

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

Kelvingrove Bandstand – COVID 19 Recovery Plans

b) Reason for Change in Policy or Policy Development

The COVID 19 pandemic precipitated a closure of the venue in line with Scottish Government directives for controlling the spread of the virus. In line with the Coronavirus (COVID-19): timetable for easing restrictions, Glasgow Life is preparing to re-open this venue to staff and contractors at this stage and to potentially stage smaller capacity events in line with Government Guidelines.

Activities involving members of the public will only take place once Government Guidelines allow and suitable operational measures have been put in place.

Please note: This assessment may change over time in direct response to future Scottish Government directives relating to the phasing of lifting or re-imposing of lockdown regulations.

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

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It is anticipated that the number of events to be held at Kelvingrove Bandstand will be significantly reduced because they will not be financially viable. Therefore, initially, the primary focus for the venue will be to accommodate and facilitate essential maintenance, potentially some small events and as a welfare base supporting the deployment of Police Scotland officers within Kelvingrove Park and the Bandstand. This will be in line with COVID19 Risk Assessments.

There is also the possibility of potentially opening the Bandstand for small scale non-public events such as recording of performances for later online broadcast, non-ticketed public events and a small number of concerts with minimum audiences from June 2021. There is the possibility of commercial events returning later in the year, if the Scottish Government Guidance allows for increased capacity with the easing of physical distancing restrictions.

To prepare the venue for staff, contractors and visitor use, key activities need to be undertaken. These include, undertaking risk assessments, testing key building systems, installing signage, public sanitizer stations where appropriate, and delivering revised hygiene and safety training to our staff.

- d) Summary of geographic area impacts. Please use the tick boxes below to identify which areas of the city are potentially affected. You may also wish to flag if there are particular areas to be noted e.g. ward or local areas.

North East	<input type="checkbox"/>	North West	<input checked="" type="checkbox"/>	South	<input type="checkbox"/>	City wide	<input type="checkbox"/>
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Other area details:

- e) Name of officer completing assessment (signed and date)

Martin Adams 15/04/2021

- f) Assessment Verified by (signed and date)

Russell McKinnon 26/4/21

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.
<input type="checkbox"/> Cushman and Wakefield's "Recovery Readiness: A How-To Guide for Reopening Your Workplace" <input type="checkbox"/> Knight Frank's "COVID-19 Office Re-Occupancy Roadmap" <input type="checkbox"/> BOMA International's Guidance Document "Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19" <input type="checkbox"/> Scottish Government's Coronavirus Timetable for Easing Restrictions <input type="checkbox"/> 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	<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,	All Protected Characteristic groups

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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	The later proposed limited opening to the public will allow citizens to enjoy performance culture.	Limited toilet provision due to physical distancing measures may be more problematic for women due to more queuing experienced outside female toilet provision.	<p>In relation to UN Declaration of Human Rights Article 27 (1) Everyone has the right freely to participate in the cultural life of the community – a limited programme for the public will commence in the near future but a full normal cultural offer will not be available for some time to come and is dependent upon forthcoming Scottish Government guidelines.</p> <p>Glasgow Life has tried to mitigate the effects of this by increasing its online cultural offer. However, for those without internet access or devices for viewing the online content, cultural opportunities are very much curtailed. This is likely to affect those living in areas of social and economic deprivation.</p> <p>Contact tracing protocols may still be in place in line with NHS guidance when concerts can operate once more. Patrons will need to supply their name and contact details and some people may not be comfortable with this.</p>

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	Men	As above		As above
	Transgender	As above		As above
RACE*				
	White	As above		As above
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i> <i>For example Asian includes Chinese, Pakistani and Indian etc.</i>	Mixed or Multiple Ethnic Groups	As above		As above
	Asian	As above		As above
	African	As above		As above
	Caribbean or Black	As above		As above
	Other Ethnic Group	As above		As above
DISABILITY				
	Physical disability	As above	<p>Limited toilet provision due to physical distancing measures may be more problematic for those who may need to use the toilet urgently due to a medical condition. The nature of performances at an outdoor venue such as this means that there is more opportunity for patrons to use the toilet during performances thus limiting any possible queuing.</p> <p>There are potential entry times to the venue on the tickets so queues may form and the time taken to get to a seat in a performance space will likely be lengthened for all patrons which again may mean that</p>	As above

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			<p>people do not have enough time to get to the toilet prior to the start of performances. Similarly there is a proposed staged exit due to social distancing regulations which means it will take longer for all patrons to leave the performance spaces which may be a problem if people need to use the toilet after the performance. Please note: all current accessible toilet provision will be available.</p> <p>In addition, a designated system will operate for entry to the performance spaces and to exit them and this may make the routes longer and thus more difficult for those with mobility issues.</p> <p>To counter the issues above all seven exit gates at the Bandstand will be utilised therefore reducing the time required for patrons to leave the venue.</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 who are DEAF and rely on lip-reading may find communication with front line staff at the venue difficult while the staff member will likely be wearing a mask/face covering. As the Bandstand is an</p>	<p>As above</p>

