

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

Scotstoun Sports Campus and Leisure Centre Recovery Plan

Re-opening of Glasgow Life Scotstoun Sports Campus In line with Scottish Government guidelines to allow professional sport to resume training including elite Rugby, and outdoor sports courts including tennis courts. The dryside offering at Scotstoun will also reopen at a later date.

b) Reason for Change in Policy or Policy Development

The easing of rules relating to lockdown due to the COVID 19 epidemic in Scotland with the Scottish Government allowing professional sport to resume and indoor leisure facilities and outdoor sports facilities to re-open with public health restrictions remaining in place.

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

Scotstoun sports campus will now re-open with social distancing protocols initially to facilitate the training of the Glasgow Warriors. Outdoor activities will also re-open to the public, and this is scheduled for the 24th August 2020.

Thereafter, indoor facilities (dryside only i.e. excluding the pool at present are scheduled to re-open (currently the proposed date is the 14th September however, this is subject to change and updated details of proposed opening dates can be found on the Glasgow Life website Coronavirus update page: <https://www.glasgowlife.org.uk/media/6504/20200812-glasgow-life-venues-reopening-to-the-public-final.pdf>) This will facilitate public access to a wide range of fitness activities such as, fitness classes, gym access, badminton, and indoor tennis. All indoor and outdoor activities will operate in line with Scottish Government guidance. Health and sanitary measures will be in operation.

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No access will be provided to indoor ancillary facilities such as changing rooms at this stage.

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

Michael Garrett 2/7/20

e) Assessment Verified by (signed and date)

Jonathan Shaw 20/08/20

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"> <input type="checkbox"/> age <input type="checkbox"/> disability, <input type="checkbox"/> race and/or ethnicity, <input type="checkbox"/> religion or belief (including lack of belief), <input type="checkbox"/> gender, <input type="checkbox"/> gender reassignment, <input type="checkbox"/> sexual orientation <input type="checkbox"/> marriage and civil partnership, <input type="checkbox"/> 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. |
|--|--|---|
| Scottish Government directive on lockdown measures 22/6/20 with reference to specific actions in relation to performance athlete training. | All protected characteristic groups | No – however there may be opportunity to slightly alter the operational protocols (within Scottish Government guidelines) in response to customer feedback once open. |
| Scottish Government directive on lockdown measures 29/6/20 in particular the access to outdoor court facilities. | All protected characteristic groups | |
| Scottish Government directive to ease lockdown measures further to allow indoor gym facilities to open | All protected characteristic groups | |

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| Cushman and Wakefield's "Recovery Readiness: A How-To Guide for Reopening Your Workplace", | All protected characteristic groups | |
| Knight Frank's "COVID-19 Office Re-Occupancy Roadmap | All protected characteristic groups | |
| BOMA International's Guidance Document "Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19 | All protected characteristic groups | |
| The World Health Organization (WHO), national health organisations, and UK and Scottish Governments are the primary sources for guidance on COVID-19 and other health-related issues and will act as the central point of guidance out with this document. | All protected characteristic groups | |

2. 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 | Positive health and fitness benefits to the Glasgow Warriors to resume professional training at home facility. Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during lockdown | Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access. | Glasgow Club will allow booking via telephone as well as on-line to ensure that those without internet access or devices with which to make online bookings are able to access leisure activities. There will be no hiring of equipment for health and safety reasons and this may affect those who cannot afford to possess their own. Contact tracing protocols will be in place in line with NHS guidance. Customers name and contact details will be collected and some people may not be comfortable with this. |
| | Men | As above | As above | As above |
| | Transgender | As above | As above | As above |
| RACE* | White | As above | As above | As above |
| <i>Further information on the breakdown below each of these headings, as per census, is available</i> | Mixed or Multiple Ethnic Groups | As above | As above BAME groups have been identified as being more adversely affected by COVID | As above |

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| <p>here.</p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p> | | | <p>19 and may feel less confident in returning to sport and exercise facilities.. Clear customer messaging and strict safety protocols will help mitigate this and allow people to make informed decisions regarding use of the centre.</p> | |
| | Asian | As above | <p>As above</p> <p>South Asian populations have been identified in health research as being the most vulnerable group in terms of ethnicity in relation to COVID 19. This may make them even more unsure about returning to leisure facilities. Again, clear customer messaging will help them make an informed decision about this and the strict safety and hygiene protocols that will be introduced will help ensure that they feel safer.</p> | As above |
| | African | As above | <p>Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access.</p> <p>BAME groups have been identified as being more adversely affected by COVID</p> | As above |

