

# EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed**

A clear definition of what is being screened and its aims

2. **Gathering Evidence & Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. **Assessment & Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. **Outcomes, Action & Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported

5. **Monitoring, Evaluation & Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

# 1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

The proposal is for the introduction of a staff rate for the Glasgow Club FitClub membership which will be open to all employees of Glasgow Life, Glasgow City Council, and it's other arm's length external organisations. This will discount the existing membership price from £27/month to £10/month.

b) Reason for Change in Policy or Policy Development

This change is designed to:-

- Provide staff with access to affordable opportunities to engage in regular physical activity, particularly in the face of a cost-of-living crisis
- Encourage staff to be more active, more often, and to improve the health and wellbeing outcomes of our workforce.
- Make Glasgow Life / GCC and arm's length external organisations more attractive employers in a particularly competitive job market
- Improve customer experiences by developing our team's knowledge of Glasgow Club and their ability to inform and contribute to service improvement
- Increase profitability by maximising an income stream that is currently underdeveloped.
- Demonstrate a positive improvement action in response to our staff survey
- Contribute to Glasgow Life's strategic wellbeing priority
- Support staff with affordable physical activity opportunities that may help prevent staff absence in medium and long terms.

The most recent benchmarking covered nine other providers of health and fitness for local authorities in Scotland finding:

*"The average price of employee "gym membership" in Scottish public sector leisure is just £6.11 a month"*

- • Six offer FREE access (Edinburgh, Inverclyde, E. Dunbartonshire, Aberdeen, W. Lothian, Renfrewshire)
- • Two charge £10 a month (North Lanarkshire, E Renfrewshire)
- • One charges £20 a month (South Lanarkshire)

## EQIA Screening Form

Two operators allow discounts for staff members' friends and family (at £10 in North Lanarkshire and £19 in Inverclyde). All operators stated a rationale that included recognising the value their staff and the importance of them using the service to build their product knowledge and keep them fit and active. Some cited an additional benefit of:

*“valuable insight from staff members who use the services with those having first-hand knowledge of the customer experience helping inform decisions that shape service improvement and innovation.”*

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

The main outcome focus outcomes are to:-

- Contribution to Glasgow Life’s objective of a Healthy Working Lives award
- Improve the health and wellbeing of our workforce which will in turn reduce absences
- Contribute to staff retention by making employees feel valued, appreciated, and rewarded
- Increased revenue - staff who use our services, can recommend them passionately and knowledgeable
- Improve recruitment – neighbouring local authorities already attract talent with this employee benefit

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	Y
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Other area details:

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

Kirstie Greenlees    27/10/22

[Empty rectangular box]

f) Assessment Verified by (signed and date)

 22/11/22

## 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.
Series of staff presentations highlighted demand for this offer to exist among all GL Sport staff	This will positively impact employees from all protected characteristics	No – given there is no anticipated negative impact no further research is planned
Regular enquiries are received from across GCC and GL expecting a discounted rate to be available They want affordable access to Glasgow Club membership	This will positively impact employees from all protected characteristics	No – given there is no anticipated negative impact no further research is planned

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Benchmarking was carried out across nine other providers of health and fitness for local authorities in Scotland finding were as above	This will positively impact employees from all protected characteristics	

### 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	A positive impact is anticipated as reduced-price access to sport and physical activity will support improved health and wellbeing outcomes and increase opportunities for social interaction	No negative impact is anticipated	No negative impact is anticipated
	Men	As above	No negative impact is anticipated	No negative impact is anticipated
	Transgender	As above	No negative impact is anticipated	No negative impact is anticipated
<b>RACE*</b>	White	As above	No negative impact is anticipated	No negative impact is anticipated
<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	No negative impact is anticipated	No negative impact is anticipated
	Asian	As above	No negative impact is anticipated	No negative impact is anticipated
	African	As above	No negative impact is anticipated	No negative impact is anticipated
	Caribbean or Black	As above	No negative impact is anticipated	No negative Impact is anticipated
	Other Ethnic Group	As above	No negative impact is anticipated	No negative Impact is anticipated

## EQIA Screening Form

<b>DISABILITY</b>	Physical disability	As above, and in addition, membership includes personal appointments with a fitness professional who can tailor a programme to individual needs. It also includes access to disability sessions which would increase opportunity to engage with others living with similar challenges and open a new social network and avenue of support. We also have selection of gym equipment that is Inclusive Fitness Initiative accredited for people with physical disabilities that can be adapted for wheelchairs.	No negative impact is anticipated	No negative Impact is anticipated
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	As above and in addition, we offer adapted gym kit and a range of adapted activities such as epilepsy friendly classes. The support received through tailored programmes should support sensory impaired staff members by giving them the help and advice they need to identify suitable activities and to build the confidence needed to	No negative impact is anticipated	No negative Impact is anticipated

