

# 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

Re-open Linn Park Adventure Play Park, an indoor and outdoor play centre for children with additional support needs and their families.

A bookable service for Additional Support Need Schools operates Tuesday – Friday from 10am – 3pm daily. The centre is also open to everyone initially on Saturdays 10am – 4pm, with Sundays from 10am – 4pm at an appropriate time. All services / access must be booked in advance.

All services will operate at a reduced level to comply with physical distancing requirements. Therefore the Youth evenings may not be able to recommence with the current 2m physical distancing as the indoor capacity will be low to safely operate. The sensory room and soft play room will also require consideration and may not be safe to operate due to frequency/ level of cleaning required.

b) Reason for Change in Policy or Policy Development

Scottish Government Guidance for Early Learning Centres(ELC)

Given that the risks of transmission are much lower outdoors, ELC provision should maximise opportunities for outdoor play and activities. If outdoor equipment is being used, settings should ensure that multiple groups of children do not use it simultaneously, as well as considering appropriate cleaning between groups of children using it. For outdoor sandpits or mud kitchens staff should clean equipment children use in these activities between use by groups of children.

Staff should plan for children to enjoy active energetic play across the day and this may include making use of other areas near to the service. Within any public spaces staff should be aware at all times of the need to keep children distanced from any other children who are not part of the setting, or other adults who may be in the vicinity.

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

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Linn Park Adventure Playground offers a lifeline to parents with children who have additional support needs. The indoor / outdoor facility offers a safe, non-judgemental play space for kids who cannot go to mainstream parks.

Lockdown for COVID 19 removed much relied on services from children, families and carers across Glasgow with the impact being very stressful and challenging for ASN families. Opening will provide children and their parents / carers a bit of much needed respite and support on their journey to a new norm.

Play is fundamental to children's development and should be freely chosen and self-directed when possible. Our aim is to encourage every child's social, physical, intellectual, creative and emotional development through different types of play. To accomplish this we need both children and adults to attend.

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

Martin Wright - 26 October 2020 (draft 2)

e) Assessment Verified by (signed and date)

Alex Byer – 6<sup>th</sup> November 2020

## 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>The strategy is based on multiple sources of reference, including</p> <ul style="list-style-type: none"> <li>• Cushman and Wakefield’s “Recovery Readiness: A How-To Guide for Re-opening Your Workplace”</li> <li>• (<a href="https://info.cushmanwakefield.com/l/263412/2020-04-20/2lpnkx">https://info.cushmanwakefield.com/l/263412/2020-04-20/2lpnkx</a>),</li> <li>• Knight Frank’s “COVID-19 Office Re-Occupancy Roadmap” (<a href="https://www.knightfrank.co.uk/blog/2020/04/20/covid19-officereoccupancy-roadmap">https://www.knightfrank.co.uk/blog/2020/04/20/covid19-officereoccupancy-roadmap</a>),</li> <li>• Building Owners and Managers Association (BOMA) International’s Guidance Document “Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19” (<a href="https://www.boma.org/BOMA/Research-Resources/3-">https://www.boma.org/BOMA/Research-Resources/3-</a></li> </ul>		<p>Glasgow ASN Schools who previously accessed the venue have been consulted with regards to shaping the re-opening plans. There will be internal consultation on the strategy in addition to a review of external available guidance. This will be used to update the strategy with details of best</p>

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<p>BOMASpaces/Newsroom/Press_Room/2020/Getting_Back_to_Work.aspx),</p> <ul style="list-style-type: none"> <li>• GCC social distancing in the workplace guidance</li> <li>• Discussions with Trade Unions</li> <li>• Discussions with ASN Schools</li> <li>• Coronavirus (COVID-19) Phase 3: guidance on reopening early learning and childcare services  <a href="https://www.gov.scot/publications/coronavirus-covid-19-phase-3-guidance-on-reopening-early-learning-and-childcare-services/">https://www.gov.scot/publications/coronavirus-covid-19-phase-3-guidance-on-reopening-early-learning-and-childcare-services}</a></li> <li>• Scottish and UK Government guidance Scottish Government COVID-19 Testing Information <a href="https://www.gov.scot/publications/coronavirus-covid-19-test-trace-isolate-support/">https://www.gov.scot/publications/coronavirus-covid-19-test-trace-isolate-support/</a></li> <li>• Guidance from Glasgow City Council Education Services – Citywide Childcare needs</li> </ul>	<p>Age</p> <p>Age</p> <p>Age</p> <p>Age</p> <p>Disability</p>	<p>practice and information from public health authorities.</p> <p>Engagement and consultation with the young people, parents and carers of the Youth Service will be planned as this service cannot restart due to the indoor space capacity restricting its use.</p>
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### 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	Children and young people, Parents, carers and guardians requiring access to this service.	Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	Bookings will be taken via telephone (during opening hours) thus allowing all those who do not have access to the internet or IT devices to be able to book a play slot.  Contact tracing protocols will be in place in line with NHS guidance. Parents/Guardians/Carers will need to supply their name and contact details and some people may not be comfortable with this.
	Men	Children and young people, Parents, carers and guardians requiring access this service.	Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above

