

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

Glasgow Royal Concert Hall and City Halls – COVID 19 Recovery Plans

b) Reason for Change in Policy or Policy Development

The COVID 19 pandemic precipitated a closure of both venues in line with Scottish Government directives for controlling the spread of the virus. In line with recent further government guidelines, (Phase 3 of Scottish Government Route Map) Glasgow Life is preparing to re-open these venues to tenants only at this stage.

It is anticipated that the number of events to be held in City Halls and Glasgow Royal Concert Hall will be significantly reduced because they will not be financially viable. Therefore, initially, the primary focus for the venues will be to accommodate and facilitate tenant activity in line with COVID19 Risk Assessments

Activities involving members of the public will only take place once Government Guidelines allow and suitable operational measures have been put in place. It is therefore anticipated that there will be limited opening of the building for small scale non-ticketed public events and a small number of concerts with minimum audiences from October 2020.

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.

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

It is anticipated that the number of events to be held in City Halls and Glasgow Royal Concert Hall will be significantly reduced because they will not be financially viable. Therefore, the primary focus for the venues will be to accommodate and facilitate tenant activity in line with the COVID19 Risk Assessment, and not be open to the public, although potentially opening the buildings for small scale non-ticketed public events and a small number of concerts with minimum audiences from October 2020 is proposed.

In addition, Glasgow Royal Concert Hall will have a limited offer to the public – potential scaled-down Café operation, and potential Box Office counter operation.

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

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

Georgia Reid 22/07/2020
Revised Helen Maclean 10th August

e) Assessment Verified by (signed and date)

Kevin Meek 22/07/2020
Revised Helen Maclean 10th August

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"> ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, 	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.
<ul style="list-style-type: none"> • Cushman and Wakefield’s “Recovery Readiness: A How-To Guide for Reopening Your Workplace” • Knight Frank’s “COVID-19 Office Re-Occupancy Roadmap” • BOMA International’s Guidance Document “Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19” • Scottish Governments 5 phase roadmap out of lockdown • 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 	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	<p>Opening for tenants will allow all tenants to access their accommodation and orchestras to rehearse.</p> <p>The later proposed limited opening to the public will allow citizens to enjoy performance culture.</p>	<p>Limited toilet provision due to physical distancing measures may be more problematic for women due to more queueing experienced outside female toilet provision.</p>	<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 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.</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>Visitor and reception seating will be minimised or removed to reduce public touch points which may mean that those who need to sit down may find the box office experience at Glasgow Royal Concert Hall to be uncomfortable especially if there are queues.</p> <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.</p> <p>Also, performances will not have an interval to minimise</p>	As above

			<p>social contact and for anyone who needs to use the toilet on a regular basis this may be problematic.</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 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.</p> <p>Please note: all current accessible toilet provision will be available.</p> <p>The proposed draft social distanced seating plans for all performance spaces reduce available wheelchair spaces by up to half. Aisle seats, which are the most accessible seats, will be almost entirely removed from use in the Main Auditorium (Glasgow Royal Concert Hall) due to aisle</p>	
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			<p>widths. Their use will also be significantly reduced in the other performance spaces. This is because of the width of aisles - at the moment we are not proposing using any end seats of rows, because those people would be far too close to high touch areas/queues of people going in and out. This could really diminish the access of those who can only access step free end of aisle seats. More accessible seating will be able to be retained at the City Halls due to there being a different seating layout. This will affect those with mobility issues as there will be less seating available to accommodate their needs.</p> <p>In addition, a one way system will operate from 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>Wearing of masks may be required . For those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask</p>	
<i>A definition of</i>	Sensory Impairment	As above	Those who are DEAF and rely	As above

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<p>disability under the Equality Act 2010 is available here.</p>	<p>(sight, hearing,)</p>		<p>on lip-reading may find communication with front line staff at both venues difficult if the employee is wearing a mask. The intention is to erect perspex screens at the box office at Glasgow Royal Concert Hall so the likelihood of this being a problem there is much less.</p> <p>Those with autism and communication disorders may find way-finding, signage, etc., disorientating, and distressing if visiting the Glasgow Royal Concert Hall box office or attending performances.</p> <p>Wearing of masks may be required . For those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask</p>	
	<p>Mental Health</p>	<p>As above</p>	<p>Wearing of masks may be required . For those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask</p>	<p>As above</p>
	<p>Learning Disability</p>	<p>As above</p>	<p>Those with a learning difficulty may find way-finding, signage, etc., disorientating, difficult to follow and thus distressing if visiting the Glasgow Royal Concert Hall box office or are attending proposed future concerts.</p>	<p>As above</p>

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			Wearing of masks may be required . For those with some conditions this may be uncomfortable and we will allow those in that category to not wear a mask	
LGBT	Lesbians	As above		As above
	Gay Men	As above		As above
	Bisexual	As above		As above
AGE	Older People (60 +)	As above	<p>Visitor and reception seating will be minimised or removed to reduce public touch points which may mean that those who need to sit down may find the box office experience to be uncomfortable especially if there are queues.</p> <p>Many older people need to use toilet provision more frequently. Possible queues on entry to the venues and on exiting from performance spaces, coupled with removal of intervals during performances due to social distancing measures, may pose a problem for those who do need to use the toilet urgently or regularly.</p> <p>Queuing for entry to the building via the controlled entry system may cause problems for older people who find</p>	As above

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			queuing difficult.	
	Younger People (16-25)	As above		As above
	Children (0-16)	As above should specific children's performances go ahead in the future	Young children often need to use the toilet regularly and the removal of interval times from shows and the longer entry and exit times due to the proposed entry/exit system may be problematic.	As above
MARRIAGE & CIVIL PARTNERSHIP	Women		The City Halls and Old Fruitmarket are popular venues for weddings and civil partnership ceremonies and these will not be able to take place or be booked in the foreseeable future due to the Scottish Government's guidelines. If and when these change, we will take bookings once again.	N/A at this stage
	Men		As above	As above
	Lesbians		As above	As above
	Gay Men		As above	As above
PREGNANCY & MATERNITY	Women	Opening for tenants will allow all tenants to access their accommodation and orchestras to rehearse. The proposed limited opening to the public		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

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		will allow citizens to enjoy performance culture.		<p>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 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.</p>
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	As above		As above

* 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 – lack of seating may be a problem for older people visiting the box office (Glasgow Royal Concert hall)

Disability - lack of seating may be a problem for disabled people with mobility issues visiting the box office (Glasgow Royal Concert Hall), and the necessary signage and wayfaring routes may be confusing and distressing for those with learning disabilities.

Less toilet provision, and proposed removal of performance intervals may be a problem for those with health-related needs to visit toilets frequently, and older people or young children.

Summary of Socio Economic Impacts

As these venues are 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.

Once re-opening to audiences occurs – as this will be on a limited basis, people will still not be able to enjoy the full cultural offer that these venues normally provide 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.

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.

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 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

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	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 Building Transitions Group 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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