

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

Venue Recovery Plan – Castlemilk Sports 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 Castlemilk Sports Centre is currently planning to resume operations from Thursday 24 September 2020. This date is subject to change – see the coronavirus update page for further details of timescales for re-opening of Glasgow Life venues <https://www.glasgowlife.org.uk/coronavirus-covid-19-latest-information>

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

Initial re-opening plans are for the return to of all activity areas within the centre.

The venue will operate with it's historical opening hours but capacities will be reduced in accordance with Scottish Government and National Governing Body guidelines for Covid 19. All activities will be required to be booked and paid for in advance.

We will not be offering any equipment hire service.

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

Ronnie Baird – 17 Sept 2020

e) Assessment Verified by (signed and date)

Bill Hayburn – 18 Sept 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:	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>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/263412/2020-04-20/2lpnqx), • Knight Frank’s “COVID-19 Office Re-Occupancy Roadmap” (https://www.knightfrank.co.uk/blog/2020/04/20/covid19-office-reoccupancy-roadmap), 	<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</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>

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<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" (https://www.boma.org/BOMA/Research-Resources/3-BOMA-Spaces/Newsroom/Press_Room/2020/Getting_Back_to_Work.aspx),● GCC social distancing in the workplace guidance● Discussions with Trade Unions● Scottish and UK Government guidance● https://www.bowlsscotland.com/media/2208/2020-08-25-phase-3-bowls-scotland-guidance.pdf	<p>with underlying health conditions that mean they are more at risk of COVID-19. This could include disability or pregnancy.</p>	<p>We will also monitor customer feedback once re-opened.</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 community to exercise and physical activity with consequential benefits for mental health particularly for those experiencing social isolation during lockdown	Initially there will be no changing facilities available. As a consequence all users will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access.	Time slots will need to be booked for all indoor physical 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 non-availability of equipment for hire may negatively impact those who cannot afford to own sports equipment. All individual customers and user groups (Lead Member) will be required to provide/collect contact 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 BAME groups have been	As above

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<p><i>below each of these headings, as per census, is available here.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>			<p>identified as being more adversely affected by COVID 19 and may feel less confident in returning to sport and exercise facilities.. Clear customer messaging and strict safety protocols will help mitigate this and allow people to make informed decisions regarding use of the centre.</p>	
	Asian	As above	<p>Initially there will be no changing facilities available. As a consequence all users will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access.</p> <p>South Asian populations have been identified in health research as being the most vulnerable group in terms of ethnicity in relation to COVID 19. This may make them even more anxious about returning to leisure facilities. Again, clear customer messaging will help them make an informed decision about this and the strict safety and hygiene protocols that will be introduced will help ensure that they feel safer.</p>	As above
	African	As above	<p>Initially there will be no changing facilities available.</p>	As above

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			<p>As a consequence all users will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access.</p> <p>BAME groups have been identified as being more adversely affected by COVID 19 and may feel less confident in returning to sport and exercise facilities.. Clear customer messaging and strict safety protocols will help mitigate this and allow people to make informed decisions regarding use of the centre.</p>	
	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>	As above

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			<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> <p>Initially there will be no changing facilities available. As a consequence all users will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access</p>	
<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	<p>Sensory Impairment (sight, hearing,)</p>	<p>. As above</p>	<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 reception staff who have elected to wear a mask. In this case, other staff members will be on hand to advise and answer customer queries but social distancing must be maintained during any conversation.</p> <p>Initially there will be no changing facilities available. As a consequence all users</p>	<p>As above</p>

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			will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access	
	Mental Health	As above	<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> <p>Initially there will be no changing facilities available. As a consequence all users will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access</p>	As above
	Learning Disability	As above	<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> <p>Proposed circuitous one way access/egress routes around</p>	As above

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			<p>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.</p> <p>Initially there will be no changing facilities available. As a consequence all users will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access</p>	
LGBT	Lesbians	As above	Initially there will be no changing facilities available. As a consequence all users will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access.	As above
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above
AGE	Older People (60 +)	As above The new operating	Older people have been identified as being more	As above

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		<p>procedures seek to minimise risk to anyone aged over 70 years which makes them more at risk to COVID-19.</p>	<p>vulnerable to COVID 19 than the general population and as such may feel less confident in returning to leisure facilities. Clear customer communication should help them make an informed decision about this. Also, the strict health and safety protocols may help to alleviate their concerns.</p> <p>Typically the audience for bowls is dominated by older people as a consequence Indoor Bowls sessions will require specific protocols as detailed by Bowls Scotland.</p>	
	Younger People (16-25)	<p>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</p>	<p>Initially there will be no changing facilities available. As a consequence all users will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access</p>	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

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	Lesbians	N/A	N/A	N/A
	Gay Men	N/A	N/A	N/A
PREGNANCY & MATERNITY	Women	N/A	<p>Initially there will be no changing facilities available. As a consequence all users will be required to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access</p> <p>Pregnant women may feel particularly vulnerable to the COVID 19 virus and may not wish to return to using leisure facilities.</p> <p>Clear customer communications will be made available allowing women to make an informed decision on returning. In addition, the strict health and safety protocols being introduced may help to give these customers confidence in returning.</p>	<p>Time slots will need to be booked for all 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.</p> <p>The unavailability of equipment for hire may negatively impact those who cannot afford to own sports equipment.</p> <p>All individual customers and user groups (Lead Member) will be required to provide/collect contact data in accordance with the Scottish Governments Test & Protect guidelines.</p>
RELIGION & BELIEF** A list of religions used in the census is available here .	See note		Initially there will be no changing facilities available. As a consequence all users will be required to attend the venue already prepared for activity they are undertaking.	As above

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			All activities will be bookable only, therefore reducing existing capacities and limiting access	
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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

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.

The unavailability of equipment for hire may negatively impact those who cannot afford to own sports equipment.

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.

The unavailability of equipment for hire may negatively impact those who cannot afford to own sports equipment.

Summary of Human Rights Impacts

All user groups (Lead Member) and customers will be required to provide contact 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)
<p>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>	<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>
<p>Monitoring of participants' observance of the social distancing rules applicable to outdoor recreation in Scotland (28/5/20)</p>	<p>Sports Operations</p>	<p>Ongoing from facility opening</p>
<p>Continual monitoring of the lockdown rules to enable changes in operation in line with these as they change over time</p>	<p>Sports Operations</p>	<p>Ongoing</p>
<p>Pregnant women will be</p>	<p>Sports Operations</p>	<p>Ongoing</p>

advised to follow public health guidance on social distancing as this becomes more available		
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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)