

**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 Museums Recovery Plan

b) Reason for Change in Policy or Policy Development

The guidance provides a plan for ensuring there are measures in place to decrease the spread of Covid-19 in line with public health and government advice, specifically the Scottish Government's guidelines for the tourism and hospitality sector.

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

In line with Scottish Government guidelines, visits to a museum will now involve:

- Limits on the number of visitors we are allowing inside at any one time to allow for physical distancing.
- No access to touchscreens or games inside the museum.
- Restricted access to galleries.
- At this time children and family, and adult activities will remain online until physical distancing allows for a greater capacity within the museums.
- A regular and thorough cleaning regime inside the museum.
- Wearing a face covering
- Reducing our opening hours to allow visitors to travel safely to and from the museum at quieter times during the day.
- Accessing the museum via online booking of pre-booked slots.
- Closure of picnic areas.
- No indoor catering available, including any vending machines.
- Retail will not be open immediately.
- No cloakroom facilities, including facilities to leave pushchairs.
- No wheelchairs available for visitors from reception.
- Reduction in overall seating available in the venues, including portable stools.
- No change facilities available on site e.g. for car parking.
- GoMA Library is not scheduled to open during GL phase 1 reopening. Please note that will Glasgow Libraries will have their own EQIA Screening Form.

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

Susie Ironside - July 15th 2020; Jane Batty - revised 13th August 2020

e) Assessment Verified by (signed and date)

Duncan Dornan, Head of Museums and Collections, Glasgow Life, 13 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.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <ul style="list-style-type: none"> ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, 	<p>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>
<p>On 18th June 2020, the Scottish Government published guidelines for the tourism and hospitality sector. These have been used to inform many of the steps that we will be taking for reopening.</p> <p>Since March 2020, the GM Visitor Studies Curator has produced weekly reports providing insights from museums and visitor attractions around the world, summarising their approaches to reopening once lockdown restrictions have eased. These have been used to inform many of the steps that will be taken for reopening.</p>	<p>All of the above protected characteristics.</p>	<p>We will continue to monitor Scottish Government guidance for the tourism and hospitality sector, adhering to any changes in policy as and when they emerge.</p> <p>All of the information generated from the research reports and information sources cited have helped to inform key decisions pertaining to our target audiences and what we hope to provide for them in terms of a safe and enjoyable visitor experience when they return.</p>

EQIA Screening Form

<p>ASVA and ALVA benchmarking data, as well as consumer insight data from ONS, YouGov and market research agency BVA-BDRC, have also been used to help inform the steps taken for reopening.</p> <p>Other information sources include:</p> <ul style="list-style-type: none">● Building Owners and Managers Association (BOMA) International's Guidance Document "Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19"● Scottish and UK Government guidance Scottish Government COVID-19 Testing Information● Strategy and policy adopted in Europe where Museums are already re-opening● National Museum Directors' Council (NMDC) Planning and Remobilisation Group.		<p>We propose to undertake further research to gain insight into the needs of specific audiences and partners including schools and care homes during Covid-19.</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		<p>Limits on the number of people allowed in toilets at any one time due to physical distancing measures may be more problematic for women as they are more likely to take longer due to having to change sanitary products. Also need to consider caring and/or those who are caring for children.</p> <p>There is the added impact that GoMA toilets are often used by members of the public in addition to museum visitors. This provision will not be the case upon reopening, due to pre-booking requirement.</p>	<p>Article 27 of the Universal Declaration of Human Rights states that: (1) Everyone has the right freely to participate in the cultural life of the community.</p> <p>Not all of our opportunities for engaging in cultural /community activity will recommence when museums reopen.</p> <p>Those without the financial resources to afford digital devices and/or domestic internet access will not be able to book online. This may affect people who live in areas of social and economic deprivation. Also, as many more people become unemployed due to the deepening economic crisis that the COVID 19 pandemic has precipitated, they may have to reduce their living costs and may be unable to continue to afford broadband at home.</p> <p>Online programming is a mitigating factor for those who may find accessing the museums more difficult,</p>
	Men		<p>Limits on the number of people allowed in toilets at any one time due to physical distancing measures may be more problematic for those who have caring responsibilities and/or who are caring for children.</p> <p>There is the added impact that</p>	

