

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

Partick Burgh Hall – COVID 19 Recovery Plan.

b) Reason for Change in Policy or Policy Development

The COVID 19 pandemic precipitated a closure of this venue in line with Scottish Government directives for controlling the spread of the virus. In line with recent further government guidelines (Scottish Government Timetable for Easing Covid Restrictions), Glasgow Life is preparing to re-open this venue at this stage to one tenancy for educational purposes only (higher education). This tenant activity will be accommodated in line with COVID19 Risk Assessments.

Please note: This assessment may change over time in direct response to future Scottish Government directives relating to the phasing of lifting or re-imposing of lockdown regulations.

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

The primary focus for the venue will be to accommodate and facilitate tenant educational activity in line with the COVID19 Risk Assessment, and not be open to the general public.

To prepare the venue for tenant use, key activities need to be undertaken. These include: undertaking risk assessments, testing key building systems, installing signage, public sanitizer stations, and delivering revised hygiene and safety training to our staff.

d) Summary of geographic area impacts. Please use the tick boxes below to identify which areas of the city are potentially affected. You may also wish to flag if there are particular areas to be noted e.g. ward or local areas.

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North East		North West	X	South		City wide	
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Other area details:

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

Richard Beal 14/04/2021

f) Assessment Verified by (signed and date)

Kevin Meek 14/04/2021

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:	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.
<input type="checkbox"/> Cushman and Wakefield's "Recovery Readiness: A How-To Guide for Reopening Your Workplace" <input type="checkbox"/> Knight Frank's "COVID-19 Office Re-Occupancy Roadmap" <input type="checkbox"/> BOMA International's Guidance Document "Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19" <input type="checkbox"/> Scottish Governments 5 phase roadmap out of lockdown <input type="checkbox"/> 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	<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,	All Protected Characteristic groups

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act as the central point of guidance out with this document.		

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	Char-acteristic	Specific Charac-teristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER		Women	Opening for education tenancy will allow all who are under the auspices of the tenant to access their accommodation.	Capacity in the tenant's area will be set at a reduced level to ensure social distancing.	<p>Exclusive use by tenant- no public access or general services.</p> <p>In relation to UN Declaration of Human Rights Article 27 (1) Everyone has the right freely to participate in the cultural life of the community – a normal cultural offer will not be available for some time to come and is dependent upon forthcoming Scottish Government guidelines.</p> <p>Glasgow Life has tried to mitigate the effects of this by increasing its online cultural offer. However, for those without internet access or devices for viewing the online content, cultural opportunities are very much curtailed. This is likely to affect those living in areas of social and economic deprivation.</p> <p>Contact tracing protocols will be in place in line with NHS guidance. Tenant and those using their service will need to supply their name and contact details and some people may not be comfortable with this.</p>

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	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 here.</i> <i>For example Asian includes Chinese, Pakistani and Indian etc.</i>	Mixed or Multiple Ethnic Groups	As above	As above	As above
	Asian	As above	As above	As above
	African	As above	As above	As above
	Caribbean or Black	As above	As above	As above
	Other Ethnic Group	As above	As above	As above
DISABILITY	Physical disability	As above	<p>Limited toilet provision due to physical distancing measures may be more problematic for those who may need to use the toilet urgently. All current accessible toilet provision will be available.</p> <p>Wearing of masks will be required (subject to exceptions detailed in Scottish Government guidelines) when circulating in the building.</p>	As above

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			Only one person at a time may use the lift, the exception being when a carer is required.	
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	As above	<p>Those who rely on lip-reading may find communication with front line staff difficult if the employee is wearing a mask.</p> <p>Wearing of masks will be required (subject to exceptions detailed in Scottish Government guidelines) when circulating in the building.</p> <p>Only one person at a time may use the lift, the exception being when a carer is required.</p>	As above
	Mental Health	As above	Wearing of masks will be required (subject to exceptions detailed in Scottish Government guidelines) when circulating in the building.	As above
	Learning Disability	As above	<p>Those with autism and communication disorders may find new signage and systems distressing. However, venue staff will be available to assist.</p> <p>Wearing of masks will be required (subject to exceptions detailed in Scottish Government guidelines) when circulating in the building.</p>	As above
LGBT	Lesbians	As above		As above
	Gay Men	As above		As above