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| | | | 19 and may feel less confident in returning to sport and exercise facilities.. Clear customer messaging and strict safety protocols will help mitigate this and allow people to make informed decisions regarding use of the centre. | |
| | Caribbean or Black | As above | As above | As above |
| | Other Ethnic Group | As above | As above | As above |
| DISABILITY | Physical disability | As above | <p>Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access.</p> <p>Use of lifts will be limited to one person. However, where someone does need support, one other person will be allowed to accompany them.</p> <p>Wearing of masks will be required within general public spaces- although not while exercising. For those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask.</p> | As above |
| <i>A definition of</i> | Sensory Impairment | As above | Initially there will be no | As above |

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| <p><i>disability under the Equality Act 2010 is available here.</i></p> | <p>(sight, hearing,)</p> | | <p>changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access.</p> <p>Should any staff members elect to wear masks, those who rely on lip reading may find it difficult to understand oral communications.</p> | |
| | <p>Mental Health</p> | <p>As above</p> <p>Health research has shown that for those with mental health conditions, lockdown has in many cases worsened their condition. Physical activity is well known to alleviate mental health conditions – especially depression and anxiety and being able to return to formal exercise and sport activities will be of benefit.</p> | <p>Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access.</p> | <p>As above</p> |
| | <p>Learning Disability</p> | <p>Positive health and fitness benefits to the Glasgow Warriors to resume professional training at home facility. Positive health benefits for participants and</p> | <p>As above.</p> <p>Some customers with a learning disability may find the guidance/signage and wayfaring instructions difficult to follow or disorientating</p> | <p>As above</p> |

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| | | potential positive mental health benefits - particularly for those experiencing social isolation during lockdown | and/or distressing. | |
| LGBT | Lesbians | As above | Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access. | As above |
| | Gay Men | As above | As above | As above |
| | Bisexual | As above | As above | As above |
| AGE | Older People (60 +) | As above | As above Older people have been identified as being more vulnerable to COVID 19 and as such may feel less confident in returning to leisure facilities. Clear customer communication should help them make and informed decision about this. Also, the strict health and safety protocols may help to alleviate their concerns. | As above |
| | Younger People (16-25) | As above | Initially there will be no changing facilities available which will require all users to attend the venue already | As above |

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| | | | prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access. | |
| | Children (0-16) | As above | Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access. | As above |
| MARRIAGE & CIVIL PARTNERSHIP | Women | N/A | N/A | N/A |
| | Men | N/A | N/A | N/A |
| | Lesbians | N/A | N/A | N/A |
| | Gay Men | N/A | N/A | N/A |
| PREGNANCY & MATERNITY | Women | Positive health and fitness benefits to the Glasgow Warriors to resume professional training at home facility. Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during lockdown | Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access. Pregnant women may feel particularly vulnerable to the COVID 19 virus and may not | Glasgow Club will allow booking via telephone as well as on-line to ensure that those without internet access or devices with which to make online bookings are able to access leisure activities. There will be no hiring of equipment for health and safety reasons and this may affect those who cannot afford to possess their own. Contact tracing protocols will be in |

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| | | | wish to return to using leisure facilities. Clear customer communications will be made available allowing women to make an informed decision on returning. In addition, the strict health and safety protocols being introduced may help to give these customers confidence in returning. | place in line with NHS guidance. Customers name and contact details will be collected and some people may not be comfortable with this. |
| RELIGION & BELIEF** A list of religions used in the census is available here . | See note | As above | Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access. | As above |

* 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

Race - with some ethnic groups being more vulnerable to COVID 19 customer confidence in attending leisure facilities may be low.
Disability – those with learning disabilities may be affected in particular in relation to the new operating procedures.
Age – Older people may not feel confident in returning to use formal leisure facilities.
Pregnancy/maternity – pregnant women may not feel confident in returning to use formal leisure facilities.

Summary of Socio Economic Impacts

Booking procedures will be via telephone as well as on-line to ensure no negative impact for those without internet access or devices required to make online bookings.

The unavailability of hiring equipment may affect those who cannot afford to possess their own.

Summary of Human Rights Impacts

Contact tracing protocols will be in place and some people may not feel comfortable with this.

3. 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 We will continue to monitor impacts in order to identify any unforeseen negative effects experienced by customers, |
| Does the project, policy or strategy require to be amended to have a positive impact? | Not at this stage We are constrained by public health and Scottish Government guidelines and are thus limited in what we can do to ameliorate identified negative impacts. |
| Does a Full Impact Assessment need to be undertaken? | Not at this stage See above. |

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) |
|---|---|---|
| Monitoring of participants' observance of the social distancing rules applicable to outdoor recreation in Scotland (28/5/20) | Sports Operations | Ongoing from facility opening |
| Continual monitoring of the lockdown rules to enable changes in operation in line with these as they change over time | Sports Operations | Ongoing |

Public Reporting

All completed EQIA Screenings are required to be publicly 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)

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