

# 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

Workplace Recovery Plan – Re-opening of Glasgow Green Football Centre and Hockey Centre

b) Reason for Change in Policy or Policy Development

Easing of rules relating to lockdown due to the COVID 19 in Scotland. In line with the Scottish Government's phased route map, outdoor recreation facilities such as those provided at Glasgow Green Football Centre and Hockey Centre can re-open to the public.

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

Re-opening areas of Glasgow Green Campus to the public; these being:

- Football Centre Reception
- Hockey Centre Reception
  
- External Areas
  
- Football Pitches 11 – a side synthetic
- Football Pitches 5 – a side synthetic
- Football Pitches 11 – a side grass
- Hockey Pitches

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The current service provision at Glasgow Green Campus will include:

Outdoor pitches and courts

The services which will not be in operations are ( at this stage) are:

Function room

Changing facilities - including locker provision

NGB Office space

No equipment will be available for public use – people will need to bring their own.

**Please note: This is subject to change as public health and Scottish Government guidance is revised over time.**

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

Ian Johnston 20/08/20

e) Assessment Verified by (signed and date)

Jonathan Shaw 20/08/20

## 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.
<ul style="list-style-type: none"> <li>• Cushman and Wakefield’s “Recovery Readiness: A How-To Guide for Re-opening Your Workplace”,</li> <li>• Knight Frank’s “COVID-19 Office Re-Occupancy Roadmap”,</li> <li>• BOMA International’s Guidance Document “Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19”,</li> <li>• The World Health Organization (WHO), national health organisations, and UK and</li> <li>• Scottish Governments are the primary sources for guidance on COVID-19 and</li> </ul>	All protected characteristic groups	No – however, once operational, it may be possible to make minor changes to operational procedures in response to customer feedback.

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other health-related issues and will act as the central point of guidance out with this document.		

### 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	Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during lockdown		<p>Pitches will be pre booked and paid in advance only This can be done via phone as well as on-line thus assisting those who may not be able to afford domestic internet access/ or those who do not possess a device which would allow them to make online bookings.</p> <p>No equipment will be available for hire, which may affect people who cannot afford to own sports equipment.</p> <p>Contact tracing protocols will be in place in line with NHS guidance. Customers will need to supply their name and contact details and some people may not be comfortable with this.</p>
	Men	As above		As above
	Transgender	As above		As above
RACE*	White	As above		As above

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<p><i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>	Mixed or Multiple Ethnic Groups	As above	<p>BAME groups have been identified in health research to be more at risk from COVID 19 and this may cause them to have less confidence in returning to outdoor sport.</p> <p>Clear messaging to the public about the safety protocols in place along with staff training will help to reassure customers in this demographic group.</p>	As above
	Asian	As above	<p>BAME groups and particularly those of south Asian heritage, have been identified in health research to be more at risk from COVID 19 and this may cause them to have less confidence in returning to outdoor sport.</p> <p>Clear messaging to the public about the safety protocols in place along with staff training will help to reassure customers in this demographic group.</p>	As above
	African	As above	<p>BAME groups have been identified in health research to be more at risk from COVID 19 and this may cause them to have less confidence in returning to outdoor sport.</p> <p>Clear messaging to the public about the safety protocols in place along with staff training will help to reassure customers in this demographic group.</p>	As above
	Caribbean or Black	As above	As above	As above
	Other Ethnic Group	As above	As above	As above

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<b>DISABILITY</b>	Physical disability	As above	Wearing of masks will be required within general public spaces- although not while exercising. For those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask	
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	As above	If any DEAF person or someone with a hearing impairment relies on lip reading they may find it difficult to communicate with a staff member who has elected to wear a mask/face covering. However, other staff will be on hand for any queries from customers.	As above
	Mental Health	As above	Wearing of masks will be required within general public spaces- although not while exercising. For those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask	As above
	Learning Disability	As above	Some customers may find the operational changes, wayfaring and signage and guidance difficult to adhere to or understand and this requires clear communication and staff support. It is intended that staff will receive training on the new operating model including information on how best to support customers.  Wearing of masks will be	As above

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			required within general public spaces- although not while exercising. For those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask	
<b>LGBT</b>	Lesbians	As above		As above
	Gay Men	As above		As above
	Bisexual	As above		As above
<b>AGE</b>	Older People (60 +)	As above	Older people have been identified as being particularly at risk from COVID 19 and may lack confidence in returning to outdoor sports facilities. Clear customer communication plans will help to mitigate fears and allow people to make an informed decision regarding their future participation. Staff training will also assist in ensuring all customers are participating in as safe an environment as possible.	As above
	Younger People (16-25)	As above		As above
	Children (0-16)	As above		As above
<b>MARRIAGE</b>	Women	N/A	N/A	N/A



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<b>&amp; CIVIL PARTNERSHIP</b>				
	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	Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during lockdown	As the indoor area will be unavailable for customer use – there will be no available area for breastfeeding should someone require this.	<p>Pitches will be pre booked and paid in advance only This can be done via phone as well as on-line thus assisting those who may not be able to afford domestic internet access/ or those who do not possess a device which would allow them to make online bookings.</p> <p>No equipment will be available for hire, which may affect people who cannot afford to own sports equipment.</p> <p>Contact tracing protocols will be in place in line with NHS guidance. Customers will need to supply their name and contact details and some people may not be comfortable with this.</p>
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note	Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during lockdown		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

**Age** – older people may have less confidence in returning to outdoor leisure  
**Race** – BAME groups may have less confidence in returning to outdoor leisure  
**Disability** – those with learning disabilities may find the new operational protocols difficult, distressing or disorientating.

## Summary of Socio Economic Impacts

Those customers who do not have internet access or who do not possess a device on which they can make online bookings will only be able to make bookings via the phone.

Equipment will not be available for hire – those who cannot afford to own sports equipment may therefore be negatively affected.

Contact tracing protocols will be in place and some customers may not feel comfortable with this.

## Summary of Human Rights Impacts

Contact tracing protocols will be in place and some customers may not feel comfortable 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?	Not at this stage
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage (Constrained in operational practice as adhering to Scottish Government COVID 19 guidance in relation to sports facilities/pitches)
Does a Full Impact Assessment need to be undertaken?	Not at this stage As above

## 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>Access arrangements will be reviewed periodically with a view to mitigating any unforeseen negative impacts that can be addressed within the COVID 19 Scottish Government guidelines for safe operation of outdoor sports pitches and indoor ancillary facilities (reception areas and customer toilets)</p>	<p>Infrastructure Support Team</p> <p>HR and Health and Safety to be involved in a working group that reviews and adapts the workplace arrangements regularly</p> <p>Building Transitions Group</p>	<p>Ongoing</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>

## Public Reporting

All completed EQIA Screenings are required to be publicly 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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