

## 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

**COVID 19 – Community Activation Pilot**  
(Outdoor Football Pitch/es)

b) Reason for Change in Policy or Policy Development

Easing of rules relating to lockdown due to the COVID 19 in Scotland, in line with the Scottish Government's phased route map, has facilitated the ability to re-open outdoor recreation facilities such as football pitches. Normally, Glasgow Life would run these facilities, however, at present, due to loss of income in relation to the COVID 19 pandemic, the organisation has only initially been able to open some of these facilities. The proposed joint temporary operational pilot in conjunction with local football clubs who are trusted local anchor organisations, would enable a further three such facilities in the city to re-open in the near future.

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

Re-opening of Stepford Sports Complex, Nethercraigs Sports Complex and Springburn Synthetic Pitch in partnership with local clubs.

The intention is that Glasgow Life in partnership with local organisations/clubs would devise a pilot operational model that would maximise the collective resources available whilst providing access to these facilities.

Only the outdoor pitch(es) will be open, with no building provision including changing rooms or toilets

There will be reduced opening hours to maximise utilisation and reduce, where possible the resource requirements whilst ensuring that opening hours reflect customer usage.

## EQIA Screening Form

-The programming for each venue will be remodelled to accommodate a selection of regular lets, based on local dialogue with our Football Development team, local clubs and networks reflecting the community requirements.

No equipment will be available for hire for public use – people will need to bring their own or use what equipment that clubs provide.

**Please note: This proposal is subject to change as public health and Scottish Government guidance is revised over time.**

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

Peter Alexander 9/10/20

e) Assessment Verified by (signed and date)

Jonathan Shaw 9/10/20

CONFIDENTIAL

## EQIA Screening Form

## 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:  <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,	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"> <li>• Cushman and Wakefield's "Recovery Readiness: A How-To Guide for Re-opening Your Workplace",</li> <li>• Knight Frank's "COVID-19 Office Re-Occupancy Roadmap",</li> <li>• BOMA International's Guidance Document "Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19",</li> <li>• The World Health Organization (WHO), national health organisations, and UK and Scottish Governments are the primary sources of information for COIVD safe operation</li> </ul>	All protected characteristic groups	<p>Analysis of geographical spread of football teams across the city which showed that 45% of all teams are in the North East of the city, 40% of all teams in Glasgow are located in the South, and 15% of all teams in the North West.</p> <p>Consultation with Glasgow football clubs in relation to their capacity to support the joint operation of outdoor football facilities.</p> <p>Discussion with elected members regarding their concerns regarding the</p>

### EQIA Screening Form

of facilities.		limited re-opening of Glasgow's football facilities.  Once operational, it may be possible to make minor changes to operational procedures in response to clubs' and players' feedback.

**EQIA Screening Form**

**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 physical and mental health benefits for participants.	-There will only be access to a singular portoloo toilet facility initially.	<p>No equipment will be available for hire from Glasgow Life, which may affect people who cannot afford to own sports equipment.</p> <p>Contact tracing protocols will be in place in line with NHS guidance. Players' contact details will be collected by the clubs and some people may not be comfortable with this.</p> <p>The three proposed sites are situated in areas of deprivation within the city – each is in a different area to allow maximum geographical spread of opportunities for those in residing in areas of socio –economic deprivation.</p> <p>The sustainability of any football club relies on having the facilities to train and provide a place for players to find enjoyment and learn the game. No facilities means players dropping out of the game and less clubs being financially sustainable therefore, sport and specifically football, losing the opportunity to impact people's lives.</p>

Formatted: Font color: Custom Color(RGB(34,34,34))

## EQIA Screening Form

	Men	As above	As above	As above
	Transgender	As above	As above	As above
<b>RACE*</b>	White	As above	As above	As above
<i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i>  <i>For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups	As above Increased opportunities for outdoor exercise may allow BAME populations to have the confidence to participate – this group has been identified as being more vulnerable to COVID 19 but exercising outdoors presents a lesser risk than participating in indoor sport/physical activity.	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	As above Also, re-opening of these facilities would facilitate football for those groups who normally use them for	As above  Portaloos hired by clubs may not include accessible toilet options.	