## EQIA Screening Form

		<p>work out more often. Again, the kit is Inclusive Fitness Initiative accredited for people with sensory impairments</p>		
	Mental Health	<p>Sport and physical activity have been proven to substantially improve mental health outcomes. Exercise improves mental health by reducing anxiety, depression, and negative mood and by improving self-esteem and cognitive function. These positive impacts reduce social withdrawal so making membership affordable will positively impact anyone with mental health concerns</p>	No negative impact is anticipated	No negative Impact is anticipated
	Learning Disability	<p>Membership includes personal appointments with a fitness professional who can tailor a programme to individual's learning needs. It also includes access to disability sessions which would increase opportunity to engage with others living with similar challenges and open a new social network and avenue of</p>	No negative impact is anticipated	No negative Impact is anticipated

## EQIA Screening Form

		support.		
<b>LGBT</b>	Lesbians	A positive impact is anticipated as reduced-price access to sport and physical activity will support improved health outcomes and increase opportunities for social interaction	No negative impact is anticipated	No negative Impact is anticipated
	Gay Men	As per sex/ gender	No negative impact is anticipated	No negative impact is anticipated
	Bisexual	As per sex / gender	No negative impact is anticipated	No negative impact is anticipated
<b>AGE</b>	Older People (60 +)	As above. We also offer a wide range of low impact activities that are ideal for over 60's starting out on a fitness journey or those who are starting to experience joint pain or injuries more frequently. Membership also includes tea dances which increases opportunities for social interaction	No negative impact is anticipated	
	Younger People (16-25)	We offer a wide range of higher impact classes which are particularly popular with the under 25 age range. In addition, having a personal appointment with a fitness professional will help build the confidence		

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		needed to work out in a gym environment. Again, most under 25's will be in lower paid jobs so discounted membership will allow them to work out with Glasgow Club in a safe secure environment, rather than having to use unmanned budget gyms which may be the only financial affordable option at the moment.		
	Children (0-16)	Not applicable as all employees are over 16 years old	Not applicable as all employees are over 16 years old	
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	As per sex /gender	No negative impact is anticipated	
	Men	As per sex /gender	No negative impact is anticipated	
	Lesbians	As per sex /gender	No negative impact is anticipated	
	Gay Men	As per sex /gender	No negative impact is anticipated	
<b>PREGNANCY &amp; MATERNITY</b>	Women	We offer a range of prenatal classes and parent and child classes (fit for 2) which make it possible to maintain a healthy active lifestyle throughout pregnancy and on maternity leave. Discounted membership	No negative impact is anticipated	

## EQIA Screening Form

		reduces the financial pressure of staying active at a time when there can be a significant increase in financial outlay.		
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note	As per sex /gender	No negative impact is anticipated	

\* 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

There is no anticipated negative impact on any protected group. Making it easier for employees to become physically active through reduced-price membership will have positive health outcomes for everyone as detailed above.

## Summary of Socio Economic Impacts

There is no anticipated negative impact on any protect group. There is a recognition it will be more difficult to notify those without access to digital solutions or those in lower paid roles with no access to email. There is a working group managing the role out of the staff membership and this involves ensuring as many delivery channels as possible are used, such as posters in staff rooms, a notification in wage slips (if possible) and a representative in each venue who can talk to staff about the offer.

There is a positive socio-economic impact with staff members receiving up to 37% discount (£17) on membership. It makes it easier for those on a lower income, who may not normally be able to afford a membership, to access sport and physical activities on a regular basis. Given just under 60 % of Glasgow Life staff are on the lowest pay grades (3 and below) the current price of £27 p/m may provide a barrier. A £10p/m membership option would help remove that barrier and increase the opportunity to participate in sport and physical activity on a regular basis.

## Summary of Human Rights Impacts

There is no anticipated human rights impact.

## 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.

There is no anticipated negative impact on health inequalities. Offering a discount membership would have positive impact on employees from all protected groups.

\*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
Does the project, policy or strategy require to be amended to have a positive impact?	No
Does a Full Impact Assessment need to be undertaken?	No

## 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)

## 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)

## 5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

### 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.