

# 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

Community Centre Recovery Plan – for childcare services and services for people with learning disabilities in a phased approach based on individual service provider's needs.

b) Reason for Change in Policy or Policy Development

The second phase prioritises the reopening of community facilities to support essential childcare, in line with the Scottish Government's decision that childcare provision will return from 15 July. Given this date, we are working with childcare operators to help them reinstate their services as safely and as quickly as possible this month.

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

Re-open Penilee, Barlanark, Bellcraig, Castlemilk, Darnley, Geoff Shaw, Govanhill, Maryhill and Ruchazie Community Centres to enable childcare services and at Penilee Community Centre, adult day care for respite services to resume. The guidance provides a plan for ensuring there are measures in place to contain the spread of COVID-19 in line with Public Health and Government advice.

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

Martin Wright – 02 July 2020  
Revised Helen Maclean 10<sup>th</sup> August 2020

e) Assessment Verified by (signed and date)

Alex Byers 03 July 2020  
 Revised Helen Maclean 10<sup>th</sup> August 2020

## 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><input type="checkbox"/> age</li> <li><input type="checkbox"/> disability,</li> <li><input type="checkbox"/> race and/or ethnicity,</li> <li><input type="checkbox"/> religion or belief (including lack of belief),</li> <li><input type="checkbox"/> gender,</li> <li><input type="checkbox"/> gender reassignment,</li> <li><input type="checkbox"/> sexual orientation</li> <li><input type="checkbox"/> marriage and civil partnership,</li> <li><input type="checkbox"/> 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.
Community Centres are the base for 9 Childcare Services and registered offices, with one the base for services for people with learning disability. These buildings are being reopened in agreement with the		All Childcare Services and Capability Scotland have been fully consulted with regards to shaping the re-opening plans. There will be internal consultation on the

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<p>City Council to allow 3rd Sector Childcare organisations who are tenants at the Centres to re-establish services.</p> <p>The strategy is based on multiple sources of reference, including</p> <ul style="list-style-type: none"> <li>● Cushman and Wakefield’s “Recovery Readiness: A How-To Guide for Re-opening Your Workplace”</li> <li>● (<a href="https://info.cushmanwakefield.com/l/263412/2020-04-20/2lpnkx">https://info.cushmanwakefield.com/l/263412/2020-04-20/2lpnkx</a>),</li> <li>● Knight Frank’s “COVID-19 Office Re-Occupancy Roadmap” (<a href="https://www.knightfrank.co.uk/blog/2020/04/20/covid19-officereoccupancy-roadmap">https://www.knightfrank.co.uk/blog/2020/04/20/covid19-officereoccupancy-roadmap</a>),</li> <li>● Building Owners and Managers Association (BOMA) International’s Guidance Document “Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19” (<a href="https://www.boma.org/BOMA/Research-Resources/3-BOMASpaces/Newsroom/Press_Room/2020/Getting_Back_to_Work.aspx">https://www.boma.org/BOMA/Research-Resources/3-BOMASpaces/Newsroom/Press_Room/2020/Getting_Back_to_Work.aspx</a>),</li> <li>● Glasgow City Council social distancing in the workplace guidance</li> <li>● Discussions with Trade Unions</li> <li>● Discussions with Childcare Providers</li> <li>● Coronavirus (COVID-19) Phase 3: guidance on reopening early learning and childcare services <a href="https://www.gov.scot/publications/coronavirus-covid-19-phase-3-guidance-on-reopening-early-learning-and-childcare-services">https://www.gov.scot/publications/coronavirus-covid-19-phase-3-guidance-on-reopening-early-learning-and-childcare-services</a>}</li> <li>● Childcare Provider Risk Assessments</li> <li>● Scottish and UK Government guidance Scottish Government COVID-19 Testing Information <a href="https://www.gov.scot/publications/coronavirus-co">https://www.gov.scot/publications/coronavirus-co</a></li> </ul>	<p>Age</p> <p>Age</p> <p>Age</p> <p>Age</p>	<p>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>
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<p>vid-19- test-trace-isolate-support/</p> <ul style="list-style-type: none"><li>• Guidance from Glasgow City Council Education Services – Citywide Childcare needs</li><li>• Discussion with Capability Scotland</li></ul>	<p>Disability</p>	
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### 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	Parents, carers and guardians requiring childcare services will be able to access this service or adult day care for respite services.	Exclusive use - no public access or general services	Families are particularly affected by economic aspects of COVID-19 and the reopening of childcare services will be helpful in facilitating some parents/guardians/carers return to employment and/or job seeking.  Contact tracing protocols may be in place in line with NHS guidance. Visitors may need to supply their name and contact details and some people may not be comfortable with this.
	Men	Parents, carers and guardians requiring childcare services will be able to access this service or adult day care for respite services.	As above	As above
	Transgender	Parents, carers and guardians requiring childcare services will be able to access this	As above	As above

