

# 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

Recovery Plan – Glasgow Life Outdoor Recreation- 2021.

b) Reason for Change in Policy or Policy Development

While some outdoor recreation sites for example tennis courts are currently open for use (via bookings only) within the Scottish Government guidelines for people meeting outdoors, some have only been open for existing bookings. As restrictions ease further, and in line with Scottish Government guidelines, other outdoor facilities will function more fully once more. In addition, the following facilities are open on a community activation pilot model:

Nethercraigs Sports Centre

Springburn Synthetic Pitch and Pavilion

Stepford Road Football Centre

(Not all facilities can re-open as the length of time of the pandemic and the re-introduction of restrictions and lockdown has resulted in a large loss of income for Glasgow Life a consequence of which being that we are unable to increase the number of venues that can be operated to pre-pandemic levels in this financial year).

The continuation of COVID restrictions that are necessary for safe operation of sites will mean that until restrictions ease further, COVID safe operational procedures will be in place.

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

The continuation of COVID restrictions that are necessary for safe operation of sites will mean that until restrictions ease further, COVID safe operational procedures will be in place. Until COVID regulations change, facilities will operate:

Normal opening hours in **most** instances  
 One way routes  
 Increased hygiene protocols  
 Access to toilets ( as part of a one way system) – with the exception of the community activation pilot sites  
 Access to **some** reception areas  
**No** access to changing/locker rooms (where normally available)  
**No** hire of equipment (where normally available)  
**No** access to meeting rooms (where normally available)  
 One way routes  
 Increased hygiene protocols  
 Wearing of masks when inside ancillary buildings such as reception areas

**Please note: This is subject to change as public health and Scottish Government guidance is revised over time. Information regarding facilities that will operate and timescales will be regularly updated and made available on the Glasgow Life website at: <https://www.glasgowlife.org.uk/coronavirus-covid-19-latest-information>**

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		North West		South		City wide	X
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Other area details: Not all sites will re-open, and not all communities will be able to access all types of outdoor recreation locally – with some having to travel further to access outdoor recreational activities of their choice.

The potential for future additional community activation pilots of un-opened sites may help to partially ameliorate this.

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

Ian Johnston, 20/4/21

f) Assessment Verified by (signed and date)

Helen Maclean 23/4/21

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## 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>➤ age</li> <li>➤ disability,</li> <li>➤ race and/or ethnicity,</li> <li>➤ religion or belief (including lack of belief),</li> <li>➤ gender,</li> <li>➤ gender reassignment,</li> <li>➤ sexual orientation</li> <li>➤ marriage and civil partnership,</li> <li>➤ 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.
Scottish and UK Government guidance including Scottish Government directives on lockdown measures and reviews of both guidance and timescales for easing lockdown restrictions. <a href="#">Glasgow Life Venue and Activity Use protocols.</a>	All protected characteristic groups	Customer feedback will be monitored on an ongoing basis and if there is potential to change operational practice within the Scottish Government guidelines for safe operation this could be considered if it is practical to do so.
Scottish Government directive on lockdown measures 29/6/20 in regard to the access to outdoor court facilities.	All protected characteristic groups	
National Governing Bodies ( for sports) guidelines for operation including for instance, Scottish Golf	All protected characteristic groups	

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guidelines and Scottish Football Association Guidelines		
Cushman and Wakefield's "Recovery Readiness: A How-To Guide for Reopening Your Workplace" Glasgow City Council's Social distancing in the workplace guidance	All protected characteristic groups	
Discussion with Trade Unions	All protected characteristic groups	
Knight Frank's "COVID-19 Office Re-Occupancy Roadmap"	All protected characteristic groups	
BOMA International's Guidance Document "Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19"	All protected characteristic groups	
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.	All protected characteristic groups	
Scottish Government: Coronavirus (COVID-19) Phase 3: staying safe and protecting others – Face Coverings	All protected characteristic groups Age – children under 5 years Disability – including hidden disabilities and those with some health conditions	

### 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	Re-opening of some of Glasgow Life's outdoor recreation sites will facilitate participation in outdoor sport and recreation with associated positive health and wellbeing impacts.	Not all sites are re-opening – see impacts as detailed in section 1 d).  No toilet provision at Community Activation Sites.	Travel costs may be incurred for those who do not have outdoor recreation sites near to their home.  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.  No equipment will be available for hire, which may affect people who cannot afford to own sports equipment.  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.
	Men	As above	As above	As above

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	Transgender	As above	As above	As above
<b>RACE*</b>	White	As above	As above	As above
<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 BAME populations have been identified as being more vulnerable to the COVID 19 virus but with transmission being estimated as being much lower in outdoor environments people may feel more confident in exercising outdoors.	As above	As above
	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
<b>DISABILITY</b>	Physical disability	<p>Re-opening of some of Glasgow Life's outdoor recreation sites will facilitate participation in outdoor sport and recreation with associated positive health and wellbeing impacts.</p> <p>People who are deemed more clinically</p>	<p>Not all sites are re-opening – see impacts as detailed in section 1 d).</p> <p>Face masks must be worn when inside reception areas – this may be problematic for some people with disabilities including those with certain health conditions. (Those who are exempted will be excepted).</p>	As above

