

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

Service Reform
Glasgow Club

Dedicated Group Cycle Provision - Review (if accepted, changes effective from January 2020).

This proposal involves the review, provision and re-allocation of Group Cycle spaces. It is our intention to review our current group cycle spaces with the intention to create dedicated and updated permanent "fit for purpose" spaces where demand for group cycle spaces is evident and the removal of bikes where the demand is not present.

b) Reason for Change in Policy or Policy Development

- Falling levels of attendance
- Equipment out of service contract and passed repair
- Equipment lease has or near expiry
- Investment - Cost of new bikes alone would be approx. £25K investment. In current financial climate this is not a viable or recommended option.
- Industry standard is to have "fit for purpose" dedicated group cycle space and not shared room space
- More effective use of the bikes (storage of bikes in cupboard is no longer a reasonable option due to damage to bikes and consoles)

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

- Improved customer experience - encouraging Glasgow Club Members to experience the classes in a better equipped space
- Cost efficiencies – less repairs and damage.
- More effective use of the bikes where consumer demands are high.

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

Sharon Campbell, 16 Dec 2019

e) Assessment Verified by (signed and date) Willie Dunne 16 Dec 2019

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.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: <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, 	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.
Usage classes figures – taken off Glasgow Club ‘Clubcount’. These are taken on a daily/monthly basis. Current review based on the past six months of customer attendance 2019. This demonstrates low attendances at venues where dedicated group cycles spaces have not been created or when consumer demand is not apparent.	All protected characteristic groups	No
Verbal feedback from onsite staff and customers complaining about the space and lack of air conditioning – feedback is also often found on NPS and Lagan Comments system.	All protected characteristic groups	No

Coach Feedback: Requests for improvements for lights, air conditioning and dedicated group cycle spaces	All protected characteristic groups	No

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	Customers will be offered a better class environment spread across the City	A change of routine for the small number of participants attending, of which some participants may have protected characteristics.	N/A
	Men		Increased travel distance for those immediately located in the area of the venues that will no longer have group cycles, albeit small in distance.	
	Transgender			
RACE*	White	As above	As Above	
<i>Further information on the breakdown below each of these headings, as per census, is available</i> <i>For example Asian includes Chinese,</i>	Mixed or Multiple Ethnic Groups			
	Asian			
	African			
	Caribbean or Black			

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<i>Pakistani and Indian etc</i>	Other Ethnic Group			
DISABILITY	Physical disability	As above	As Above	
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	As above		
	Mental Health			
	Learning Disability			
LGBT	Lesbians			
	Gay Men			
	Bisexual			
AGE	Older People (60 +)	As above	As above	
	Younger People (16-25)			
	Children (0-16)			
MARRIAGE & CIVIL PARTNERSHIP	Women	N/A	N/A	
	Men			
	Lesbians			
	Gay Men			
PREGNANCY & MATERNITY	Women	As above	As Above	

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RELIGION & BELIEF** A list of religions used in the census is available here .	See note	As above	As above	
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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

N/A

Summary of Socio Economic Impacts

Possible increased walking distance and possible travel costs – however as venues are so close by this is likely to be minimal

Summary of Human Rights Impacts

N/A

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?	No
Does a Full Impact Assessment need to be undertaken?	Not at this stage

Actions: Next Steps

(i.e. is there a strategic group that can monitor any future actions)

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)
<p>Communicate timetable change to both customers and coaching staff.</p> <p>Monitor any feedback from protected groups following timetable changes being implemented.</p>	<p>Glasgow Sport, Health & Fitness Team</p> <p>As above</p>	<p>Ongoing monitoring of performance and customer feedback will take place over all sites.</p>

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)