

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 – KelvinHall

b) Reason for Change in Policy or Policy Development

The easing of rules relating to lockdown due to the COVID 19 epidemic in Scotland with the Scottish Government allowing sport to resume and indoor leisure facilities to re-open with public health restrictions remaining in place.

Glasgow Life aim to introduce the opening of further indoor and outdoor facilities' as safety measures and operations are put in place.

Glasgow Club KelvinHall Sports is currently planning to resume operations from Monday 21st 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

The venue will operate with a reduced capacity for services under the physical distancing measures, in order to ensure the safety of customers and staff. Only the Gym, Studio areas and Sports Halls of the venue will be open to the public with capacity limits at any one time. Partner staff will use the facility to work from their areas.

At this time the Gymnastics Academy, Soft play, Clip and Climb, Phase 2 area and both Café's will remain closed until social distancing allows for a greater capacity within the venue.

The Venue will be open:

06.00 -22.00 Monday –Friday

08.00-18.00 Saturday

08.00-20.00 Sunday.

The services initially available to the public will be: Gym, Fitness Classes and Sports Hall activities.

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

Brian Ashburn

e) Assessment Verified by (signed and date)

Helen Maclean 21/9/20

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.

<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, 	<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>
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	☐ pregnancy and maternity,	
<p>Scottish Government directive on lockdown measures (2/7/20) with reference to specific actions in relation to access office accommodation and indoor leisure venue use.</p>	<p>All protected characteristic groups</p>	<p>No – however there may be opportunity to slightly alter the operational protocols (within Scottish Government guidelines) in response to customer feedback once open.</p> <p>There will be internal consultation on the re-opening 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>Scottish Government directive to ease lockdown measures further to allow indoor gym facilities to open</p>	<p>All protected characteristic groups</p>	
<p>Cushman and Wakefield’s “Recovery Readiness: A How-To Guide for Reopening Your Workplace”,</p> <p>Knight Frank’s “COVID-19 Office Re-Occupancy Roadmap</p> <p>BOMA International’s Guidance Document “Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19</p> <p>The World Health Organization (WHO), national health organisations, and UK and Scottish Governments are the primary sources for guidance on COVID-19 and other health-related issues and will act as the central point of guidance out with this document</p>	<p>All protected characteristic groups</p> <p>All protected characteristic groups</p> <p>All protected characteristic groups</p> <p>All protected characteristic groups</p>	

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	Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities and limiting access.	Glasgow Club will allow booking via telephone as well as on-line to ensure that those without internet access or devices with which to make online bookings are able to access leisure activities. There will be no hiring of equipment for health and safety reasons and this may affect those who cannot afford to possess their own. Test & Protect protocols will be in place and customers and user groups (Lead Member) will be required to provide/collect contact data in accordance with the Scottish Governments Test & Protect guidelines. Some may not be comfortable with this.
	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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<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>	Asian	As above	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.	
	African	As above	<p>As above</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 unsure 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
	Caribbean or Black	As above	Initially there will be no changing facilities available which will require all users 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

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			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.	
	Other Ethnic Group	As above	As above	As above
DISABILITY	Physical disability	As above	<p>Initially there will be no changing facilities available which will require all users 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>Use of lifts will be limited to one person. However, where someone does need support, one other person will be allowed to accompany them.</p> <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</p>	As above

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			<p>for some disabled people – particularly those with mobility issues or heart and respiratory conditions</p> <p>Wearing of masks within public spaces – but not while actually exercising – will be obligatory. Some customers with specific medical conditions may not be comfortable with this. Exemptions will apply in line with Scottish Government guidelines allowing those in this position to be comfortable</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>Initially there will be no changing facilities available which will require all users 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>Should any staff members elect to wear masks, those who rely on lip reading may find it difficult to understand oral communications.</p> <p>Wearing of masks within public spaces – but not while actually exercising – will be obligatory. Some customers with specific medical conditions may not be comfortable with this. Exemptions will apply in line</p>	<p>As above</p>

