

## 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

Glasgow Life – Glasgow Club – Gym Refresh.

b) Reason for Change in Policy or Policy Development

Glasgow Life has a recurring requirement for the provision of supply, delivery, installation, service and maintenance of health and fitness equipment within various Glasgow Club facilities. The existing contract is due to expire on 17<sup>th</sup> July 2021. This will allow our membership of the Glasgow Club thrive, grow and enhance our income generation.

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

## EQIA Screening Form

The following are required to service and supply the gym facilities:

- Cardiovascular, Fixed strength and cable based machines
- Free weights, Plate loaded and Lifting Platforms
- Fitness Accessories & Products
- Maintenance and Service of existing equipment
- Fitness Flooring – Panel of suppliers
- Functional Training Rigs

### 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:

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

Helen Maclean/Sharon Campbell/Joyce Caldwell

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



31/8/21

## 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: <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.
Research into equipment available that is suitable for disabled people.	Disability	Not at this stage however, when the successful supplier is selected, plans will be posted on gyms being re-freshed with customers being able to comment. In addition, once the first gym is re-freshed – customers will be able to feedback to inform the future roll-out.
Attendance at trade shows to trial different types of equipment ( Pre-COVID)	Age, Disability	

### 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
<b>SEX/ GENDER</b>	Women	N/A	N/A	Community Benefits and Fair Work Practices will form part of the tender Award Criteria and will be weighted at 5% each element.  The gyms are situated all over the city and several are in areas of social/economic deprivation
	Men	N/A	N/A	As above
	Transgender	N/A	N/A	As above
<b>RACE*</b>	White	N/A	N/A	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	N/A	N/A	As above
	Asian	N/A	N/A	As above
	African	N/A	N/A	As above
	Caribbean or Black	N/A	N/A	As above
	Other Ethnic Group	N/A	N/A	As above

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<b>DISABILITY</b>	Physical disability	All gyms designed to have wheelchair access. The Inclusive Fitness Initiative (IFI) is part of the specification, and in every gym we will have 3 items of cardio vascular equipment that complies with IFI standards, and 3 items of resistance training equipment that has swing out chairs to allow direct and easy wheelchair use.		As above
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	N/A	N/A	As above
	Mental Health	N/A	N/A	As above
	Learning Disability	N/A	N/A	As above
<b>LGBT</b>	Lesbians	N/A	N/A	As above
	Gay Men	N/A	N/A	As above
	Bisexual	N/A	N/A	As above
<b>AGE</b>	Older People (60 +)	N/A	N/A	As above
	Younger People (16-25)	N/A	N/A	As above
	Children (0-16)	N/A	N/A	As above ( for juvenile members – 12 years +)

## EQIA Screening Form

<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	N/A	N/A	Community Benefits and Fair Work Practices will form part of the tender Award Criteria and will be weighted at 5% each element.
<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	N/A

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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

Positive impacts for people with a disability as gyms designed with their needs in mind.

## Summary of Socio Economic Impacts

New gyms will be designed in areas of socio and economic deprivation allowing people all over the city to access the new and up to date exercise equipment.

## Summary of Human Rights Impacts

N/A

## 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.

The impacts should be positive as the re-designed gyms will facilitate the ambition of getting more people, more active, more often and as they gyms are situated city-wide, those in areas of socio and economic deprivation will also have the new equipment installed allowing all Glasgow Club members to access the latest in fitness equipment.

\*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 healthy 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?	Not at his stage
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage
Does a Full Impact Assessment need to be undertaken?	Not at this stage

## 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)
Customer Surveys	Health and Fitness team – Glasgow Club	Post refresh

## 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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