

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 Plans – Swimming Pools

b) Reason for Change in Policy or Policy Development

The Scottish Government's guidelines for COVID 19 is allowing easing of restrictions once more with indoor pools able to re-open with health and safety measures in place to decrease the spread of COVID-19. This, coupled with the setting of a stable budget for the financial year 2021/22 allows Glasgow Life to plan the re-opening of swimming pools.
(Details of re-opening timescales of Glasgow Life facilities can be found at: <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 planned re-opening of swimming pools will include pools operating lane swimming to allow for social distancing only.

Swimming changing facilities will be open although no showers or hairdryers will be available and customers will be expected to arrive at pools with swimming costumes worn under outer clothes to minimise the time spent in changing rooms.

Health suites and café provision will not be available at this stage but may re-open when guidelines allow.

The facilities will operate initially at reduced/different opening hours and reduced capacity and customers will need to book time slots for swimming.

No equipment will be available for hire.

Please note: this assessment relates only to pools some of which are situated within larger leisure facilities. The associated assessment on the re-opening of indoor sports centres covers impacts that are likely to be experienced in regard to participation and

operation of dry-side sport and physical activity.

This assessment, and those relating to outdoor recreation facilities and indoor sports facilities provide updated revision to previous venues' individual impact assessments and as such replace them.

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:

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

Debbie O'Brien, Yvonne Greenlees, Helen Maclean, 12th April 21

f) Assessment Verified by (signed and date)

Jonathan Shaw 20/04/21

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
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	<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,	<p>planned; or if consultation has been completed, please note the outcome(s) of consultation.</p>
<p>The strategy is based on multiple sources of reference, including</p> <ul style="list-style-type: none"> ● Cushman and Wakefield’s “Recovery Readiness: A How-To Guide for Re-opening Your Workplace” (https://info.cushmanwakefield.com/l/263412/2020-04-20/2lpnqx), ● Knight Frank’s “COVID-19 Office Re-Occupancy Roadmap” (https://www.knightfrank.co.uk/blog/2020/04/20/covid19-office-reoccupancy-roadmap), ● Building Owners and Managers Association (BOMA) International’s Guidance Document “Getting Back to Work: Preparing Buildings for Re-Entry amid Covid-19” (https://www.boma.org/BOMA/Research-Resources/3-BOMA-Spaces/Newsroom/Press_Room/2020/Getting_Back_to_Work.aspx), ● GCC social distancing in the workplace guidance ● Discussions with Trade Unions ● Scottish and UK Government guidance ● Scottish Swimming: Pool Operators- Back to the water COVID-19 guidance ● Glasgow Life Swimming Protocol & FAQ (DRAFT) V5 18.09.20 	<p>All protected characteristic groups with special reference to: Age Disability Race/Ethnicity</p> <p>The research and emerging guidance outlines measures which will be adopted to ensure safe participation for all customers, with particular consideration to those over 70 years old and any individual with underlying health conditions that mean they are more at risk of COVID-19. This could include disability or pregnancy.</p>	<p>There will be internal consultation on the 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>We will also monitor customer feedback once re-open.</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	<p>Physical and mental health benefits from returning to participate in swimming.</p> <p>The intention to open all city pools will allow residents throughout the city to participate at a pool situated nearest to where they reside.</p>	<p>Lack of showers and hairdryers may prohibit swimming for those who wish to do so prior to starting their working day.</p> <p>Capacities will be reduced and access may be limited.</p>	<p>Time slots will need to be booked for activities and those without internet access or IT devices will not be able to do this online. However, bookings are also being taken over the phone so this does give opportunity for booking via other means.</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>
	Men	As above	As above	As above
	Transgender	As above	As above	As above

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RACE*	White	As above	As above	As above
<p><i>Further information on the breakdown 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>	Mixed or Multiple Ethnic Groups	As above	As above BAME groups are disproportionately affected by COVID - this perhaps needs to be considered carefully. Staff will be mindful that people may feel less comfortable in returning to formal leisure facilities and will readily answer any queries to allow customers to make an informed decision about participation.	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
DISABILITY	Physical disability	As above The new operating procedures seek to minimise risk to anyone with a physical disability which makes them more at risk to COVID-19.	Lack of showers and hairdryers may prohibit swimming for those who wish to do so prior to starting their working day. Capacities will be reduced and access may be limited. Customers who are unable to use stairs may have to wait to use lifts (in venues which have these) which will only allow	As above

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			<p>use by 1 person at any time. However, should someone require assistance to use the lift one other person will be allowed to accompany them.</p> <p>Removal of reception seating may impact anyone with a physical disability.</p> <p>Potential queues may also pose a problem but we hope that the bookable activity time slots will help to mitigate this.</p> <p>Proposed circuitous routes around the venue may make it difficult 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>Lane swimming rules will only accommodate people who can swim whole lengths being allowed in the pool. Some people with physical disability</p>	
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			<p>may not be able to complete full lengths and thus may be excluded from participation.</p> <p>Carers will be accommodated where possible e.g. at Tollcross where there is seating in the gallery. (There is no space for this at all pools)</p>	
<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	<p>Sensory Impairment (sight, hearing,)</p>	<p>Physical and mental health benefits from returning to participate in physical activity.</p> <p>The intention to open all city pools will allow residents throughout the city to participate at a pool situated nearest to where they reside.</p>	<p>Lack of showers and hairdryers may prohibit swimming for those who wish to do so prior to starting their working day.</p> <p>Customers who are unable to use stairs may have to wait to use lifts (in venues which have these) which will only allow use by 1 person at any time. However, should someone require assistance to use the lift one other person will be allowed to accompany them.</p> <p>Customers relying on lip reading or facial expressions may have difficulty when communicating with reception staff who are wearing a mask. In this case, other staff members will be on hand to advise and answer customer queries but social distancing will be maintained during any conversation.</p> <p>Those with a sight impairment</p>	<p>As above</p>