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			with Scottish Government guidelines allowing those in this position to be comfortable	
	Mental Health	As above	<p>Initially there will be no changing facilities available which will require all users 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>Wearing of masks within public spaces – but not while actually exercising – will be obligatory. Some customers with specific medical conditions may not be comfortable with this. Exemptions will apply in line with Scottish Government guidelines allowing those in</p>	As above
	Learning Disability	As above	As above and some customers with a learning disability may find the guidance/signage and wayfaring instructions difficult to follow or disorientating and/or distressing.	As above
LGBT	Lesbians	As above	Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore reducing existing capacities	As above

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			and limiting access.	
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above
AGE	Older People (60 +)	As above	As above Older people have been identified as being more vulnerable to COVID 19 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.	As above
	Younger People (16-25)	As above	Initially there will be no changing facilities available which will require all users 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
	Children (0-16)	As above	As above	As above
MARRIAGE & CIVIL PARTNERSHIP	Women	N/A	N/A	N/A
	Men	As above	As above	As above

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	Lesbians	As above	As above	As above
	Gay Men	As above	As above	As above
PREGNANCY & MATERNITY	Women	Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during lockdown	<p>Initially there will be no changing facilities available which will require all users 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>Glasgow Club will allow booking via telephone as well as on-line to ensure that those without internet access or devices with which to make online bookings are able to access leisure activities.</p> <p>There will be no hiring of equipment for health and safety reasons and this may affect those who cannot afford to possess their own.</p> <p>Test & Protect protocols will be in place and customers and user groups (Lead Member) will be required to provide/collect contact data in accordance with the Scottish Governments Test & Protect guidelines. Some may not be comfortable with this.</p>
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	Positive health benefits for participants and potential positive mental health benefits - particularly for those experiencing social isolation during	Initially there will be no changing facilities available which will require all users to attend the venue already prepared for activity they are undertaking. All activities will be bookable only, therefore	As above

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		lockdown	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

Race - with some ethnic groups being more vulnerable to COVID 19 customer confidence in attending leisure facilities may be low.

Disability – those with learning disabilities may be affected in particular in relation to the new operating procedures.

Age – Older people may not feel confident in returning to use formal leisure facilities.

Pregnancy/maternity – pregnant women may not feel confident in returning to use formal leisure facilities and should follow public health guidance on this as more information becomes available

Summary of Socio Economic Impacts

Booking procedures will be via telephone as well as online to ensure no negative impact for those without internet access or devices required to make online bookings.

The inability to hire equipment may affect those who cannot afford to possess their own.

Fairer Scotland Duty – research indicates those facing socio-economic challenges may be disproportionately affected by Covid 19.

Summary of Human Rights Impacts

Test & Protect protocols will be in place and people will need to supply their contact details. Some may not be comfortable with this

4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
<p>Was a significant level of negative impact arising from the project, policy or strategy identified?</p>	<p>Not at this stage We will continue to monitor impacts in order to identify any unforeseen negative effects experienced by customers.</p>
<p>Does the project, policy or strategy require to be amended to have a positive impact?</p>	<p>Not at this stage We are constrained by public health and Scottish Government guidelines and are thus limited in what we can do to ameliorate identified negative impacts.</p>

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Does a Full Impact Assessment need to be undertaken?	Not at this stage See above
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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)
Monitoring of participants' observance of the social distancing rules applicable to Leisure venues and offices in Scotland ()	Sports Operations	Ongoing from facility opening
Continual monitoring of the lockdown rules to enable changes in operation in line with these as they change over time.	Sports Operations	Ongoing
Pregnant women will be advised to follow public health guidance on social distancing as this becomes more available	Sports Operations	Ongoing
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	Infrastructure Support	Ongoing

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Health authorities.	HR and Health and Safety to be involved in a working group that reviews and adapts the workplace arrangements regularly Building Transitions Group	Suggest weekly meeting of a working group comprising Infrastructure Support, HR and Health and Safety. Building Transitions Group has now been convened as of 26/05/20 and meets regularly on a Tuesday
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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)

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