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	Transgender	Children and young people, Parents, carers and guardians requiring access to this service. Glasgow ASN Schools requiring access to enhance their offer.	Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above
<b>RACE*</b>	White	Children and young people, Parents, carers and guardians requiring access to this service.	Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above
<i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i>  <i>For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups	As above	Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above
	Asian	As above	Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above
	African	As above	Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above
	Caribbean or Black	As above	Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above
	Other Ethnic Group	As above	Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above
<b>DISABILITY</b>	Physical disability	Children and young people, Parents, carers and guardians requiring access to this service.	Considering children with additional needs Owners/operators must take into account the requirements	As above  <b>The United Nations Convention on the Rights of the Child, Article 31</b>

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		<p>Glasgow ASN Schools requiring access to enhance their offer.</p> <p>The guidance seeks to minimise risk to anyone with a physical disability which makes them more at risk to COVID-19. This includes all those in clinically vulnerable groups who may be using the building such as those with underlying health conditions.</p>	<p>of children with additional needs.</p> <p>Issues that are likely to be specific to this group include: an understanding that many need frequent reminders about rules of behaviour in playground settings changes to familiar environments are likely to require longer periods of adjustment children with physical and sensory disabilities may need assistance with moving from one place to the next some children with additional needs such as autism find it difficult to adjust to particular clothing requirements, and therefore may be less willing to use face coverings or similar if requested some additional needs are not evident, such as hearing loss, and may therefore account for non-responsiveness to verbal instruction queuing for apparatus or toilets can be a source of frustration, and the cause of agitation</p>	<p>(leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities: re-opening of Linn Park Adventure Playground will afford more opportunities for play for disabled children.</p>
<p><i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i></p>	<p>Sensory Impairment (sight, hearing, )</p>	<p>Children and young people, Parents, carers and guardians requiring access this service.</p>	<p>As above</p> <p>If staff or others are wearing masks indoors, it may make it more difficult for DEAF people</p>	<p>As above</p> <p><b>The United Nations Convention on the Rights of the Child, Article 31</b> (leisure, play and culture) Every child has the right to relax, play and take part</p>

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		<p>Glasgow ASN Schools requiring access to enhance their offer.</p> <p>The guidance seeks to minimise risk to anyone with a physical disability which makes them more at risk to COVID-19. This includes all those in clinically vulnerable groups who may be using the building such as those with underlying health conditions.</p>	to understand communications if they rely on lip -reading.	in a wide range of cultural and artistic activities: re-opening of Linn Park Adventure Playground will afford more opportunities for play for disabled children
	Mental Health	<p>Children and young people, Parents, carers and guardians requiring access this service.</p> <p>The guidance seeks to minimise risk to anyone with a physical disability which makes them more at risk to COVID-19. This includes all those in clinically vulnerable groups who may be using the building such as those with underlying health conditions.</p>	As above	<p>As above</p> <p><b>The United Nations Convention on the Rights of the Child, Article 31</b> (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities: re-opening of Linn Park Adventure Playground will afford more opportunities for play for disabled children</p>
	Learning Disability	<p>Children and young people, Parents, carers and guardians requiring access this service.</p> <p>The guidance seeks to minimise risk to anyone</p>	As above	<p>As above</p> <p><b>The United Nations Convention on the Rights of the Child, Article 31</b> (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic</p>

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		with a physical disability which makes them more at risk to COVID-19. This includes all those in clinically vulnerable groups who may be using the building such as those with underlying health conditions.		activities: re-opening of Linn Park Adventure Playground will afford more opportunities for play for disabled children
<b>LGBT</b>	Lesbians		Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	Bookings will be taken via telephone (during opening hours) thus allowing those who do not have access to the internet or IT devices to be able to book a play slot.  Contact tracing protocols will be in place in line with NHS guidance. Parents/Guardians/Carers will need to supply their name and contact details and some people may not be comfortable with this.
	Gay Men		Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above

