undertaken in 2018-19 (GM large-scale visitor survey) found that:</p> <ul style="list-style-type: none"> • 14% of visitors to St. Mungo's were from Glasgow. • 2/3 (66%) of visitors to St. Mungo's were from overseas, and 10% of visitors stating that their main reason for visiting was as part of visiting the main tourist sites in the city. • 50% of visitors to St. Mungo's were visiting the museum specifically. • Over half (53%) of all visitors to the museum were from the most deprived areas of Scotland. • Just over 2/3 of visitors (68%) stated that their visit to the museum made them feel more connected to they city of Glasgow. • 89% of visitors to the museum were visiting for the first time. 	<p>All of the above protected characteristics.</p>	<p>Information gleaned from the large-scale survey will be used to ensure that stakeholder engagement planned has fair representation from a representative sample of audiences from across the city.</p>

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER	Women	<p>Opportunity to ensure that those who identify as women have an opportunity to actively participate in terms of influencing future plans for St. Mungo’s.</p>	<p>Women are more likely to be responsible for caring, and so the option to bring any people they are caring for to any engagement sessions has to be factored in.</p> <p>Any activity in St. Mungo’s has to also take into account personal safety of women, and so activity out of hours/ after dark should be avoided to support a safe and inclusive environment.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo’s could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the

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				<p>community, to enjoy the arts and to share in scientific advancement and its benefits.</p>
	Men	<p>Opportunity to ensure that those who identify as men have an opportunity to actively participate in terms of influencing future plans for St. Mungo's.</p>	None identified	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

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	Transgender	<p>Opportunity to ensure that those who identify as transgender have an opportunity to actively participate in terms of influencing future plans for St. Mungo's.</p>	<p>Any activity in St. Mungo's has to also take into account personal safety of transgender people, and so activity out of hours/ after dark should be avoided to support a safe and inclusive environment.</p> <p>Access to toilet facilities can often be a barrier for people who are transgender; we need to ensure that there is adequate and suitable provision at any location where engagement activity takes place.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <div style="background-color: white; padding: 5px; border: 1px solid black;"> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. </div>
RACE*	White	<p>Opportunity to create a safe and welcoming environment for engagement activity and</p>		<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission</p>

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		<p>ensure that design, stories and representation from all people living in the city are part of the future of the building.</p> <p>We will explore information about taking part will being made available in community languages and will provide interpreters when requested.</p>		<p>of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
<p><i>Further information on the breakdown below each of these headings, as per census, is available here.</i></p>	<p>Mixed or Multiple Ethnic Groups</p>	<p>Opportunity to create a safe and welcoming environment for engagement activity, and a unique opportunity for racially diverse stories and representation to become part of St. Mungo's.</p>	<p>People of colour are more likely to experience serious illness or death from Covid-19. They therefore may be less confident in engagement activity that involves working with a large group of individuals and will require greater reassurance.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement</p>

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<p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>		<p>We will explore information about taking part will being made available in community languages and will provide interpreters when requested.</p>	<p>All communication should be clear in terms of the measures we are taking to protect participants, to empower them to feel safe and confident when engaging in any engagement activity.</p>	<p>activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. </div>
	<p>Asian</p>	<p>Opportunity to create a safe and welcoming environment for engagement activity, and a unique opportunity for racially diverse stories and representation to become part of St. Mungo's.</p> <p>We will explore information about taking part will being made available in community</p>	<p>People of colour are more likely to experience serious illness or death from Covid-19. They therefore may be less confident in engagement activity that involves working with a large group of individuals and will require greater reassurance.</p> <p>All communication should be clear in terms of the measures we are taking to protect participants, to empower them to feel safe</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to ST. MUNGO'S could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p>

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		languages and will provide interpreters when requested.	and confident when engaging in any engagement activity.	<p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
	African	<p>Opportunity to create a safe and welcoming environment for engagement activity, and a unique opportunity for racially diverse stories and representation to become part of St. Mungo's.</p> <p>We will explore information about taking part will being made available in community languages and will provide interpreters when requested.</p>	<p>People of colour are more likely to experience serious illness or death from Covid-19. They therefore may be less confident in engagement activity that involves working with a large group of individuals and will require greater reassurance.</p> <p>All communication should be clear in terms of the measures we are taking to protect participants, to empower them to feel safe and confident when engaging in any engagement activity.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p>

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	<p>Caribbean or Black</p>	<p>Opportunity to create a safe and welcoming environment for engagement activity, and a unique opportunity for racially diverse stories and representation to become part of St. Mungo's.</p> <p>We will explore information about taking part will being made available in community languages and will provide interpreters when requested.</p>	<p>People of colour are more likely to experience serious illness or death from Covid-19. They therefore may be less confident in engagement activity that involves working with a large group of individuals and will require greater reassurance.</p> <p>All communication should be clear in terms of the measures we are taking to protect participants, to empower them to feel safe and confident when engaging in any engagement activity.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p>

