

# 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

**Workplace Return Plans: Glasgow Club Springburn Recovery Plan**

Re-opening of Glasgow Life facilities in this case Glasgow Club Springburn (GC Springburn).

Following the opening of the outdoor recreation facilities and in line with Scottish Government guidelines to further allow indoor sports and recreation to resume from 14 September 2020. It has been confirmed GC Springburn will open from 8 October 2020. This date may change and be either brought forward or delayed.

Updates on the re-opening of Glasgow Life facilities and Frequently Asked Questions (FAQs) can be found at:

<https://www.glasgowlife.org.uk/coronavirus-covid-19-latest-information>

b) Reason for Change in Policy or Policy Development

The easing of rules relating to lockdown due to the COVID 19 pandemic with the Scottish Government allowing 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

GC Springburn will re-open with social distancing measures in place allowing public access to fitness classes, gym equipment/sessions and the swimming pool in line with Scottish Government guidance and relevant sport National Governing bodies' guidance.

Opening times for GC Springburn same as prior to closure – check website for details.

Enhanced health and safety (including cleaning) protocols will be in operation.

Access will be provided to changing rooms for swimmers only.

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

Jane Macadam, 21/09/20

e) Assessment Verified by (signed and date)

Helen Maclean, Senior Policy & Research Officer, 05.10.20

## 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"> <li>➤ age</li> <li>➤ disability,</li> <li>➤ race and/or ethnicity,</li> <li>➤ religion or belief (including lack of belief),</li> <li>➤ gender,</li> <li>➤ gender reassignment,</li> <li>➤ sexual orientation</li> <li>➤ marriage and civil partnership,</li> <li>➤ pregnancy and maternity,</li> </ul>	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>Scottish Government directive on lockdown measures 22/6/20.</p> <ul style="list-style-type: none"> <li>● GCC social distancing in the workplace guidance</li> <li>● Discussions with Trade Unions</li> <li>● Scottish and UK Government guidance</li> <li>● <a href="#">Glasgow Life Venue and Activity Use protocols.</a></li> <li>● Glasgow Life Swimming Protocol &amp; FAQ (DRAFT) V5 18.09.20</li> </ul>	<p>All protected characteristic groups.</p> <p>The research and emerging guidance outlines measures which will be adopted to ensure safe participation for all customers, with particular consideration to those over 70 years old and any individual with underlying health conditions that mean they are more at risk of COVID-19. This could include disability or pregnancy.</p>	<p>No – however there may be opportunity to slightly alter the operational protocols (within Scottish Government guidelines) in response to customer feedback once open.</p> <p>There will be internal consultation on the re-opening strategy in addition to a review of external available guidance. This will be used to update the strategy with details of best practice and information from public health authorities.</p>

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<p>Scottish Government directive on lockdown measures 29/6/20 in particular the access to outdoor court facilities.</p>	<p>All protected characteristic groups</p>	
<p>Scottish Government directive to ease lockdown measures further to allow indoor gym facilities to open</p>	<p>All protected characteristic groups</p>	
<p>Scottish Swimming: <a href="#">Pool Operators- Back to the water COVID-19 guidance</a></p>	<p>All protected characteristic groups</p>	
<p>Cushman and Wakefield's <a href="#">"Recovery Readiness: A How-To Guide for Reopening Your Workplace"</a>,</p>	<p>All protected characteristic groups</p>	
<p>Knight Frank's "COVID-19 Office Re-Occupancy Roadmap"</p>	<p>All protected characteristic groups</p>	
<p>BOMA International's Guidance Document "Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19"</p>	<p>All protected characteristic groups</p>	
<p>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.</p>	<p>All protected characteristic groups</p>	
<p><a href="#">Scottish Government: Coronavirus (COVID-19) Phase 3: staying safe and protecting others – Face Coverings</a></p>	<p>All protected characteristic groups – those with a health condition Age – children under 5 years Disabled – including hidden disabilities</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>Positive health and fitness benefits to our customers to resume exercise and physical activity including access to the swimming pool.</p> <p>Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during lockdown</p>	<p>Initially changing facilities will not be available to those attending the gym and/or exercise classes. Customers will be required to attend the venue already prepared for the activity they are undertaking. This may impact on several Ethnic groups whom require an individual changing room. It may also impact on members who wish to exercise before going directly to work and have limited ability to change to work attire.</p> <p>Changing facilities will only be available to those attending the swimming pool.</p> <p>All activities must be booked and paid for in advance.</p> <p>Capacities will be reduced and access may be limited.</p>	<p>Glasgow Club will allow telephone and online booking (Glasgow Club App and <a href="#">website</a>) to help those without internet access or devices to access leisure activities.</p> <p>There will be no hiring of equipment for health and safety reasons and this may affect those who cannot afford to possess their own.</p> <p>Contact tracing protocols will be in place and customers and user groups (the lead member) will be required to collect and/or provide contact data in accordance with the Scottish Governments Test &amp; Protect guidelines</p>
	Men	As above	As above	As above