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			GoMA toilets are often used by members of the public in addition to museum visitors. This provision will not be the case upon reopening, due to pre-booking requirement.	but those without digital devices and/or broadband won't be able to access the online content. Again, those without the financial resources to afford domestic internet access will not be able to enjoy online services. This may affect people who live in areas of social and economic deprivation. When transactions for catering and/or retail resume, contactless payments may not be available to all. People who are younger and/or experiencing socio-economic challenges are less likely to have access to this method of payment thus removing their independence in terms of purchasing goods inside the museum. Protocols will be in place in line with Test and Protect guidance. Customers will be requested to supply their name and contact details and some people may feel uncomfortable with this.
	Transgender		Limits on the number of people allowed in toilets at any one time due to physical distancing measures may be more problematic if a gender-neutral space is required for those who are transitioning and/or who do not feel comfortable using gendered facilities. Also problematic for those who have caring responsibilities and/or are caring for children. There is the added impact that GoMA toilets are often used by members of the public in addition to museum visitors. This provision will not be the case upon reopening, due to pre-booking requirement.	
RACE*	White			Article 27 of the Universal Declaration of Human Rights states that: (1) Everyone has the right freely to participate in the cultural life of the community.
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>	Mixed or Multiple Ethnic Groups	Opportunity to create a safer environment as a result of strictly limited visitor numbers.	People of colour are more likely to experience serious illness or death from Covid-19. They therefore may be less confident in returning to visit and will require greater	
	African			
	Caribbean or Black			

<p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>	<p>Other Ethnic Group</p>		<p>reassurance. All communication should be clear in terms of the measures we are taking to protect visitors to empower them to make an informed decision regarding visiting.</p>	<p>Not all of our opportunities for engaging in cultural /community activity will recommence when museums reopen.</p>
	<p>Asian</p>	<p>Opportunity to create a safer environment as a result of strictly limited visitor numbers.</p>	<p>People of colour are more likely to experience serious illness or death from Covid-19. Given that infection is more of a risk in a public space like a museum, physical distancing will be carefully managed and considered.</p> <p>Recent research has shown that people of South Asian heritage are more likely to be affected by Covid-19 and therefore may be less confident returning to a public building and require greater reassurance.</p> <p>All communication should be clear in terms of the measures we are taking to protect visitors to empower them to make an informed decision regarding visiting.</p>	<p>Those without the financial resources to afford digital devices and/or domestic internet access will not be able to book online. This may affect people who live in areas of social and economic deprivation. Also, as many more people become unemployed due to the deepening economic crisis that the COVID 19 pandemic has precipitated, they may have to reduce their living costs and may be unable to continue to afford broadband at home.</p> <p>Online programming is a mitigating factor for those who may find accessing the museums more difficult, but those without digital devices and/or broadband won't be able to access the online content. Again, those without the financial resources to afford domestic internet access will not be able to enjoy online services. This may affect people who live in areas of social and economic deprivation.</p> <p>When transactions for catering and/or retail resume, contactless payments may not be available to all. People who are younger and/or experiencing socio-economic challenges are less likely to have access to this method of payment thus removing their independence in</p>

				<p>terms of purchasing goods inside the museum.</p> <p>Protocols will be in place in line with Test and Protect guidance. Customers will be requested to supply their name and contact details and some people may feel uncomfortable with this.</p>
<p>DISABILITY</p>	<p>Physical disability</p>	<p>Opportunity to create a calmer and quieter environment as a result of strictly limited visitor numbers.</p>	<p>Limits on the numbers of visitors at any one time able to access lifts will impact on their overall visitor experience.</p> <p>Please note at the Riverside Museum the Changing Places toilet is closed for a fit out, which was halted due to the lockdown. A start date for continuation of this work has to be confirmed.</p> <p>One-way systems could pose problematic for wheelchair users.</p> <p>No wheelchairs will be available for visitors to use from reception.</p> <p>Seating being removed will present an issue for this group, who may require more places to rest. This is particularly pertinent in Kelvingrove, where ample seating opportunities</p>	<p>Article 27 of the Universal Declaration of Human Rights states that:</p> <p>(1) Everyone has the right freely to participate in the cultural life of the community.</p> <p>Not all of our opportunities for engaging in cultural /community activity will recommence when museums reopen.</p> <p>Those without the financial resources to afford digital devices and/or domestic internet access will not be able to book online. This may affect people who live in areas of social and economic deprivation. Also, as many more people become unemployed due to the deepening economic crisis that the COVID 19 pandemic has precipitated, they may have to reduce their living costs and may be unable to continue to afford broadband at home.</p>