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			<p>outdoor venue there is the potential that the mandated use of face coverings by staff may be eased sooner meaning less of an issue for communication or misunderstanding with patrons.</p> <p>Those with autism and communication disorders may find way-finding, signage, etc., disorientating, and distressing.</p>	
	Mental Health	As above		As above
	Learning Disability	As above	Those with a learning difficulty may find way-finding, signage, etc. disorientating, difficult to follow and thus distressing.	As above
LGBT	Lesbians	As above		As above
	Gay Men	As above		As above
	Bisexual	As above		As above
AGE	Older People (60 +)	As above	<p>Many older people need to use toilet provision more frequently. Possible queues on entry to and exiting from the venue may pose a problem for those who do need to use the toilet urgently or regularly.</p> <p>Queuing for entry to the venue via a controlled entry system may cause problems for older</p>	As above

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			people who find queuing difficult.	
	Younger People (16-25)	As above		As above
	Children (0-16)	N/A		As above
MARRIAGE & CIVIL PARTNERSHIP				
	Women		The Bandstand has become more popular for weddings and civil partnership ceremonies and the capacity of these will be dictated the Scottish Governments Coronavirus Timetables for easing restrictions. If and when restrictions change this will be reviewed accordingly.	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. Potential future resumption of ceremonies should restrictions allow will be a positive benefit.
	Men		As above	
	Lesbians		As above	
	Gay Men		As above	
PREGNANCY & MATERNITY				
	Women	The proposed limited opening to the public will allow citizens to enjoy performance culture.		Rights Article 27 (1) Everyone has the right freely to participate in the cultural life of the community – a limited programme for the public will commence in the near future but a full normal cultural offer will not be available for some time to come and is dependent upon forthcoming Scottish Government guidelines. Glasgow Life has tried to mitigate the effects of this by increasing its online cultural offer.

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				<p>However, for those without internet access or devices for viewing the online content, cultural opportunities are very much curtailed. This is likely to affect those living in areas of social and economic deprivation.</p> <p>Contact tracing protocols may still be in place in line with NHS guidance when concerts resume once more. Patrons will need to supply their name and contact details and some people may not be comfortable with this.</p>
<p>RELIGION & BELIEF** A list of religions used in the census is available here.</p>	<p>See note</p>	<p>As above</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

Age – Queuing for entry to the venue via a controlled entry system may cause problems for older people who find queuing difficult.

Disability - Queuing for entry to the venue via the controlled entry system may cause problems for people with disabilities who find queuing difficult.

The necessary signage and wayfaring routes may be confusing and distressing for those with learning disabilities.

Summary of Socio Economic Impacts

As this venue is still currently closed to audiences – many citizens may choose to engage with culture via Glasgow Life's augmented online offer. This is not possible for those who due to their financial circumstances cannot afford domestic internet access and/or devices on which to view the offer.

As re-opening the venue to limited audiences happens, people will still not be able to enjoy the full cultural offer that this venue normally provides and again those without access to the internet will not be able to access the online offer to compensate.

Summary of Human Rights Impacts

UN Declaration of Human Rights **Article 27**

(1) Everyone has the right freely to participate in the cultural life of the community – not all our opportunities for engaging in culture will re-commence at this stage.

Should concerts resume, and contact tracing protocols are still in place, some people may not be comfortable with supplying their contact information.

Summary of Health Inequalities* Impacts

Please include reference to any protected characteristic group which may be affected in terms of health inequalities.

Also make reference to other groups that may potentially be affected – including people with drug problems, homeless people, care-experienced young people and carers. This is an indicative but not exhaustive list and any relevant groups along with the anticipated impacts should be noted.

Broadly positive impacts in relation to cultural engagement, and reducing social isolation – both factors known to positively affect health. However, these will only be realised once performances are commercially viable once more and permitted.

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 Please note: negative impacts have been identified in relation to audience visits which are proposed at a later date.
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage Please note: We are constrained by Government guidance and are limited in actions we can take to mitigate negative impacts on protected characteristic groups
Does a Full Impact Assessment need to be undertaken?	Not at this stage

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)
Review of ongoing public health guidance and Scottish Government guidelines and route map in relation to the COVID 19 pandemic.	Glasgow Life's: Venue Recovery Planning Group Infrastructure Support Team HR and Health and Safety teams to be involved in a working group that reviews and adapts the workplace arrangements regularly	Ongoing

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