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	Transgender	As above	As above	As above
<b>RACE*</b>	White	As above	As above	As above
<p><i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>	Mixed or Multiple Ethnic Groups	As above	<p>As above</p> <p>BAME groups have been identified as being more adversely affected by COVID 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>	As above
	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 people make an informed decision about this and the strict safety and hygiene protocols that will be introduced will help ensure confidence.</p>	As above

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	African	As above	<p>Initially changing facilities will not be available to those attending the gym and/or exercise classes. Customers will be required to attend the venue already prepared for the activity they are undertaking.</p> <p>All activities must be booked and paid for in advance.</p> <p>Capacities will be reduced and access may be limited.</p> <p>BAME groups have been identified as being more adversely affected by COVID 19 and may feel less confident in returning to sport and exercise facilities. Clear customer messaging and strict safety and hygiene protocols will help mitigate this and allow people to make informed decisions regarding use of the centre.</p>	As above
	Caribbean or Black	As above	As above	As above
	Other Ethnic Group	As above	As above	As above
<b>DISABILITY</b>	Physical disability	As above	<p>Initially changing facilities will not be available to those attending the gym and/or exercise classes. Customers will be required to attend the venue already prepared for the</p>	As above

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			<p>activity they are undertaking.</p> <p>All activities must be booked and paid for in advance.</p> <p>Capacities will be reduced and access may be limited.</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 within public spaces – but not while actually exercising – will be obligatory. Some customers, with specific reasons, may not be able to do this. Exemptions will apply in line with Scottish Government guidelines.</p> <p>Potential queues may pose a problem but we hope that the bookable activity time slots will help to mitigate this.</p> <p>Proposed longer one-way entry/exit and access routes around the venue may make it difficult for some disabled people – particularly those with mobility issues or heart and respiratory conditions.</p>	
<p><i>A definition of disability under the</i></p>	<p>Sensory Impairment (sight, hearing, )</p>	<p>As above</p>	<p>Initially changing facilities will not be available to those</p>	<p>As above</p>

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<p>Equality Act 2010 is available <a href="#">here</a>.</p>			<p>attending the gym and/or exercise classes. Customers will be required to attend the venue already prepared for the activity they are undertaking.</p> <p>All activities must be booked and paid for in advance.</p> <p>Capacities will be reduced and access may be limited.</p> <p>Customers relying on lip reading or facial expressions may have difficulty when communicating with reception staff who are wearing a mask. In this case, other staff members will be on hand to advise and answer customer queries but social distancing must be maintained during any conversation.</p> <p>Wearing of masks within public spaces – but not while actually exercising – will be obligatory. Some customers, with specific reasons, may not be able to do this. Exemptions will apply in line with Scottish Government guidelines.</p>	
	<p>Mental Health</p>	<p>As above</p> <p>Health research has shown that for those with mental health</p>	<p>Initially changing facilities will not be available to those attending the gym and/or exercise classes. Customers will be required to attend the</p>	<p>As above</p>