			<p>were available. Again, messaging will need to be clear on this to allow for an informed decision. Staff will endeavour to find seating if an urgent situation should arise.</p> <p>Any associated underlying health conditions mean this group is more likely to be affected by Covid-19 and therefore may be less confident returning to a public building and require greater reassurance.</p> <p>All communication should be clear in terms of the measures we are taking to protect visitors to empower them to make an informed decision regarding visiting.</p> <p>Requirement for online booking will be challenging if hand and/or motor skills are compromised.</p> <p>At this time children and family, and adult activities will remain online until physical distancing allows for a greater capacity within the museums. No access to programming that- for many- will be a social activity will have a negative impact on physical and mental health.</p>	<p>Online programming is a mitigating factor for those who may find accessing the museums more difficult, but those without digital devices and/or broadband won't be able to access the online content. Again, those without the financial resources to afford domestic internet access will not be able to enjoy online services. This may affect people who live in areas of social and economic deprivation.</p> <p>When transactions for catering and/or retail resume, contactless payments may not be available to all. People who are younger and/or experiencing socio-economic challenges are less likely to have access to this method of payment thus removing their independence in terms of purchasing goods inside the museum.</p> <p>Protocols will be in place in line with Test and Protect guidance. Customers will be requested to supply their name and contact details and some people may feel uncomfortable with this.</p>
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			<p>Visitors will have to wear face coverings and this could prove problematic for some people with health conditions.</p> <p>We recognise that some visitors have health conditions, disabilities or other factors that prevent them from wearing a face covering. Guidance on the use of suitable face coverings and exemptions is available from the Scottish Government website.</p>	
<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	<p>Sensory Impairment (sight, hearing)</p>	<p>Opportunity to create a calmer and quieter environment as a result of strictly limited visitor numbers.</p>	<p>Staff and/or visitors wearing face coverings will prevent people with BSL being able to communicate and/ or receive instructions from GM staff. This is depended on Scottish Government guidelines.</p> <p>No tactile provision in-gallery will inhibit opportunity to engage with the collection.</p> <p>Requirement for online booking will be challenging, particularly for those who have a visual impairment and/or if hand and/or motor skills are compromised.</p> <p>At this time children and family, and adult activities will remain online until physical distancing allows for a greater</p>	

			<p>capacity within the museums. No access to programming that- for many- will be a social activity will have a negative impact on physical and mental health.</p> <p>Visitors will have to wear face coverings and this could prove problematic for some people with health conditions.</p> <p>We recognise that some visitors have health conditions, disabilities or other factors that prevent them from wearing a face covering. Guidance on the use of suitable face coverings and exemptions is available from the Scottish Government website.</p>	
	Mental Health	<p>Opportunity to create a calmer and quieter environment as a result of strictly limited visitor numbers.</p>	<p>Measures and drastically different nature of the visitor experience will be challenging and could trigger anxiety.</p> <p>At this time children and family, and adult activities will remain online until physical distancing allows for a greater capacity within the museums. No access to programming that- for many- will be a social activity will have a negative impact on physical and mental health.</p>	

			<p>Visitors will have to wear face coverings and this could prove problematic for some people with health conditions.</p> <p>We recognise that some visitors have health conditions, disabilities or other factors that prevent them from wearing a face covering. Guidance on the use of suitable face coverings and exemptions is available from the Scottish Government website.</p>	
	Learning Disability	<p>Opportunity to create a calmer and quieter environment as a result of strictly limited visitor numbers.</p>	<p>Measures and drastically different nature of the visitor experience will be challenging and could trigger anxiety, particularly if preferred routes for visiting and/or galleries and/or objects are not accessible.</p> <p>Any designated quiet spaces for visitors with autism will have to be physically distanced- space needs to be allocated to accommodate this and this may be a challenge for an existing building when trying to also accommodate physical distancing for staff.</p> <p>In many venues, there was an autism friendly programme in place; this meant that venues had designated quiet spaces.</p>	