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	<p style="text-align: center;">Other Ethnic Group</p>	<p>Opportunity to create a safe and welcoming environment for engagement activity, and a unique opportunity for racially diverse stories and representation to become part of the future of St. Mungo's.</p> <p>We will explore information about taking part will being made available in community languages and will provide interpreters when requested.</p>	<p>People of colour are more likely to experience serious illness or death from Covid-19. They therefore may be less confident in engagement activity that involves working with a large group of individuals and will require greater reassurance.</p> <p>All communication should be clear in terms of the measures we are taking to protect participants, to empower them to feel safe and confident when engaging in any engagement activity.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <p>1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and</p>

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DISABILITY	Physical disability	<p>Locations for engagement activity have to be confirmed; however, they will be fully accessible to facilitate equal participation.</p> <p>Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.</p>	<p>Any associated underlying health conditions mean this group is more likely to be affected by Covid-19 and therefore may be less confident in engaging with large groups of people and require greater reassurance.</p> <p>All communication should be clear in terms of the measures we are taking to protect participants, to empower them to make an informed decision regarding their involvement.</p> <p>Session participants- and facilitators- may have to wear face coverings if Scottish Government guidelines change due to rising coronavirus cases. This could prove problematic for some people with health conditions. We recognise that individuals have health conditions, disabilities or other factors that prevent them from wearing a face covering.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

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<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	<p>Sensory Impairment (sight, hearing)</p>	<p>BSL interpreters will be provided and Guide Dogs will be welcomed.</p> <p>Opportunity to facilitate equal participation for St. Mungo’s stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.</p>	<p>Staff and/or participants wearing face coverings will prevent people with BSL being able to communicate.</p> <p>Staff and participants may have to wear face coverings if Scottish Government guidelines change, and this could prove problematic for some people with health conditions.</p> <p>We recognise that some participants will have health conditions, disabilities or other factors that prevent them from wearing a face covering.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo’s could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
	<p>Mental Health</p>	<p>As above.</p>	<p>Measures and the very different nature of the participatory experience will be challenging and could trigger anxiety.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p>

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			<p>Staff and participants may have to wear face coverings if regulations change and this could prove problematic for some people with health conditions.</p> <p>We recognise that some staff and participants will have health conditions, disabilities or other factors that prevent them from wearing a face covering.</p>	<p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
	<p>Learning Disability</p>	<p>As above.</p>	<p>Measures and the very different nature of the participatory experience will be challenging and could trigger anxiety.</p> <p>Staff and participants may have to wear face coverings if legislation changes and this could prove problematic for some people with health conditions.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality</p>

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			<p>We recognise that some staff and participants will have health conditions, disabilities or other factors that prevent them from wearing a face covering.</p>	<p>too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
<p>LGBT</p>	<p>Lesbians</p>	<p>Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.</p>	<p>None identified.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full</p>

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				<p>time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
	Gay Men	As above.	None identified.	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p>

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	Bisexual	As above.	None identified.	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p>

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AGE	Older People (60 +)	<p>Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.</p>	<p>People over 70 are more likely to experience serious illness or death from Covid-19 and may be less confident about participating in large group events.</p> <p>Clear messaging will have to be communicated to ensure that they are clear on the measures that are in place, so that they are empowered to make an informed decision and alleviate any concerns about their participation.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <p>1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and</p>

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	<p>Younger People (16-25)</p>	<p>Opportunity to facilitate equal participation for St. Mungo’s stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.</p>	<p>Office for National Statistics stats show that young people reported that their well-being was affected were much more likely to report being bored and lonely than other age groups. They were also more likely to say the lockdown was making their mental health worse. This may impact how they feel about participating in large scale engagement activity.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo’s could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <p>1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.</p>

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	Children (0-16)	Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.	None identified.	UNCRC- Article 31 (leisure, play and culture- states that: Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.
MARRIAGE & CIVIL PARTNERSHIP	Women	Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.	None identified.	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p>

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	Men	<p>Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.</p>	None identified.	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <p>1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and</p>

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				<p>to share in scientific advancement and its benefits.</p>
	Lesbians	<p>Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.</p>	<p>None identified.</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

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	Gay Men	Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure that design, stories and representation from all people living in the city are part of the future of the building.	None identified.	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
PREGNANCY & MATERNITY	Women	Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure	Pregnant women are in clinically vulnerable group.	With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission

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		<p>that design, stories and representation from all people living in the city are part of the future of the building.</p>	<p>Pregnant women are clinically vulnerable and may be less confident about participating in large scale engagement activity.</p> <p>Clear messaging will have to be communicated to ensure that they are clear on the measures that are in place so that they are empowered to make an informed decision and alleviate any concerns that they may have and allow them to make an informed decision regarding any involvement they may wish to have.</p> <p>Any venues should have adequate baby change facilities for those who wish to bring their child(ren) with them.</p>	<p>of contact details some people may feel uncomfortable with this.</p> <p>Travel costs to St. Mungo's could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
<p>RELIGION & BELIEF**</p> <p>Church of Scotland Roman Catholic Other Christian Buddhist</p>	<p>All people who identify as one of the listed faith groups.</p>	<p>Opportunity to facilitate equal participation for St. Mungo's stakeholder engagement, and ensure that design, stories and representation from all people living in the city</p>	<p>Any quiet rooms available for prayer or quiet reflection need to be provided.</p> <p>Scheduling of engagement activity across faith groups must be considered in light of days of</p>	<p>With the current rising numbers of COVID cases Test and Protect may be reintroduced and as this entails submission of contact details some people may feel uncomfortable with this.</p>