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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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	Bisexual		Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	As above
<b>AGE</b>	Older People (60 +)		N/A	<p>Bookings will be taken via telephone (during opening hours) thus allowing those who do not have access to the internet or IT devices to be able to book a play slot</p> <p>Contact tracing protocols will be in place in line with NHS guidance. Parents/Guardians/Carers will need to supply their name and contact details and some people may not be comfortable with this.</p>
	Younger People (16-25)		Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	<p>Bookings will be taken via telephone (during opening hours) thus allowing those who do not have access to the internet or IT devices to be able to book a play slot</p> <p>Contact tracing protocols will be in place in line with NHS guidance. Parents/Guardians/Carers will need to supply their name and contact details and some people may not be comfortable with this.</p>

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There are too many faith groups to provide a list,

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	Children (0-16)		Evening Youth Services is not viable due to indoor space capacity doesn't support physical distancing.	<b>The United Nations Convention on the Rights of the Child, Article 31</b> (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities: re-opening of Linn Park Adventure Playground will afford more opportunities for play for disabled children
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	N/A	N/A	
	Men	N/A	N/A	
	Lesbians	N/A	N/A	
	Gay Men	N/A	N/A	
<b>PREGNANCY &amp; MATERNITY</b>	Women	N/A	N/A	
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here.</a>	See note	N/A	N/A	

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

### Children

- Positive impact of being able to return to Linn Park Adventure Playground.

### Disability

- Positive impact for disabled children who previously attended the Linn Park Adventure Playground as they will be able to resume social opportunities.
- Some potential negative impacts for those who may find the new centre operations difficult, or confusing or distressing.
- Negative impact for disabled young people as indoor space not viable for operating a safe Youth Services in evening.

## Summary of Socio Economic Impacts

Fairer Scotland Duty - research indicates those facing socio-economic challenges may be disproportionately affected by COVID. Access to Linn Park Adventure Playground provision enables GL Staff to resume employment, training or educational opportunities.

Lockdown for COVID 19 removed much relied on services from children, families and carers across Glasgow with the impact being very stressful and challenging for ASN families. Opening will provide children and their parents / carers a bit of much needed respite and support on their journey to a new norm.

Although booking is required, it will be able to be done via phone allowing those who cannot afford internet or IT devices the ability to book a play time slot.

## Summary of Human Rights Impacts

**The United Nations Convention on the Rights of the Child, Article 31** (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities: re-opening of Linn Park Adventure Playground will afford more much needed opportunities for play for disabled children.

Some people may not be comfortable with the collection of personal data for the purposes of contact tracing protocols.

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## 4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
<p><b>Was a significant level of negative impact arising from the project, policy or strategy identified?</b></p>	<p><b>Not at this stage</b> Due to Scottish Government guidelines it is not possible to operate the former youth services for young disabled people. The 1st phase of re-opening has identified positive impacts for those able to return to the venue albeit there are some potential negative impacts that may arise due to the changes in operation in respect of following the recommended actions for safe operation.</p>
<p><b>Does the project, policy or strategy require to be amended to have a positive impact?</b></p>	<p><b>Not at this stage</b> The re-opening strategy cannot be amended to have more positive impact at the present time due to the Scottish Government and public</p>

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	health guidelines on safe operation.
<b>Does a Full Impact Assessment need to be undertaken?</b>	<b>Not at this stage</b> The 1st phase of re-opening has identified positive impacts for those able to return to the venue albeit the services for young people will not re-start at present and there are some potential negative impacts that may arise due to the changes in operation in respect of following the recommended actions for safe operation. We are constrained by Scottish Government and public health guidelines.

## 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>Workplace 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.</p> <p>Glasgow Life Centres Risk Assessment considered as a working document and be reviewed in line with emerging guidance from UK/Scottish Government.</p> <p>Regular contact between Centre Supervisor and Glasgow ASN Schools and customers bookings.</p> <p>Continue to follow Scottish Government guidelines and be able to respond and adapt to any future changes in social distancing rules</p>	<p>Infrastructure Support Team</p> <p>HR and Health and Safety teams to be involved in a working group that reviews and adapts the workplace arrangements regularly</p> <p>Centre supervisors</p>	<p>Suggest weekly meeting of a working group comprising Infrastructure Support, HR and Health and Safety.</p> <p>Building Transitions Group has now been convened and meets regularly on a Tuesday.</p>

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and guidance that would be applicable to our venues.		
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### Legislation

#### **Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012**

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called 'gender reassignment' in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

#### **Fairer Scotland Duty**

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

#### **Enforcement**

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.