			<p>However physical distancing measures required for staff mean that these spaces will be limited; however staff will find people a space if required as a matter of urgency.</p> <p>People with a learning disability may find the additional rules and regulations surrounding the new visitor experience confusing, disorientating and distressing.</p> <p>Requirement for online booking will be challenging if hand and/or motor skills are compromised.</p> <p>At this time children and family, and adult activities will remain online until physical distancing allows for a greater capacity within the museums. No access to programming that- for many- will be a social activity will have a negative impact on physical and mental health.</p> <p>Visitors will have to wear face coverings and this could prove problematic for some people with health conditions.</p> <p>We recognise that some visitors have health conditions,</p>	
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			disabilities or other factors that prevent them from wearing a face covering. Guidance on the use of suitable face coverings and exemptions is available from the Scottish Government website	
LGBT	Lesbians			<p>Article 27 of the Universal Declaration of Human Rights states that: (1) Everyone has the right freely to participate in the cultural life of the community.</p> <p>Not all of our opportunities for engaging in cultural /community activity will recommence when museums reopen.</p> <p>Those without the financial resources to afford digital devices and/or domestic internet access will not be able to book online. This may affect people who live in areas of social and economic deprivation. Also, as many more people become unemployed due to the deepening economic crisis that the COVID 19 pandemic has precipitated, they may have to reduce their living costs and may be unable to continue to afford broadband at home.</p> <p>Online programming is a mitigating factor for those who may find accessing the museums more difficult, but those without digital devices and/or</p>
	Gay Men			
	Bisexual			

				<p>broadband won't be able to access the online content. Again, those without the financial resources to afford domestic internet access will not be able to enjoy online services. This may affect people who live in areas of social and economic deprivation.</p> <p>When transactions for catering and/or retail resume, contactless payments may not be available to all. People who are younger and/or experiencing socio-economic challenges are less likely to have access to this method of payment thus removing their independence in terms of purchasing goods inside the museum.</p> <p>Protocols will be in place in line with Test and Protect guidance. Customers will be requested to supply their name and contact details and some people may feel uncomfortable with this.</p>
<p>AGE</p>	<p>Older People (60 +)</p>	<p>Opportunity to create a safer environment as a result of strictly limited visitor numbers.</p>	<p>People over 70 are more likely to experience serious illness or death from Covid-19 and may be less confident about coming back to visit. Clear messaging will have to be communicated to ensure that they are clear on the measures that are in place so that they are empowered to make an informed decision and alleviate</p>	<p>Article 27 of the Universal Declaration of Human Rights states that:</p> <p>(1) Everyone has the right freely to participate in the cultural life of the community.</p> <p>Not all of our opportunities for engaging in cultural /community activity will recommence when museums reopen.</p>

			<p>any concerns that they may have and allow them to make an informed decision regarding visiting the museum.</p> <p>Seating being removed will present an issue for this group, who may require more places to rest. This is particularly pertinent in Kelvingrove, where ample seating opportunities were available. Again, messaging will need to be clear on this to allow for an informed decision. Building staff will endeavour to find seating if an urgent situation arises.</p> <p>Limits on the numbers of visitors at any one time able to access toilets could be problematic for this group, due to an increased and often urgent need to use the toilet.</p> <p>At this time adult activities will remain online until physical distancing allows for a greater capacity within the museums. No access to programming that- for many- will be a social activity will have a negative impact on physical and mental health.</p> <p>This group is less likely to have high digital literacy levels</p>	<p>Those without the financial resources to afford digital devices and/or domestic internet access will not be able to book online. This may affect people who live in areas of social and economic deprivation. Also, as many more people become unemployed due to the deepening economic crisis that the COVID 19 pandemic has precipitated, they may have to reduce their living costs and may be unable to continue to afford broadband at home.</p> <p>Online programming is a mitigating factor for those who may find accessing the museums more difficult, but those without digital devices and/or broadband won't be able to access the online content. Again, those without the financial resources to afford domestic internet access will not be able to enjoy online services. This may affect people who live in areas of social and economic deprivation.</p> <p>When transactions for catering and/or retail resume, contactless payments may not be available to all. People who are older and/or experiencing socio-economic challenges are less likely to have access to this method of payment thus removing their independence in terms of purchasing goods inside the museum.</p> <p>Protocols will be in place in line with</p>
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			and broadband access which may pose challenging for online booking and/or downloading content onto devices.	Test and Protect guidance. Customers will be requested to supply their name and contact details and some people may feel uncomfortable with this.
	Younger People (16-25)		<p>Office for National Statistics stats show that young people reported that their well-being was affected were much more likely to report being bored and lonely than other age groups. They were also more likely to say the lockdown was making their mental health worse. This may impact how they feel about being in a museum/ public space.</p> <p>At this time children and family, and adult activities- including educational visits- will remain online until physical distancing allows for a greater capacity within the museums. No access to programming that- for many- will be a social activity will have a negative impact on physical and mental health.</p>	<p>Article 27 of the Universal Declaration of Human Rights states that: (1) Everyone has the right freely to participate in the cultural life of the community.</p> <p>Not all of our opportunities for engaging in cultural /community activity will recommence when museums reopen.The United Nations Convention on the Rights of the Child, Article 31 (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.</p> <p>The United Nations Convention on the Rights of the Child, Article 26. (1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit. (2) Education shall be directed to the full development of the human</p>
	Children (0-16)		<p>Measures and drastically different nature of the visitor experience will be challenging.</p> <p>No tactile, manual or hybrid provision in-gallery will inhibit opportunity to engage with the</p>	