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		vulnerable to the COVID 19 virus may feel more confident in exercising outdoors where transmission rates are estimated to be lower than in indoor environments.	The lack of toilet provision at Community Activation Sites may be more problematic for some people with health conditions.	
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	Re-opening of some of Glasgow Life's outdoor recreation sites will facilitate participation in outdoor sport and recreation with associated positive health and wellbeing impacts.	<p>Not all sites are re-opening – see impacts as detailed in section 1 d).</p> <p>No toilet provision at Community Activation Sites.</p> <p>The use of masks by staff may prove problematic for communication for people with a hearing impairment who rely on lip-reading.</p> <p>Way-faring may be more difficult for those with a sight impairment as they may not be as able to follow directional signage. (Staff will assist where required)</p>	As above
	Mental Health	As above	<p>Not all sites are re-opening – see impacts as detailed in section 1 d).</p> <p>No toilet provision at Community Activation Sites.</p> <p>Face masks must be worn when inside reception areas – this may be problematic for</p>	As above

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			some people with disabilities including those with certain health conditions. (Those who are exempted will be excepted).	
	Learning Disability	As above	As above  Difficulty in understanding COVID rules for public safety may discourage some people with a learning disability from participating. (Staff will be on hand to assist).	As above
<b>LGBT</b>	Lesbians	As above	Not all sites are re-opening – see impacts as detailed in section 1 d).  No toilet provision at Community Activation Sites.	As above
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above
<b>AGE</b>	Older People (60 +)	Older people have been identified as being more vulnerable to the COVID 19 virus but with transmission being estimated as being much lower in outdoor environments people may feel more confident in exercising outdoors.	As above	As above

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	Younger People (16-25)	Re-opening of some of Glasgow Life's outdoor recreation sites will facilitate participation in outdoor sport and recreation with associated positive health and wellbeing impacts.	As above	As above
	Children (0-16)	As above	As above	As above
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	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
<b>PREGNANCY &amp; MATERNITY</b>	Women	Re-opening of some of Glasgow Life's outdoor recreation sites will facilitate participation in outdoor sport and recreation with associated positive health and wellbeing impacts.	<p>Not all sites are re-opening – see impacts as detailed in section 1 d).</p> <p>No toilet provision at Community Activation Sites.</p> <p>Limited access to indoor ancillary spaces due to COVID regulations will mean that suitable breastfeeding spaces will not be available.</p>	<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>

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				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.
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note	N/A	N/A	N/A

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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](#).

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## Summary of Protected Characteristics Most Impacted

**Disability** – those with a learning disability may find COVID restrictions difficult to understand and follow, people with sight impairments may find wayfaring more difficult, and people with hearing impairments or DEAF people may find communication with staff more difficult due to the obligatory mask-wearing.

**Disability** – Disabled people may prefer to return to outdoor sport and exercise due to lower COVID 19 transmission rates in outside environments.

**Older People** – May prefer to return to outdoor sport and exercise due to lower COVID 19 transmission rates in outside environments.

**Race** - BAME populations - May prefer to return to outdoor sport and exercise due to lower COVID 19 transmission rates in outside environments.

## Summary of Socio Economic Impacts

Greater travel costs may be incurred for those having to travel further to access outdoor recreational opportunities.

While COVID restrictions and guidelines remain place the impacts of this have been identified as:

- Pitches will be pre booked and paid in advance only which may limit participation for those who are experiencing financial difficulties.
- Lack of equipment hiring services may impact on those who cannot afford to purchase their own equipment.

## Summary of Human Rights Impacts

Some people may be uncomfortable with the requisite contact tracing protocols while COVID regulations are still in force.

### 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 outdoor recreation – as this will facilitate physical activity and some social interaction which potentially could lessen the negative mental and physical health impacts of loneliness and social isolation. However, as not all sites are re-opening some people will be less likely to participate if they do not have local access to facilities.

As outdoor rates of transmission of the COVID 19 virus are deemed to be less than indoor rates this may give participants more confidence in returning to outdoor sport.

\*Health inequalities between people arise because of inequalities in society. Health inequalities are influenced by a wide range of factors, including access to education, employment and good housing; equitable access to healthcare; individuals' circumstances and behaviours, including lifestyle factors (e.g. diet), and income. These issues are known as the social determinants of health.

They are also influenced by levels of access to and participation in culture, learning, sport and physical activity opportunities.

Decisions made about Glasgow Life’s policies, projects, service reforms and budget options have the potential to make a positive or negative difference to health. Particular attention should be paid to *not* making health inequalities worse. For example widening the gap between those experiencing more healthy years lived and those who fair worse. Our aim should be to reduce this gap and promote healthy equity in Glasgow.

## 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
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage Budget constraints are preventing re-opening of

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	<p>All outdoor facilities in 2021.</p> <p>Scottish Government COVID guidelines require adherence for safe operation at sites and as a result not all negative impacts identified can be mitigated until restrictions ease.</p>
<p><b>Does a Full Impact Assessment need to be undertaken?</b></p>	<p><b>Not at this stage</b> (See above)</p>

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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)
<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>

## 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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#### **4. MONITORING OUTCOMES, EVALUATION & REVIEW**

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

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## Legislation

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