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		service or adult day care for respite services.		
<b>RACE*</b>	White		As above	As above
<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	As above
	Asian		As above	As above
	African		As above	As above
	Caribbean or Black		As above	As above
	Other Ethnic Group		As above	As above
<b>DISABILITY</b>	Physical disability	<p>Enable Capability Scotland to resume adult day care for respite services.</p> <p>The guidance seeks to minimise risk to anyone with a physical disability which makes them more at risk to COVID-19. This includes all those in clinically vulnerable groups who may be using the building such as those with underlying health conditions.</p>	<p>Removal of reception seating may impact anyone with a physical disability.</p> <p>Proposed circuitous routes around community centres may make it difficult for some disabled people – particularly those with mobility issues or heart and respiratory conditions.</p> <p>Wearing of masks may be required but for those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask .</p>	<p>The re-opening of respite services will be helpful in facilitating some carers' return to employment and/or job seeking.</p> <p>Contact tracing protocols may be in place in line with NHS guidance. Visitors may need to supply their name and contact details and some people may not be comfortable with this.</p>

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<p><i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i></p>	<p>Sensory Impairment (sight, hearing, )</p>	<p>Enable Capability Scotland to resume adult day care for respite services.</p> <p>The guidance seeks to minimise risk to anyone with a physical disability which makes them more at risk to COVID-19. This includes all those in clinically vulnerable groups who may be using the building such as those with underlying health conditions.</p>	<p>If staff or Enable or Glasgow Life are wearing masks, it may make it more difficult for DEAF people to understand communications if they rely on lip -reading.</p> <p>Wearing of masks may be required but for those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask .</p>	<p>As above</p>
	<p>Mental Health</p>		<p>Exclusive use - no public access or general services.</p> <p>Wearing of masks may be required but for those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask and this may affect some tenant service users.</p>	<p>As above</p>
	<p>Learning Disability</p>	<p>Enable Capability Scotland to resume adult day care for respite services.</p> <p>The guidance seeks to minimise risk to anyone</p>	<p>Some disabled people may find the new operational modes such as one way routes, way - finding signage and social distancing difficult to understand, confusing or disorientating and/or</p>	<p>As above</p>

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		<p>with a physical disability which makes them more at risk to COVID-19. This includes all those in clinically vulnerable groups who may be using the building such as those with underlying health conditions.</p>	<p>distressing. They may also find guidance on following respiratory etiquette and hand hygiene practices difficult to understand and remember. Capability Scotland will provide 1 to 1 assistance for their clients to help them understand and comply with physical distancing and hygiene regimes.</p> <p>Wearing of masks may be required but for those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask .</p>	
<b>LGBT</b>	Lesbians		Exclusive use - no public access or general services	
	Gay Men		As above	
	Bisexual		As above	
<b>AGE</b>	Older People (60 +)		As above	
	Younger People (16-25)		As above	
	Children (0-16)	<p>Young children will be able to enjoy play and learning opportunities along with social interaction with staff and other children which will</p>		



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		be beneficial in terms of learning and mental health.		
<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		Exclusive use - no public access or general services	
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note		As above	

\* 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

**Children** – positive impact of being able to return to child care services

**Disability**

– positive impact for disabled people who previously attended the Capability Scotland's Adult Day Care and Respite service will be able to resume social opportunities.

– some potential negative impacts for those who may find the new centre operations difficult, or confusing or distressing

## Summary of Socio Economic Impacts

Fairer Scotland Duty - research indicates those facing socio-economic challenges may be disproportionately affected by COVID. Access to childcare provision enables parents to resume employment, training or educational opportunities.

Similarly, carers of those attending the adult respite service may also be able to pursue employment, training or educational opportunities in addition to enjoying some respite from their caring responsibilities.

## Summary of Human Rights Impacts

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

## 4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
<p><b>Was a significant level of negative impact arising from the project, policy or strategy identified?</b></p>	<p>Not at this stage The 1<sup>st</sup> phase of re-opening has identified positive impacts for those able to return to community centres albeit there are some potential negative impacts that may arise due to the changes in operation in respect of following the recommended actions for safe operation.</p>
<p><b>Does the project, policy or strategy require to be amended to have a positive impact?</b></p>	<p>Not at this stage There may be potential to slightly alter the operating procedures in response to any negative impacts but we will be strictly adhering to the Scottish Government's guidance and this limits what changes we may be able to make at this stage.</p>
<p><b>Does a Full Impact Assessment need to be undertaken?</b></p>	<p>Not at this stage</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)
<p>Workplace 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.</p> <p>Childcare Providers and Risk Assessments and Glasgow Life Centres Risk Assessment considered as a working document and be reviewed in line with emerging guidance from UK/Scottish Government.</p> <p>As above, the provider of the adult day care and respite service at Penilee Community Centre Risk Assessments and Glasgow Life Centres Risk</p>	<p>Infrastructure Support Team</p> <p>HR and Health and Safety teams to be involved in a working group that reviews and adapts the workplace arrangements regularly</p>	<p>Suggest weekly meeting of a working group comprising Infrastructure Support, HR and Health and Safety.</p> <p>Building Transitions Group has now been convened as of 26/05/20 and meets regularly on a Tuesday.</p>

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<p>Assessment will be considered as a working document and be reviewed in line with emerging guidance from UK/Scottish Government.</p> <p>Weekly meetings between Centre Supervisor and Service Providers</p> <p>Continue to follow Scottish Government guidelines and be able to respond and adapt to any future changes in social distancing rules and guidance that would be applicable to our venues.</p>	<p>Centre supervisors</p>	<p>Weekly</p> <p>Ongoing</p>
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