			<p>collection for this age group in particular.</p> <p>At this time children and family, and educational visits will remain online until physical distancing allows for a greater capacity within the museums. No access to programming that- for many- will be a social activity will have a negative impact on physical and mental health.</p>	<p>personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.</p> <p>(3) Parents have a prior right to choose the kind of education that shall be given to their children.</p> <p>Those without the financial resources to afford digital devices and/or domestic internet access will not be able to book online. This may affect people who live in areas of social and economic deprivation. Also, as many more people become unemployed due to the deepening economic crisis that the COVID 19 pandemic has precipitated, they may have to reduce their living costs and may be unable to continue to afford broadband at home.</p> <p>Online programming is a mitigating factor for those who may find accessing the museums more difficult, but those without digital devices and/or broadband won't be able to access the online content. Again, those without the financial resources to afford domestic internet access will not be able to enjoy online services. This may affect people who live in areas of social and economic deprivation.</p>
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				<p>When transactions for catering and/or retail resume, contactless payments may not be available to all. People who are younger and/or experiencing socio-economic challenges are less likely to have access to this method of payment thus removing their independence in terms of purchasing goods inside the museum.</p> <p>Protocols will be in place in line with Test and Protect guidance. Customers will be requested to supply their name and contact details and some people may feel uncomfortable with this.</p>
MARRIAGE & CIVIL PARTNERSHIP	Women		Weddings and civil partnerships are currently suspended in museum venues.	<p>Article 16 of the Universal Declaration of Human Rights states that: (1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. Weddings and civil partnerships are suspended at Glasgow Museums venues.</p>
	Men			
	Lesbians			
	Gay Men			
PREGNANCY & MATERNITY	Women	Opportunity to create a safer environment as a result of strictly limited visitor numbers.	<p>Pregnant women are in clinically vulnerable group.</p> <p>Limits on the number of people able to access to lifts at any one time will impact on their overall visitor experience.</p> <p>Limits on the numbers of</p>	<p>Article 27 of the Universal Declaration of Human Rights states that:</p> <p>(1) Everyone has the right freely to participate in the cultural life of the community.</p> <p>Not all of our opportunities for engaging in cultural /community activity will re-</p>

