

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 –Toryglen Regional Football Centre

b) Reason for Change in Policy or Policy Development

The Scottish Government's phased route map for COVID 19 is allowing easing of restrictions and indoor sports venues to re-open with new health and safety measures in place to decrease the spread of COVID-19. Re-opening of Glasgow Life Facilities in this instance Toryglen Regional Football Centre is currently planning to resume operations on the 28 August 2020

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

Initial re-opening plans, at the present moment in time, is for the use of Outdoor Pitches only.

The venue will operate with initially reduced opening hours and reduced capacity. All bookings will require to be booked and paid for.

We will not be offering an equipment hire service.

At the present moment in time this plan is in accordance with Scottish Football Association Guidelines – 6 August 2020 - for grass roots football.

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

Andy Smith – 10 Aug 20

e) Assessment Verified by (signed and date)

Bill Hayburn – 20 Aug 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"> <input type="checkbox"/> age <input type="checkbox"/> disability, <input type="checkbox"/> race and/or ethnicity, <input type="checkbox"/> religion or belief (including lack of belief), <input type="checkbox"/> gender, <input type="checkbox"/> gender reassignment, <input type="checkbox"/> sexual orientation <input type="checkbox"/> marriage and civil partnership, <input type="checkbox"/> 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>The strategy is based on multiple sources of reference, including</p> <ul style="list-style-type: none"> ● Cushman and Wakefield’s “Recovery Readiness: A How-To Guide for Re-opening Your Workplace” (https://info.cushmanwakefield.com/l/263412/2020-04-20/2lpnkx), ● Knight Frank’s “COVID-19 Office Re-Occupancy Roadmap” (https://www.knightfrank.co.uk/blog/2020/04/20/covid19-office-reoccupancy-roadmap), ● Building Owners and Managers Association (BOMA) International’s Guidance Document “Getting Back to Work: 	<p>All protected characteristic groups</p> <p>The research and emerging guidance outlines measures which will be adopted to ensure safe participation for all customers, with particular consideration to those over 70 years old and any individual with underlying health conditions that mean they are more at risk of</p>	<p>There will be internal consultation on the 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> <p>We will also monitor customer feedback once re-opened.</p>

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<p>Preparing Buildings for Re-Entry amid Covid-19” (https://www.boma.org/BOMA/Research-Resources/3-BOMA-Spaces/Newsroom/Press_Room/2020/Getting_Back_to_Work.aspx),</p> <ul style="list-style-type: none">• GCC social distancing in the workplace guidance• Discussions with Trade Unions• Scottish and UK Government guidance• https://www.scottishfa.co.uk/news/grassroots-football-update-6-august-covid-19/	<p>COVID-19. This could include disability or pregnancy.</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	Positive health and fitness benefits to the entire grassroots football community to resume training and matches with consequential benefits for mental health particularly for those experiencing social isolation during lockdown	None Known at this stage	Time slots will need to be booked for all football activities and those without internet access or IT devices will not be able to do this online. However, bookings are also being taken over the phone so this does give provide widespread opportunity for those without suitable IT. The unavailability of equipment for hire may negatively impact those who cannot afford to own sports equipment. All user groups (Lead Member) will be required to provide data in accordance with the Scottish Governments Test & Protect guidelines.
	Men	As above	As above	As above
	Transgender	As above	As above	As above
RACE*	White	As above	As above	As above
<i>Further information on the breakdown</i>	Mixed or Multiple Ethnic Groups	As above	As above	As above

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<i>below each of these headings, as per census, is available here.</i> <i>For example Asian includes Chinese, Pakistani and Indian etc</i>	Asian	As above	As above	As above
	African	As above	As above	As above
	Caribbean or Black	As above	As above	As above
	Other Ethnic Group	As above	As above	As above
DISABILITY	Physical disability		<p>Potential queues may pose a problem but we hope that the bookable activity time slots will help to mitigate this.</p> <p>Proposed circuitous one way access/egress routes around the venue may make it difficult for some disabled people – particularly those with mobility issues or heart and respiratory conditions.</p> <p>Masks will be required to be worn in public spaces although not in actual exercise spaces/pitches. This may prove problematic for those with some conditions in which case, they will be exempt from this.</p>	As above
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	. As above	<p>Those with a visual impairment may find it difficult to follow signage. Staff will be on hand to direct them.</p> <p>Those relying on lip reading may have difficulty when communicating with staff who</p>	As above

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			have elected to wear a mask. In this case, other staff members will be on hand to advise and answer customer queries.	
	Mental Health	As above	Masks will be required to be worn in public spaces although not in actual exercise spaces/pitches. This may prove problematic for those with some conditions in which case, they will be exempt from this.	As above
	Learning Disability	As above	Masks will be required to be worn in public spaces although not in actual exercise spaces/pitches. This may prove problematic for those with some conditions in which case, they will be exempt from this. Proposed circuitous one way access/egress routes around the venue may make it difficult for some disabled people and those with a learning disability may find the new operational practices and wayfaring confusing and potentially distressing. Staff will be available to assist.	As above
LGBT	Lesbians	As above	As above	As above
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above

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AGE	Older People (60 +)	As above The new operating procedures seek to minimise risk to anyone aged over 70 years which makes them more at risk to COVID-19.	“Walking Football” sessions organised by Glasgow Life will require specific protocols issues by the Football Participation Team	As above
	Younger People (16-25)	Positive health and fitness benefits to the entire grassroots football community to resume training and matches with consequential benefits for mental health particularly for those experiencing social isolation during lockdown	As above	As above
	Children (0-16)	As above	As above	As above
MARRIAGE & CIVIL PARTNERSHIP				
	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
PREGNANCY & MATERNITY				
	Women	N/A	N/A	Time slots will need to be booked for all football activities and those without

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				<p>internet access or IT devices will not be able to do this online. However, bookings are also being taken over the phone so this does give provide widespread opportunity for those without suitable IT.</p> <p>The unavailability of equipment for hire may negatively impact those who cannot afford to own sports equipment.</p> <p>All user groups (Lead Member) will be required to provide data in accordance with the Scottish Governments Test & Protect guidelines</p>
<p>RELIGION & BELIEF** A list of religions used in the census is available here.</p>	<p>See note</p>			<p>As above</p>

* 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

Anyone with physical or mental disabilities classified as underlying health conditions which make them more at risk from COVID-19, as well as those over 70 years old, those of BAME heritage and pregnant women. All of these groups may feel less confident in visiting the venue and may also face some challenges in doing so.

Summary of Socio Economic Impacts

Booking of activities – both telephone and online bookings will be taken to ensure that those who cannot afford domestic internet or IT devices are not penalised by being less able to book.

Summary of Human Rights Impacts

All user groups (Lead Member) will be required to provide data in accordance with the Scottish Governments Test & Protect guidelines. Some people may not feel comfortable about this. This data will be collected, stored and process according to GDPR legislation.

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 We will monitor customer feedback to identify any further unidentified negative impacts once the venue has re-opened
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage We are constrained by Scottish Government guidelines and cannot mitigate for all negative impacts identified
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)
Venue 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>Infrastructure Support</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)