

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

Indoor Sports Recovery Plans: 2021

Re-opening of Glasgow Life indoor sports facilities in line with Scottish Government guidelines 2021. This is currently scheduled starting from the 26th April however, this date may change and be delayed and is dependent upon Scottish Government guidelines over the coming months and throughout the financial year 2021/22.

Updates and timescales on the re-opening of Glasgow Life facilities including which venues are re-opening and timescales can be found at: <https://www.glasgowlife.org.uk/coronavirus-covid-19-latest-information>

Please note: See the associated equality impact assessments on swimming pools and outdoor recreation sites for details of impacts in relation to the re-opening of these facilities. Where a leisure centre has a combination of wet/dry and/or outdoor facilities each of these equality impact assessments will be relevant in outlining the foreseen impacts.

This assessment, and those relating to outdoor recreation facilities and swimming pools provide updated revision to previous venues' individual impact assessments and as such replace them.

b) Reason for Change in Policy or Policy Development

The easing of rules relating to lockdown due to the COVID 19 pandemic by the Scottish Government allowing indoor leisure facilities to re-open once more with public health restrictions in place.

This coupled with the setting of a stable budget for Glasgow Life for the financial year 2021/22 allows us to plan to re-open many Glasgow Life facilities during the period/s in the forthcoming year when it is deemed safe to do so.

(Not all facilities can re-open as the length of time of the pandemic and the re-introduction of restrictions and lockdown has resulted in a large loss of income for Glasgow Life a consequence of which being that we are unable to increase the number of venues that can be operated to pre-pandemic levels in this financial year).

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

Indoor sports facilities will re-open with social distancing and increased hygiene measures in place allowing public access initially to, gym equipment/sessions and at a later date (as decided by Public Health, Scottish Government and relevant sport National Governing bodies' guidance), to fitness classes and group activities which will recommence when it is considered safe to host these.

During the time of COVID 19 related restrictions;

Opening times at some venues may vary to those before lockdown
 There will be no access to changing facilities or lockers
 No equipment will be available for hire
 One way systems and prescribed circulation routes may be in place where this is possible and wayfaring signage and floor markings will denote these
 Entrances and exits may be altered
 Use of lifts where available will be limited to one person (with the exception of those requiring assistance) and the use of stairs will be encouraged
 Gym sessions will be booked with sufficient time in between slots to allow for equipment to be sanitised
 Class capacities may be reduced and re-located to larger areas
 Seating areas may be reduced to minimise public touch points
 Partner organisation will be allowed access where agreed

Additionally, as part of a national programme and the Scottish Government's deployment plan for the roll out of vaccination against Covid-19, 3 Glasgow Life Sports facilities have been identified for use as mass vaccination venues. These venues currently include Easterhouse Sports Centre, Castlemilk Indoor Bowling Centre, and Donald Dewar Leisure centre. This is a multi-agency complex project, initiated by the Scottish Government. Stakeholders include, Ministry of Defence (Army), Glasgow City Council, Glasgow Life & NHS.

It is anticipated that each community vaccination clinic will remain in operation for a period of up to 6 months. While hours of operation can fluctuate dependant of vaccination supply and availability of NHS resource. The clinics generally operate 6 days per week, between 08.30 - 19.30. There are between 8 -12 vaccination terminals in place at each venue, with up to 750 vaccinations administered daily at each venue, and a total of 4,500 over the course of a 6 day period. For more information on this and details on other Glasgow Life facilities being used for COVID 19 testing sites see the link:[information on Glasgow Life venues which are being used by the NHS](#)

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.

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

As not all local facilities will re-open this financial year, and some travel may be necessary to access sports facilities. This is partially mitigated via the geographical spread of venues chosen to become operational.

One venue will operate as a vaccination centre in the North East, South and North West areas of the city, facilitating local access to the vaccination programme.

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The temporary operation of those sports facilities as COVID 19 vaccination sites will negatively affect those communities who could otherwise use local sports facilities for physical activity. This is partially mitigated by access to local pools in the areas affected.

