

## 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

Cash Transactions – reintroduction of cash transactions at 15 Glasgow Club venues: Bellahouston, Pollock, Kelvinhall, Drumchapel Pool, Maryhill, Gorbals, Castlemilk Pool, Castlemilk Sports Centre, Springburn, North Woodside, Whitehill Pool, Emirates Arena, Scotstoun Campus, Tollcross, Crownpoint, The Bridge.

b) Reason for Change in Policy or Policy Development

Pre booking of activities/cashless payment has been the means of booking at all of the above venues since re-opening has afforded during the COVID-19 pandemic. Guidance has been to not re-introduce cash to reduce contact of 'paper' between customers and staff members. It also reduces the need for cash uplift by external parties ie G4S. It is however recognised, that pre-covid cash transactions were greatly used by Glasgow Sport Customers; an example of which is Springburn Leisure Centre recorded up to 60% cash sales pre-covid versus cashless sales. Whilst we are moving towards a cashless society, it is apparent that certain sections of Glasgow's population may not be able to participate in activities until 'cash' is offered as a way to book and pay for activities.

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

As we move into 'Beyond Level 0' it is apparent that cash as a means of payment continues to be used in many businesses, whether that be in hospitality, grocery stores, supermarkets etc. Glasgow Sport needs to be able to offer this service for the customers highlighted above (ie 60% pre-covid payments taken in cash at Springburn Leisure Centre).

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### 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	<input type="checkbox"/>	North West	<input type="checkbox"/>	South	<input type="checkbox"/>	City wide	<input checked="" type="checkbox"/>
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#### Other area details:

15 Glasgow Club venues: Bellahouston, Pollock, Kelvinhall. Drumchapel Pool, Maryhill, Gorbals, Castlemilk Pool, Castlemilk Sports Centre, Springburn, North Woodside, Whitehill Pool, Emirates Arena, Scotstoun Campus, Tollcross, Crownpoint, The Bridge.

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

Jane Macadam, 14 September 2021

### f) Assessment Verified by (signed and date)

Jonathan Shaw 17<sup>th</sup> September 2021

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## 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 (update date to be entered)</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 cash is re-introduced.</p> <p>There will be internal consultation on the updated procedures required to operate with cash. This will be used to update the strategy with details of best practice and information from public health authorities re cash handling.</p>

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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	

### 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	The re-introduction of cash will afford sections of the population to return to our venues, those who did not have cashless means of payment. Customers with no access to 'credit' or 'bank cards' are completely reliant on cash. Possible that more people, 'post-covid', will be forced into this predicament when furlough ends, and unemployment potentially increases.	No – given that this move will offer both cashless and cash means of payment.  The disadvantage will be to those venues that will continue to only offer pre-booked cashless payments, these being: Littlehill Golf Course, the football venues at Glasgow Green and Toryglen Football centre.	Cash has always provided a means of payment for a broad spectrum of Glasgow Club users – whilst the emphasis in business (accelerated by the coronavirus pandemic) is driven by the aspiration for the economy to move to a 'cashless society', many Glasgow Club customers are still reliant on cash.  An example: Pre-Covid cash sales in the North East of the City (one of the most deprived areas of the city), were sitting as high as 60% of total sales. Due to the demographic of the North East of the city a large portion of customers do not have access to debit cards which will prevent them from using facilities.  The re-introduction of cash transactions will mitigate the current imbalance in booking available.  Contact tracing protocols will remain in place and customers and user groups (the lead member) will be required to collect and/or provide contact data in accordance

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				with the Scottish Governments Test & Protect guidelines
	Men	As above	As above	As above
	Transgender	As above	As above	As above
<b>RACE*</b>	White	As above	As above	As above
<i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.  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
<b>DISABILITY</b>	Physical disability	As above	As above	As above
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	As above	As above	As above
	Mental Health	As above	As above	As above
	Learning Disability	As above	As above	As above
<b>LGBT</b>	Lesbians	As above	As above	As above
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above

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<b>AGE</b>	Older People (60 +)	As above	As above	As above
	Younger People (16-25)	More reliant on cash as a means of payment	As above	As above
	Children (0-16)	More reliant on cash as a means of payment (parents/guardian will give money/pocket money to child)	As above	As above
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>				
	Women	*As per above	As above	As above
	Men	As per above	As above	As above
	Lesbians	As per above	As above	As above
	Gay Men	As per above	As above	As above
<b>PREGNANCY &amp; MATERNITY</b>				
	Women	As per above	As above	As above
<b>RELIGION &amp; BELIEF**</b>				
A list of religions used in the census is available <a href="#">here</a> .	See note	As per above	As above	As above

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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

Affects all protected-characteristic groups. The re-introduction of cash payments will afford many customers without the ability to use cashless payment means access to pay for Glasgow Life services.  
All Protected Characteristic groups may be impacted at the venues of: Littlehill Golf Course, the football venues at Glasgow Green and Toryglen Football centre. This is due to these venues remaining cashless payment only.

## Summary of Socio Economic Impacts

Pre-covid, cash was greatly used in many area of the city, in particular by those who do not have access to credit or bank cards. By offering cash payments, customers that have been negatively impacted by cashless sales, will be offered a way to return to venues.

## Summary of Human Rights Impacts

Test & Protect / QR Code protocols will remain in place and people will need to supply their contact details. Some 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.

Many of the above groups will benefit from the re-introduction of cash, given that they may not have access to bank or credit cards. Cash is generally an easier form of payment for all groups listed above.  
 Access to sport and physical activity is a well acknowledged and established part of achieving better physical and mental health. Improving access in this way can also help alleviate isolation and loneliness and promote positive health outcomes through social contact.

\*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. Decisions made about Glasgow Life’s policies, projects, service reforms and budget options have the potential to make a positive or negative difference to health. Particular attention should be paid to *not* making health inequalities worse. For example widening the gap between those experiencing more healthy years lived and those who fair worse. Our aim should be to reduce this gap and promote health equity in Glasgow.

### 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?	No

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<b>Does the project, policy or strategy require to be amended to have a positive impact?</b>	<b>Not at this stage</b>
<b>Does a Full Impact Assessment need to be undertaken?</b>	<b>Not at this stage</b>

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<b>Actions: Next Steps</b>		
(i.e. is there a strategic group that can monitor any future actions)		
<b>Further Action Required/ Action To Be Undertaken</b>	<b>Lead Officer and/or Lead Strategic Group</b>	<b>Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)</b>
Continual monitoring of the lockdown rules (beyond level 0) to enable changes in operation in line with these as they change over time	Operations Team	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.	Operations Team and Health & Safety	Ongoing
Consideration to venues listed as not re-introducing cash to be considered for future implementation	Operations Team	Ongoing

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**Public Reporting**

All completed EQIA Screenings are required to be publically 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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