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		<p>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>venue already prepared for the activity they are undertaking.</p> <p>All activities must be booked and paid for in advance.</p> <p>Capacities will be reduced and access may be limited.</p> <p>Wearing of masks within public spaces – but not while actually exercising – will be obligatory. Some customers, with specific reasons, may not be able to do this. Exemptions will apply in line with Scottish Government guidelines.</p>	
	<p>Learning Disability</p>	<p>As above</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 and/or distressing.</p> <p>Wearing of masks within public spaces – but not while actually exercising – will be obligatory. Some customers, with specific reasons, may not be able to do this. Exemptions will apply in line with Scottish Government guidelines.</p>	<p>As above</p>
<p><b>LGBT</b></p>	<p>Lesbians</p>	<p>As above</p>	<p>Initially changing facilities will not be available to those</p>	<p>As above</p>

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			<p>attending the gym and/or exercise classes. Customers will be required to attend the venue already prepared for the activity they are undertaking.</p> <p>All activities must be booked and paid for in advance.</p> <p>Capacities will be reduced and access may be limited.</p>	
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above
<b>AGE</b>	Older People (60 +)	As above	<p>As above</p> <p>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 people make an informed decision about this. Also, the strict health and safety protocols may help to address their concerns.</p>	As above
	Younger People (16-25)	As above	Initially changing facilities will not be available to those attending the gym and/or exercise classes. Customers will be required to attend the	As above

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			venue already prepared for the activity they are undertaking.  All activities must be booked and paid for in advance.  Capacities will be reduced and access may be limited.	
	Children (0-16)	As above	As above  Swimming lessons will not be available until further notice which may impact on learners.	
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	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
<b>PREGNANCY &amp; MATERNITY</b>	Women	Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during lockdown.  Pregnant women will be advised to follow public health guidance on	Initially changing facilities will not be available to those attending the gym and/or exercise classes. Customers will be required to attend the venue already prepared for the activity they are undertaking.  All activities must be booked and paid for in advance.  Capacities will be reduced and	Glasgow Club will allow booking via telephone as well as on-line (Glasgow Club App and <a href="#">website</a> ) 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.

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		social distancing.	<p>access may be limited.</p> <p>Pregnant women may feel particularly vulnerable to the COVID 19 virus and may not 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.</p>	<p>Contact tracing protocols will be in place and customers and user groups (the lead member) will be required to collect and/or provide contact data in accordance with the Scottish Governments Test &amp; Protect guidelines</p>
<p><b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a>.</p>	<p>See note</p>	<p>Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during lockdown</p>	<p>Initially changing facilities will not be available to those attending the gym and/or exercise classes. Customers will be required to attend the venue already prepared for the activity they are undertaking.</p> <p>All activities must be booked and paid for in advance.</p> <p>Capacities will be reduced and access may be limited.</p>	<p>As above</p>

\* 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](#).

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### 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 relation to the new operating procedures.  
**Age** – Older people may not feel confident in returning to use leisure facilities.  
**Age** – 0-16 years will not be able to learn to swim at the moment.  
**Pregnancy/maternity** – pregnant women may not feel confident in returning to use leisure facilities and should follow public health guidance and new information as it becomes available.

### 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 equipment hire may affect those who cannot afford to possess their own.  
 Fairer Scotland Duty – research indicates those facing socio-economic challenges may be disproportionately affected by Covid 19.

### Summary of Human Rights Impacts

Test & Protect protocols will be in place and people will need to supply their contact details. Some may not be comfortable with this.

## 4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
	Not at this stage

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<b>Was a significant level of negative impact arising from the project, policy or strategy identified?</b>	We will continue to monitor impacts in order to identify any unforeseen negative effects experienced by customers.
<b>Does the project, policy or strategy require to be amended to have a positive impact?</b>	<b>Not at this stage</b> We are constrained by public health and Scottish Government guidelines and are thus limited in what we can do to ameliorate identified negative impacts.
<b>Does a Full Impact Assessment need to be undertaken?</b>	<b>Not at this stage</b> 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
Pregnant women will be advised to follow public health guidance on social distancing as this becomes more available	Sports Operations	Ongoing
Venue recovery plan to be considered as a working document and be reviewed every 2 weeks (or more frequently as required) in line with emerging guidance from UK/Scottish Government and Public Health authorities.	Infrastructure Support  HR and Health and Safety to be involved in a working group that reviews and adapts the workplace arrangements regularly	Ongoing  Suggest weekly meeting of a working group comprising Infrastructure Support, HR and Health and Safety.

## 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)

## EQIA Screening Form