			<p>visitors at any one time able to access toilets could be problematic for this group, due to an increased and often urgent need to use the toilet.</p> <p>Visitors with buggies may be challenged by restricted access to lifts and step free access. Buggies will not be accepted in the cloakroom as cloakrooms will not be in operation. Limits on the number of people able to access baby change facilities at any one time will impact on the visitor experience and as the building is a breastfeeding welcome environment, space that supports safe and physically distanced opportunities for this will be provided.</p> <p>At this time children and family, and adult activities will remain online until physical distancing allows for a greater capacity within the museums. No access to programming that- for many- will be a social activity will have a negative impact on physical and mental health.</p> <p>Pregnant women are clinically vulnerable and may be less</p>	<p>commence when museums reopen.</p> <p>Those without the financial resources to afford digital devices and/or domestic internet access will not be able to book online. This may affect people who live in areas of social and economic deprivation. Also, as many more people become unemployed due to the deepening economic crisis that the COVID 19 pandemic has precipitated, they may have to reduce their living costs and may be unable to continue to afford broadband at home.</p> <p>Online programming is a mitigating factor for those who may find accessing the museums more difficult, but those without digital devices and/or broadband won't be able to access the online content. Again, those without the financial resources to afford domestic internet access will not be able to enjoy online services. This may affect people who live in areas of social and economic deprivation.</p>
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			<p>confident about coming back to visit. Clear messaging will have to be communicated to ensure that they are clear on the measures that are in place so that they are empowered to make an informed decision and alleviate any concerns that they may have and allow them to make an informed decision regarding visiting the museum.</p>	
<p>RELIGION & BELIEF** A list of religions used in the census is available here.</p>	<p>See note</p>		<p>Any quiet rooms available for prayer or quiet reflection need to have physical distancing in place- this many mean that a larger room- or multiple rooms- need to be provided; however this may be a challenge if we are trying to accommodate staff in the building and need to repurpose existing rooms.</p>	<p>Article 27 of the Universal Declaration of Human Rights states that: (1) Everyone has the right freely to participate in the cultural life of the community.</p> <p>Not all of our opportunities for engaging in cultural /community activity will recommence when museums reopen.</p> <p>Those without the financial resources to afford digital devices and/or domestic internet access will not be able to book online. This may affect people who live in areas of social and economic deprivation. Also, as many more people become unemployed due to the deepening economic crisis that the COVID 19 pandemic has precipitated, they may have to reduce their living costs and may be unable to continue to afford broadband at home.</p>

				<p>Online programming is a mitigating factor for those who may find accessing the museums more difficult, but those without digital devices and/or broadband won't be able to access the online content. Again, those without the financial resources to afford domestic internet access will not be able to enjoy online services. This may affect people who live in areas of social and economic deprivation.</p>
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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

Disability
 Pregnancy and Maternity
 Age
 Race

Summary of Socio-Economic Impacts

Those without the financial resources to afford digital devices and/or domestic internet access will not be able to book online. This may affect people who live in areas of social and economic deprivation. Also, as many more people become unemployed due to the deepening economic crisis that the COVID 19 pandemic has precipitated, they may have to reduce their living costs and may be unable to continue to afford broadband at home.

Online programming is a mitigating factor for those who may find accessing the museums more difficult, but those without digital devices and/or broadband won't be able to access the online content. Again, those without the financial resources to afford domestic internet access will not be able to enjoy online services. This may affect people who live in areas of social and economic deprivation.

When transactions for catering and/or retail resume, contactless payments may not be available to all. People who are older and/or experiencing socio-economic challenges are less likely to have access to this method of payment.

Summary of Human Rights Impacts

The United Nations Convention on the Rights of the Child, Article 31 (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

The United Nations Convention on the Rights of the Child, Article 26.

(1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

(2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.

(3) Parents have a prior right to choose the kind of education that shall be given to their children.

At this time children and family, and educational visits will remain online until physical distancing allows for a greater capacity within the museums.

Article 16 of the Universal Declaration of Human Rights states that: (1) **Men and women of full age**, without any limitation due to race, nationality or religion, have the right to marry and to found a family. Weddings and civil partnerships are suspended at Glasgow Museums venues.

In relation to **Article 27 of the Universal Declaration of Human Rights** states that:

(1) Everyone has the right freely to participate in the cultural life of the community. Not all our opportunities for engaging in cultural /community activity will re-commence when museums reopen.

Protocols will be in place in line with Test and Protect guidance. Customers will be requested to supply their name and contact details and some people may feel uncomfortable with this.

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?	Yes. Note that our overriding priority is the health and safety of our staff and public, and we are operating within Scottish Government and Public Health Guidelines.
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage. Note that our overriding priority is the health and safety of our staff and public, and we are operating within Scottish Government and Public Health Guidelines. We are therefore constrained in being able to mitigate the negative impacts identified.
Does a Full Impact Assessment need to be undertaken?	Not at this stage. Note that our overriding priority is the health and safety of our staff and public, and we are

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	operating within Scottish Government and Public Health Guidelines.
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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)
Monitor and review situation in line with Scottish and UK government guidance.	<p>Museums Re-Opening Group chaired by Duncan Dornan, Head of Museums and Collections.</p> <p>Glasgow Life Venue Recovery Planning Group, chaired by Pamela Brockett, Event Manager GL.</p>	Weekly meetings of both groups.

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

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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.