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			<p>may find following directional signage difficult and staff will be on hand to mitigate this.</p> <p>Carers will be accommodated where possible e.g. at Tollcross where there is seating in the gallery. (There is no space for this at all pools)</p>	
	Mental Health	<p>As above</p> <p>Return to swimming may be of particular benefit to those who have suffered a deterioration in an existing mental health condition as a result of lockdown and social isolation.</p>	<p>Lack of showers and hairdryers may prohibit swimming for those who wish to do so prior to starting their working day.</p> <p>Capacities will be reduced and access may be limited.</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>	As above
	Learning Disability	<p>Physical and mental health benefits from returning to participate in physical activity.</p> <p>The intention to open all city pools will allow residents throughout the</p>	<p>Lack of showers and hairdryers may prohibit swimming for those who wish to do so prior to starting their working day.</p> <p>Capacities will be reduced and access may be limited.</p>	As above

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		<p>city to participate at a pool situated nearest to where they reside.</p>	<p>People with a learning disability may find the proposed circuitous routes around the venue, new signage and operating protocols difficult to follow and disorientating. Some people with autism may also find the new routes and wayfaring difficult to adhere to and distressing.</p> <p>Wearing of masks within public spaces – but not while actually exercising – will be obligatory. Some customers with specific medical conditions/learning disabilities 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>Carers will be accommodated where possible e.g. at Tollcross where there is seating in the gallery. (There is no space for this at all pools)</p>	
<p>LGBT</p>	<p>Lesbians</p>	<p>As above</p>	<p>Lack of showers and hairdryers may prohibit swimming for those who wish to do so prior to starting their working day.</p> <p>Capacities will be reduced and access may be limited.</p>	<p>As above</p>

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	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above
AGE	Older People (60 +)	<p>As above</p> <p>The new operating procedures seek to minimise risk to anyone aged over 70 years which makes them more at risk to COVID-19.</p>	<p>As above</p> <p>Removal of reception seating may impact anyone who is unable to stand for a long time and this may include some older customers.</p> <p>Potential queues may also pose a problem but we hope that the bookable activity time slots will help to mitigate this.</p> <p>Customers who are unable to use stairs may have to wait to use lifts (in venues which have these) which will only allow 1 person at any time. However, should someone require assistance to use the lift one other person will be allowed to accompany them.</p>	As above
	Younger People (16-25)	<p>Physical and mental health benefits from returning to participate in physical activity.</p> <p>The intention to open all city pools will allow residents throughout the</p>	<p>Lack of showers and hairdryers may prohibit swimming for those who wish to do so prior to starting their working day.</p> <p>Capacities will be reduced and access may be limited.</p>	As above

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		city to participate at a pool situated nearest to where they reside.		
	Children (0-16)	As above	<p>The age when children can swim on their own unaccompanied is now 14 years (rather than 8 years) with children aged 14 years also being able to book lane swimming through their junior membership. This will mean that some younger children may not participate as much as they would have done before the pandemic.</p> <p>Swimming lessons will also not recommence until Scottish government guidelines allow - negatively impacting those children who would otherwise participate in learning to swim programmes.</p>	As above
MARRIAGE & CIVIL PARTNERSHIP	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
PREGNANCY & MATERNITY	Women	Physical and mental health benefits from returning to participate in physical activity.	Lack of showers and hairdryers may prohibit swimming for those who wish to do so prior to starting their	Time slots will need to be booked for activities and those without internet access or IT devices will not be able to do this online. However, bookings are

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		<p>The intention to open all city pools will allow residents throughout the city to participate at a pool situated nearest to where they reside.</p> <p>The new operating procedures seek to minimise risk to anyone who is pregnant which makes them more at risk to COVID-19.</p>	<p>working day.</p> <p>Capacities will be reduced and access may be limited.</p> <p>Pregnant women may be less confident in returning to the venue. Staff communication will help them to make an informed decision about the safety of this.</p> <p>Removal of reception seating and the cafes remaining closed initially will mean that there will not be suitable spaces for breastfeeding.</p>	<p>also being taken over the phone so this does give opportunity for booking via other means.</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>
<p>RELIGION & BELIEF** A list of religions used in the census is available here.</p>	<p>See note</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</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

Anyone with physical or mental disabilities classified as underlying health conditions which make them more at risk from COVID-19, as well as those over 70 years old, those of BAME heritage and pregnant women. All of these groups may feel less confident in visiting the venue and may also face some challenges in doing so.

Summary of Socio Economic Impacts

Booking of activities – both telephone and online bookings will be taken to ensure that those who cannot afford domestic internet or IT devices are not penalised by being less able to book.

There will be no hiring of equipment for health and safety reasons and this may affect those who cannot afford to possess their own.

Summary of Human Rights Impacts

Test & Protect protocols will be in place and people will need to supply their up to date contact details (via their membership card). Some may not be comfortable with this.

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 swimming pools re-opening – 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.

Geographic spread of pools across the city will ensure health equity in access to swimming.

*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 We will monitor customer feedback to identify any further unidentified negative impacts once the pools have re-opened.
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage We are constrained by Scottish Government guidelines and cannot mitigate for all negative impacts identified
Does a Full Impact Assessment need to be undertaken?	Not at this stage As above

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>
<p>Monitoring of participants' observance of the social distancing rules applicable to outdoor recreation in Scotland (28/5/20)</p>	<p>Sports Operations</p>	<p>Ongoing from facility opening</p>
<p>Continual monitoring of the lockdown rules to enable changes in operation in line with these as they change over time</p>	<p>Sports Operations</p>	<p>Ongoing</p>

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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)