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<p>Hindu Jewish Muslim Sikh</p>		<p>are part of the future of the building.</p>	<p>worship and/or rest, and key festivals/ celebrations/ holy days; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>Dietary requirements that are faith based e.g., Kosher, Halal must be considered if any catering is to be provided as part of any engagement activity.</p>	<p>Travel costs to St. Mungo’s could be a barrier to participating in engagement activity; there must be ample opportunity for people to participate in their locality too or a means to cover/ reimburse costs incurred.</p> <p>Scheduling of engagement activity may not be suitable for those who are working full time; a range of days and times should be considered to ensure that opportunities for participation are available.</p> <p>UN Declaration of Human Rights- Article 27- states that:</p> <ol style="list-style-type: none"> 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
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* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** 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. A list of religions used in the census is available [here](#).

Summary of Protected Characteristics Most Impacted

Disability

Pregnancy and Maternity

Age

Race

All of whom may feel less confident in participating in engagement activity due to being more vulnerable in relation to coronavirus. This is particularly the case for those who may have had to shield for a long period of time, and for whom re-engaging with social scenarios may be particularly anxiety inducing.

The continued prevalence of coronavirus variants and rising case numbers- despite high levels of vaccination across Scotland- and in addition there being no legal requirement for those participating in engagement sessions to be vaccinated may also pose anxiety inducing for these groups.

Additionally, the legally required COVID safe protocols- specifically if there is a reintroduction to the wearing of face coverings- may not suit some disabled people.

Summary of Socio-Economic Impacts

Participants may not feel confident using public transport to travel to and from sessions but may not have access to a car. This is particularly important when we consider participants who may feel less confident in participating in large scale engagement activity due to being more vulnerable in relation to coronavirus. This is particularly the case for those who may have had to shield for a long period of time, and for whom travel on public transport may be anxiety-inducing.

In addition, the cost of public transport could be prohibitive in terms of participation for some people.

Summary of Human Rights Impacts

UN Declaration of Human Rights- Article 27- states that:

1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

UNCRC- Article 31 (leisure, play and culture- states that: Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

The process will afford the opportunity for communities to engage with, and contribute views and ideas, to the decision-making on the future of St. Mungo's Museum of Religious Art and Life and the Cathedral Precinct. The process is informed by the National Standards for Community Engagement which promotes effective engagement and participation to enable communities to achieve more influence in decisions which affect them.

Summary of Health Inequalities* Impacts

Please include reference to any protected characteristic group which may be affected in terms of health inequalities.

Also make reference to other groups that may potentially be affected – including people with drug problems, homeless people, care-experienced young people and carers. This is an indicative but not exhaustive list and any relevant groups along with the anticipated impacts should be noted.

Some participants may feel less confident in participating in large scale engagement activity due to being more vulnerable in relation to coronavirus. This is particularly the case for those who may have had to shield for a long period of time, and for whom re-engaging with social scenarios may be particularly anxiety inducing.

*Health inequalities between people arise because of inequalities in society. Health inequalities are influenced by a wide range of factors, including access to education, employment and good housing; equitable access to healthcare; individuals' circumstances and behaviours, including lifestyle factors (e.g. diet), and income. These issues are known as the social determinants of health.

They are also influenced by levels of access to and participation in culture, learning, sport and physical activity opportunities.

Decisions made about Glasgow Life's policies, projects, service reforms and budget options have the potential to make a positive or negative difference to health. Particular attention should be paid to *not* making health inequalities worse. For example widening the gap between those experiencing more healthy years lived and those who fair worse. Our aim should be to reduce this gap and promote healthy equity in Glasgow.

4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	Not at this stage.
Does the project, policy or strategy require to be amended to have a positive impact?	<p>Not at this stage We are constrained by the regulations in relation to operating safe environments for members of the public during the COVID-19 pandemic.</p> <p>Our overriding priority is the health and safety of all participants, and we are operating within Scottish Government and Public Health Guidelines.</p>
Does a Full Impact Assessment need to be undertaken?	<p>Not at this stage See above</p>

<p style="text-align: center;">Actions: Next Steps</p> <p style="text-align: center;">(i.e. is there a strategic group that can monitor any future actions)</p>		
Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
Working alongside HES colleagues and New Practice, monitor and review situation in line with Scottish and UK government guidance to ensure opportunities for participation ensure equal opportunities for all stakeholders.	St. Mungo's Working Group (Chaired by Head of Museums)	Regular meetings of working group, HES colleagues and project update meetings with New Practice.

Public Reporting

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

4. 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.

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Legislation