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

Debbie O'Brien, Helen Maclean 29th March 21

f) Assessment Verified by (signed and date)

Jonathan Shaw 20/04/21

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.
<p>Scottish Government directive on lockdown measures 22/6/20.</p> <ul style="list-style-type: none"> ● GCC social distancing in the workplace guidance ● Discussions with Trade Unions ● Scottish and UK Government guidance ● Glasgow Life Venue and Activity Use protocols. 	<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>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> <p>There may be opportunity to alter the operational protocols (within Scottish Government guidelines) in response to customer feedback once open.</p> <p>In terms of the use of sports centres as</p>

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		vaccination sites customer/patient feedback will continue to be monitored.
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	
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	
Scottish Government: Coronavirus (COVID-19) Phase 3: staying safe and protecting others – Face Coverings	All protected characteristic groups – those with a health condition Age – children under 5 years Disabled – including hidden disabilities	

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 in resuming exercise and physical activity.</p> <p>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. As a consequence customers will be required to attend the venue already prepared for the activity they are undertaking. This may affect members who wish to exercise before going directly to work and have limited ability to change to work attire.</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 website) 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>The use of some sports centres as COVID 19 vaccination sites will ensure that some local communities do not incur travel costs in being vaccinated.</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 & Protect guidelines.</p> <p>Test & Protect protocols are also in place for both patients and staff groups in relation to use of sports facilities as vaccination sites.</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 The initial lack of changing room access may affect several ethnic groups who require an individual changing room.	As above
<p><i>Further information on the breakdown below each of these headings, as per census, is available here.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>	Mixed or Multiple Ethnic Groups	As above	As above 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 sports centres as well as promoting confidence in doing so.	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

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	Other Ethnic Group	As above	As above	As above
DISABILITY	Physical disability	<p>As above</p> <p>Carers will be allowed to accompany those attending centres for vaccination purposes.</p> <p>The selected indoor venues include most accessible venues e.g. Glasgow Club Tollcross</p>	<p>Initially, changing facilities will not be available to those attending the gym and/or exercise classes. As a consequence customers will be required to attend the venue already prepared for the activity they are undertaking. This may affect members who wish to exercise before going directly to work and have limited ability to change to work attire.</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 health conditions, may not be able to do this. Exemptions will apply in line with Scottish Government guidelines.</p>	As above

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			<p>Potential queues may pose a problem but we hope that the bookable activity time slots will help to mitigate this. Queues may form for vaccinations but again people are allocated a time slot so this should help to mitigate this.</p> <p>Proposed longer one-way entry/exit and access routes around the venue along with removal of seating may make it difficult for some disabled people – particularly those with mobility issues or heart and respiratory conditions. Vaccination sites will supply a seat for anyone who is finding standing difficult.</p>	
<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	<p>Sensory Impairment (sight, hearing,)</p>	<p>As above</p>	<p>Initially, changing facilities will not be available to those attending the gym and/or exercise classes. As a consequence customers will be required to attend the venue already prepared for activity they are undertaking. This may affect members who wish to exercise before going directly to work and have limited ability to change to work attire.</p> <p>All activities must be booked and paid for in advance.</p>	<p>As above</p>

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			<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. Wearing of masks within public spaces – but not while actually exercising – will be obligatory. Some customers, with specific health conditions, may not be able to do this. Exemptions will apply in line with Scottish Government guidelines.</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 will be maintained during any conversation.</p> <p>Those with a sight impairment may find following directional signage difficult and staff will be on hand to mitigate this.</p>	
	Mental Health	As above Health research has	Initially, changing facilities will not be available to those attending the gym and/or	As above

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		<p>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>exercise classes. As a consequence customers will be required to attend the venue already prepared for activity they are undertaking. This may affect members who wish to exercise before going directly to work and have limited ability to change to work attire.</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 health conditions including mental health conditions, may not be able to do this. Exemptions will apply in line with Scottish Government guidelines.</p>	
	<p>Learning Disability</p>	<p>Positive health and fitness benefits to our customers in resuming exercise and physical activity.</p> <p>Potential positive mental health benefits - particularly for those</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>As above</p>

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		<p>experiencing social isolation during lockdown.</p> <p>Carers will be allowed to accompany those attending centres for vaccination purposes</p>		
LGBT	Lesbians	<p>Positive health and fitness benefits to our customers in resuming exercise and physical activity.</p> <p>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. As a consequence customers will be required to attend the venue already prepared for activity they are undertaking. This may affect members who wish to exercise before going directly to work and have limited ability to change to work attire.</p> <p>All activities must be booked and paid for in advance.</p> <p>Capacities will be reduced and access may be limited.</p>	As above
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above

