

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

Service Reform

Glasgow Club Petershill - Timetable Review (if accepted, changes effective from January 2020).

This proposal involves the removal of 10 fitness classes from the timetable at Glasgow Club Petershill, of which 5 will be completely cancelled with the other 5 being relocated to nearby Glasgow Club Springburn (0.5miles). The proposal impacts on two different rooms at Petershill; the spin cycle room (multipurpose room) and the dance studio.

b) Reason for Change in Policy or Policy Development

- Falling levels of attendance (an average of 6 customers attending the impacted classes).
- Equipment out of contract and passed repair (spin bikes) – equipment is over 12 years old.
- Cost of new bikes alone would be approx. £25K investment. In current financial climate this is not a viable or recommended option.
- Temperature of room where classes take place

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

- Improved customer experience - encouraging Glasgow Club Members to experience the classes in a better equipped venue – Glasgow Club Springburn
- Dedicated holistic programme offered at Glasgow Club Petershill

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

Jane Macadam, 20 November 2019

e) Assessment Verified by (signed and date)



Alan Milner, Head of Sport 27/11/19

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.
Usage classes figures – taken off Glasgow Club ‘Clubcount’. These are taken on a daily/monthly basis. Current review based on the past six months of customer attendance 2019.	No	No
Pro Insight Mystery Shop report, October 2019, Glasgow Club Petershill: Specific reference is made to the temperature of the room where the mystery shopper was participating in a class. This re-enforces the verbal feedback we receive from both customers directly on venue and from staff working at the venue.	No	No
Lagan Customer Comments: Four comments received from customers via our Lagan reports/responses in 2019. Further numerous on	No	No

venue verbal comments made from customers to management team re the temperature of the room.		
Coach Feedback: Class cancelled on the 13 th November 2019 (CX Worx) – due to the customers refusing to participate as the room was too cold.	No	
Recording of 9 degrees Celsius have been taken in this room within the last month. Whilst no specific guidelines exist for minimum temperatures within dance studios, a recording of 9 degrees Celsius sits considerably below HSE guidelines (albeit guidelines for employees), but in principal highlights that the average is too low. HSE suggests 16C for workplaces and 13C for work involving vigorous physical activity. Employers obliged to provide 'reasonable' temperatures. See: http://www.hse.gov.uk/temperature/index.htm	No	

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	Customers will be offered a better class environment within 0.5miles distance for both spin and aerobic classes.	A change of routine for the small number of participants attending, of which some participants may have protected characteristics.	N/A
	Men		Increased travel distance for those immediately located in the area of Petershill, albeit small in distance.	

	Transgender			
RACE*	White	As above		
<i>Further information on the breakdown below each of these headings, as per census, is available</i> <i>For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups			
	Asian			
	African			
	Caribbean or Black			
	Other Ethnic Group			
DISABILITY	Physical disability	As above		
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)			
	Mental Health			
	Learning Disability	As above		
LGBT	Lesbians			
	Gay Men			
	Bisexual			
AGE	Older People (60 +)	As above		
	Younger People (16-25)			
	Children (0-16)			

MARRIAGE & CIVIL PARTNERSHIP	Women	As above		
	Men			
	Lesbians			
	Gay Men			
PREGNANCY & MATERNITY	Women	As above		
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	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

N/A

Summary of Socio Economic Impacts

N/A

Summary of Human Rights Impacts

N/A

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?	No
Does the project, policy or strategy require to be amended to have a positive impact?	No
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)
<p>Communicate timetable change to both customers and coaching staff.</p> <p>Monitor any feedback from protected groups following timetable changes being implemented.</p> <p>If high impact classes and Spin classes are removed from Petershill, the team will look to incorporate a better yoga and pilates programme at Petershill, with focus turning to holistic classes.</p>	<p>Glasgow Sport, Health & Fitness Team</p> <p>As above</p> <p>As above</p>	<p>Ongoing monitoring of programmes at GC Petershill.</p>

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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)