Formatted: Font color: Auto

## EQIA Screening Form

		disability football programmes/training.		
<p>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</p>	Sensory Impairment (sight, hearing, )	As above	<p>Those with a visual impairment may find it difficult to follow signage. A Club Representative/Staff will be on hand to direct them.</p> <p>Those relying on lip reading may have difficulty when communicating with Club Representative/Staff who have elected to wear a mask.</p>	As above
	Mental Health	As above	<p>There will only be access to a singular portoloo toilet facility initially.</p>	As above
	Learning Disability	As above	<p>Some customers may find the operational changes, wayfaring and signage and guidance difficult to adhere to or understand and this requires clear communication and Club Representative/staff support. It is intended that the Club Representative/Staff will receive training on the new operating model including information on how best to support customers.</p> <p>There will only be access to a singular portoloo toilet facility initially.</p>	As above

**EQIA Screening Form**

<b>LGBT</b>	Lesbians	Positive physical and mental health benefits for participants.	There will only be access to a singular portoloo toilet facility initially.	As above
	Gay Men	As above	There will only be access to a singular portoloo toilet facility initially.	As above
	Bisexual	As above	There will only be access to a singular portoloo toilet facility initially.	As above
<b>AGE</b>	Older People (60 +)	As above		As above
	Younger People (16-25)	As above Younger people have also been identified as missing out on physical activity through lack of opportunity to play due to closure of pitches. Being able to re-open three more facilities in different areas of the city would help to give them this opportunity once more via youth football training and playing. The three proposed sites all have floodlighting and the proposed opening times incorporating midweek evenings up to 9pm/10pm and up to 5pm at weekends can therefore support after school playing throughout the winter months for many young	There will only be access to a singular portoloo toilet facility initially.	As above



## EQIA Screening Form

		people & children. -		
	Children (0-16)	As above	There will only be access to a singular portoloo toilet facility initially.	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	Positive physical and mental health benefits for participants.	<p>No indoor areas will be available for customer use – there will be no available area for breastfeeding should someone require this.</p> <p>There will only be access to a singular portoloo toilet facility initially.</p>	<p>No equipment will be available for hire from Glasgow Life, which may affect people who cannot afford to own sports equipment.</p> <p>Contact tracing protocols will be in place in line with NHS guidance. Players' contact details will be collected by the clubs and some people may not be comfortable with this.</p> <p>The sustainability of any football club relies on having the facilities to train and provide a place for players to find enjoyment and learn the game. No facilities means players dropping out of the game and less clubs being financially sustainable therefore, sport and specifically football, losing the opportunity to impact people's lives</p>

## EQIA Screening Form

<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note	As above	There will only be access to a singular portoloo toilet facility initially.	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](#).

## EQIA Screening Form

### Summary of Protected Characteristics Most Impacted

**Age** –younger people may be afforded more opportunities for physical activity. in returning to outdoor leisure

**Disability** – those programmes involving disabled people would be able to re-commence.

Those with learning disabilities may find the new operational protocols difficult, distressing or disorientating.

**Race** – those who have less confidence in returning to physical activity due to the publicised heightened risk for COVID 19 for BAME communities may feel more confident in being able to access outdoor exercise opportunities as the risk is deemed lower in outdoor environments

### Summary of Socio Economic Impacts

Equipment will not be available for hire – those who cannot afford to own sports equipment may therefore be negatively affected.

The three proposed site for re-opening are in areas of socio-economic deprivation.

### Summary of Human Rights Impacts

## EQIA Screening Form

Contact tracing protocols will be in place via the clubs and some players may not feel 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?	<b>Not at this stage</b> This is a temporary pilot project which will be regularly reviewed.
Does the project, policy or strategy require to be amended to have a positive impact?	<b>Not at this stage</b> (Constrained in operational practice as adhering to Scottish Government COVID 19 guidance in relation to <a href="#">sports facilities/pitches</a> )
Does a Full Impact Assessment need to be undertaken?	<b>Not at this stage</b> As above

**EQIA Screening Form**

<p style="text-align: center;"><b>Actions: Next Steps</b></p> <p style="text-align: center;">(i.e. is there a strategic group that can monitor any future actions)</p>		
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>Access arrangements will be reviewed periodically with a view to mitigating any unforeseen negative impacts that can be addressed within the COVID 19 Scottish Government guidelines for safe operation of outdoor sports pitches and indoor ancillary facilities (reception areas and customer toilets)</p>	<p>Infrastructure Support Team</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>

Formatted Table

Formatted: Text body

## 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)

**EQIA Screening Form**