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AGE	Older People (60 +)	<p>As above</p> <p>Carers will be allowed to accompany those attending centres for vaccination purposes.</p>	<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 them make an informed decision about this. Also, the strict health and safety protocols may help to address their concerns.</p> <p>Potential formation of queues and removal of seating may discourage attendance in older adults.</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>	As above
	Younger People (16-25)	<p>Positive health and fitness benefits to our customers in resuming exercise and physical activity.</p> <p>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. As a consequence customers will be required to attend the venue already prepared for activity they are undertaking. This may affect members who wish to exercise before going directly to work and have limited ability to change to</p>	As above

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			<p>work attire.</p> <p>All activities must be booked and paid for in advance.</p> <p>Capacities will be reduced and access may be limited.</p>	
	Children (0-16)	<p>As above</p> <p>Carers will be allowed to accompany those attending centres for vaccination purposes.</p>	<p>Initially, changing facilities will not be available to those attending the gym and/or exercise classes. As a consequence customers will be required to attend the venue already prepared for 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. The exception being where lifts are required for prams/buggies for babies/young children.</p>	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

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	Gay Men	N/A	N/A	N/A
PREGNANCY & MATERNITY	Women	<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. As a consequence customers will be required to attend the venue already prepared for activity they are undertaking. This may affect members who wish to exercise before going directly to work and have limited ability to change to work attire.</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>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>Glasgow Club will allow booking via telephone as well as on-line (Glasgow Club App and website) to ensure that those without internet access or devices with which to make online bookings are able 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>The use of some sports centres as COVID 19 vaccination sites will ensure that some local communities do not incur travel costs in being vaccinated.</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 & Protect guidelines.</p> <p>Test & Protect protocols are also in place for both patients and staff groups in relation to use of sports facilities as vaccination sites.</p>
RELIGION &	See note	N/A	Initially, changing facilities will	N/A

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BELIEF** A list of religions used in the census is available here .			not be available to those attending the gym and/or exercise classes. As a consequence customers will be required to attend the venue already prepared for activity they are undertaking. Lack of changing facilities may be off-putting for people for religious and cultural reasons.	
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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

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

Summary of Socio Economic Impacts

Booking procedures will be via telephone and 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.
Use of sports centres as vaccination sites will mean that people will not have to travel as far to receive their vaccination which some may otherwise have found expensive in terms of travel costs.

Summary of Human Rights Impacts

Test & Protect protocols will be in place and contact details of customers will be recorded. NHS will also record all patients that have arrived for scheduled vaccination appointments. Glasgow Life sport operations team will ensure that all visitors and staff that arrive at the venue sign in and provide contact details. Some people may not be comfortable with this.

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.

Positive impacts in terms of both physical and mental health.
Negative impact for the foreseeable future for those who do not have a local facility which they normally attend open.
Negative impact for those who participated in group sessions some of which will not recommence until a later date. This is in relation to reducing social isolation by participating with friends or other group members.
Positive impacts in facilitating local roll out of the COVID 19 vaccination programme which will support health equity in terms of accessing vaccinations.

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?	<p>Yes We will continue to monitor impacts in order to identify any unforeseen negative effects experienced by customers.</p>
Does the project, policy or strategy require to be amended to have a positive impact?	<p>Not at this stage We are constrained by public health and Scottish Government guidelines and are thus limited in what we can do to mitigate negative impacts. We are also constrained by available budget and as a consequence cannot re-open all leisure facilities in 2020/21. This is partially mitigated by ensuring a geographical spread throughout the city of indoor sports facilities, pools and outdoor recreation sites.</p>
Does a Full Impact Assessment need to be undertaken?	<p>Not at this stage See above</p>

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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 Building Transitions Group	Ongoing Suggest weekly meeting of a working group comprising Infrastructure Support, HR and Health and Safety. Building Transitions Group has now been convened as of 26/05/20 and meets

	Liaison with NHS greater Glasgow and Clyde, Glasgow City Council and MoD with regard to COVID 19 vaccination timetables and practical operations.	regularly on a Tuesday Ongoing
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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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