

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 Strategy

Glasgow Club Group Fitness Strategy

The strategy outlines the group's purpose and responsibilities in relation to delivery of citywide group fitness provision.
(See Appendix A)

b) Reason for Change in Policy or Policy Development

The new strategy was developed to:

- ensure there is fair provision of service across the city
- fair allocation of classes to self- employed fitness instructors
- provide principles on which decisions will be made in relation to removal, addition and amendment to the programme (this is reviewed quarterly)

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

- Improved customer experience – facilitating Glasgow Club Members to experience the latest innovations in fitness trends
 - Maximisation in efficient use of budget
 - Ensuring a wide and varied programme is delivered and reaching as wide an audience as possible
- Responding to customer needs and demands

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

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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 figures – taken off Glasgow Club ‘Clubcount’ and MRM, these figures are analysed quarterly and annually to monitor performance trends.	All protected characteristic groups	No
Verbal feedback from onsite staff and Customers feedback from NPS and Lagan Customer Comments system.	All protected characteristic groups	No
Verbal feedback from Instructors	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.

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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 ongoing variety and will be reflective of trends.	A change of routine for participants attending, of which some participants may have protected characteristics.	Possible travel costs if customer needs to attend a different venue that is not local to them.
	Men	A variety of activities to suit all levels of ability and fitness.	Potential increase in travel distance if there is a same/similar class in another venue.	
	Transgender			
RACE*	White	As above	As Above	Possible travel costs if customer needs to attend a different venue that is not local to them
<i>Further information on the breakdown below each of these headings, as per census, is available</i> <i>For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups			
	Asian			
	African			
	Caribbean or Black			
	Other Ethnic Group			
DISABILITY	Physical disability	As above	As Above	Possible travel costs if customer needs to attend a different venue that is not local to them
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)			
	Mental Health			
	Learning Disability			

*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.

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LGBT	Lesbians	As above	As above	
	Gay Men			
	Bisexual			
AGE	Older People (60 +)	As above	As above	Possible travel costs if customer needs to attend a different venue that is not local to them
	Younger People (16-25)			
	Children (0-16)			
MARRIAGE & CIVIL PARTNERSHIP	Women	N/A	N/A	N/A
	Men			
	Lesbians			
	Gay Men			
PREGNANCY & MATERNITY	Women	As above	As Above	Possible travel costs if customer needs to attend a different venue that is not local to them
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	As above	As above	Possible travel costs if customer needs to attend a different venue that is not local to them

**
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?	Not at this stage
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)

Appendix A

Glasgow Club Group Fitness Strategy

Purpose: The Glasgow Life Revenue and Sports project, Health and Fitness Team are required to manage and respond appropriately in delivering the Citywide Group fitness provision.

The Citywide Group Fitness Timetable operates across 26 venues and currently offers 1400 classes per week. The team manage the self-employed budget for all group fitness instructors. It is their responsibility to ensure that all instructors who deliver for Glasgow Life are registered and monitored for self-employed basis, they are also responsible for ensuring that all group fitness instructors are treated fairly and classes are allocated fairly and appropriately. The purpose of the strategy is to ensure that the people of Glasgow receive a balanced programme of high/low impact, holistic, strength and special population activities.

The Team carry out the following tasks as part of the strategy:

- Review Citywide Group Fitness Timetables on a quarterly basis
- Allocate classes on quarterly basis to instructors
- Monitor attendances and class performance on a quarterly basis as well comparing year on year statistics to review trends.
- Constantly searching for the latest fitness industry trends and ensuring the programmes are reflective of this.
- Review and respond to customer feedback whilst reviewing group fitness timetables
- Review the programme balance of the timetable ensuring all characteristic group's needs are met and are provided for across the city.
- Budget management and fair programme allocation in all types of classes across the City.
- Throughout the reviewing process, the team continuously monitor the Group fitness programmes by using electronic software tools (Club Count and MRM) recording and analysing findings to make informed decisions and improvements to services provided. This includes the addition, removal and amendment of activities to the ongoing Weekly Citywide Group Fitness Timetable.