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	Bisexual	As above		As above
AGE	Older People (60 +)	As above	Limited toilet provision due to physical distancing measures may be more problematic for those who may need to use the toilet urgently. All current accessible toilet provision will be available. Only one person at a time may use the lift.	As above
	Younger People (16-25)	As above		As above
	Children (0-16)	As above		As above
MARRIAGE & CIVIL PARTNERSHIP	Women		Bookings for ceremonies and receptions are suspended due to sole use of the facility by tenant.	Exclusive use by tenant resulting in no weddings, receptions or civil partnership ceremonies being able to be booked. Article 16 of the Universal Declaration of Human Rights states that: (1) Men and women of full age , without any limitation due to race, nationality or religion, have the right to marry and to found a family.
	Men		As above	As above
	Lesbians		As above	As above
	Gay Men		As above	As above

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<p>PREGNANCY & MATERNITY</p>	<p>Women</p>	<p>Opening for educational tenancy will allow all under the auspices of this tenant to access their accommodation.</p>	<p>Capacity in the tenant's area will be set at a reduced level to ensure social distancing.</p>	<p>Exclusive use by tenant- no public access or general services.</p> <p>Rights Article 27 (1) Everyone has the right freely to participate in the cultural life of the community – a normal cultural offer will not be available for some time to come and is dependent upon forthcoming Scottish Government guidelines.</p> <p>Glasgow Life has tried to mitigate the effects of this by increasing its online cultural offer. However, for those without internet access or devices for viewing the online content, cultural opportunities are very much curtailed. This is likely to affect those living in areas of social and economic deprivation.</p> <p>Contact tracing protocols will be in place in line with NHS guidance. Tenant and those using their service will need to supply their name and contact details and some people may not be comfortable with this.</p>
<p>RELIGION & BELIEF** A list of religions used in the census is available here.</p>	<p>See note</p>	<p>As above</p>	<p>As above</p>	<p>As above</p>

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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

Age – :Limited toilet provision due to physical distancing measures may be more problematic for those who may need to use the toilet urgently. All current accessible toilet provision will be available.

Disability - New signage and necessary changes to systems may be confusing for those with learning disabilities. Reduced toilet capacities may be a problem for those with health-related needs to visit toilets frequently.

Summary of Socio Economic Impacts

As this venue will still at this stage remain closed to the general public, many citizens may choose to engage with culture via Glasgow Life's augmented online offer. This is not possible for those who due to their financial circumstances cannot afford domestic internet access and/or devices on which to view the offer.

Summary of Human Rights Impacts

UN Declaration of Human Rights **Article 27**

(1) Everyone has the right freely to participate in the cultural life of the community – the ability of the general public to engage in culture at this venue will not re-commence at this stage.

Article 16 of the Universal Declaration

of Human Rights states that: (1) **Men and women of full age**, without any limitation due to race, nationality or religion, have the right to marry and to found a family.

Contact tracing protocols will be in place in line with NHS guidance. Tenants and their service users will need to supply their name and contact details and some people may not be comfortable with this.

[Empty box]

Summary of Health Inequalities* Impacts

Please include reference to any protected characteristic group which may be affected in terms of health inequalities. Also make reference to other groups that may potentially be affected – including people with drug problems, homeless people, care-experienced young people and carers. This is an indicative but not exhaustive list and any relevant groups along with the anticipated impacts should be noted.

Broadly positive impacts in relation to education, but negative impacts in relation to reducing social isolation and engaging in culture and learning activities as public access is not viable at this stage.

*Health inequalities between people arise because of inequalities in society. Health inequalities are influenced by a wide range of factors, including access to education, employment and good housing; equitable access to healthcare; individuals' circumstances and behaviours, including lifestyle factors (e.g. diet), and income. These issues are known as the social determinants of health. They are also influenced by levels of access to and participation in culture, learning, sport and physical activity opportunities.

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?	Yes
Does the project, policy or strategy require to be amended to have a positive impact?	<p>Not at this stage Please note: We are constrained by Government guidance and are limited in actions we can take to mitigate negative impacts on protected characteristic groups. Loss of income due to the pandemic also means that we cannot open fully this venue or all of the venues which were open pre-pandemic.</p>
Does a Full Impact Assessment need to be undertaken?	<p>Not at this stage See above</p>

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 Im- pact (s)
Review of ongoing public health guidance and Scottish Government guidelines and route map in relation to the COVID 19 pandemic.	Glasgow Life's : Venue Recovery Planning Group Infrastructure Support Team Building Transitions Group HR and Health and Safety teams to be involved in a working group that reviews and adapts the workplace arrangements regularly	Ongoing