

Non-protected

# Equality impact assessment

## Getting your facilities fit for sport

Sport for life

**sportscotland**  
the national agency for sport

**Name of project, programme or service: Getting your facilities fit for sport**

### Section 1 – Description of project, programme or service

#### Background

Throughout each stage of the [Scottish Government's route map through and out of the crisis](#), we have provided appropriate and relevant guidance to allow physical activity to take place in line with restrictions and recommendations at that point in time.

In July 2020 Scotland moved into Phase 3 of the route map allowing for sport and physical activity to return within the Scottish Government's guidelines on health, physical distancing, and hygiene. In August 2020, indoor sport and leisure facilities were allowed to re-open.

sportscotland's [Phase 3: Getting your facilities fit for sport guidance](#) is intended for owners and operators of sports facilities, but it can be adapted to support other planning-based work being undertaken by Scottish governing bodies of sport (SGBs), local authority's, leisure trusts, sports clubs and community organisations as they plan and prepare for when sport can resume. It is applicable to indoor and outdoor sport and can be either used in whole or in part depending on individual circumstances.

SGB's, local authority's, leisure trusts, sports clubs and community organisations (referred to as facility operators) play a critical role in the delivery of sport and physical activity. To support those individuals in planning for a safe return to sport, we created specific

guidance in the form of a four-stage check list for facility operators, which mirrored the Scottish Government guidance for the sport and leisure sector for Phase 3 of its route map.

To bring the guidance and four stage checklists to life, and to support facility operators in sharing good practice and also asking direct questions, we created and led a series of generic, non-sport specific webinars. Our staff engaged the audience during an online meeting through a verbal presentation supported by slides and facilitated Q&As throughout the session. The presentation and links to all information, resources and templates were sent to all attendees following the session. A follow up feedback survey was also sent to attendees.

### **Target audience**

The webinars were delivered to two audiences:

1. **Professional officers from within SGBs, LAs, Trusts and FE/HE.** The rationale for delivering to Professional Officers was primarily to develop an understanding of the guidance and secondly to enable our partners to use and disseminate the information among their networks confidently. Familiarising professional officers with the content also helped them target the appropriate people within their networks who could benefit from attending the follow up club and facility operator webinars.
2. **Facility managers/operators and leaders from clubs and community organisations.** We found that although targeted at facility managers/operators, people with a range of responsibilities within clubs and community organisations attended the webinars. Attendees also included a wide variety of people from SGBs, local authorities, trusts, universities, clubs, community groups and voluntary organisations.

The guidance is available on our website as a reference point for our target audience as well as individual participants.

## **Section 2 – General impacts of the project, programme or service**

We have identified two main areas where this project will impact on people:

### **Content of guidance and webinars**

The content of the guidance and webinars includes the following:

- How to **plan** for the opening of sports facilities
- Actions to **prepare** sports facilities prior to any sport or physical activity taking place
- How to **protect** participants while the sports facility is open
- The need to **review** and update plans once the sports facilities are open and operating
- Scottish Government route map, SGB guidance and Getting Coaches Ready for Sport guidance
- Signposting to relevant information and resources to help people understand the wider context
- Practical hints and tips along with templates
- The webinar enables facility operators to ask questions directly to **sportscotland** staff
- The webinar facilitates conversation among facility operators around good practice and advice

This guidance has the potential to impact on people who share all protected characteristics. For this assessment, we have reviewed the content of the guidance against the evidence emerging around inequalities related to COVID-19. Our aim is to ensure we make changes to mitigate against any risk of discrimination as well as to advance equality of opportunity and foster good relations. We regularly update the content as new and relevant information becomes available to us.

Throughout our guidance we make reference to other guidance we have published including [Return to sport and physical activity guidance](#) and [Getting your coaches ready for sport](#). There is a risk that either of these may unintentionally discriminate against people who share protected characteristics. There may also be opportunities to advance equality and foster good relations within these.

Where our guidance signposts to published Scottish Government guidance, we assume that Scottish Government has already impact assessed this and put in place appropriate actions to mitigate against the risk of discrimination, advance equality and foster good relations.

### **Accessibility of content and webinars**

The guidance is available on our website and the webinars accessible via WebEx. We know that digital accessibility and exclusion can be a key area of inequality for some groups. We have recorded the webinar so that it can be viewed at any time. The listener could also enlist the support of another person to assist them to access the information in a way that is more accessible to them i.e. using BSL or accessing a printed version of the guidance and supporting information.

The guidance and a copy of the webinar presentation can be provided in alternative languages or formats on request by contacting [sportscotland](https://sportscotland.org). We also provide an option for deaf/BSL users to contact us via <https://contactscotland-bsl.org/>

## Section 3 – Evidence

What do we know about each group in the context of this project, programme or service?

Covid-19 is affecting everyone. But the impact of the pandemic is not being felt equally. Before the pandemic certain groups were less likely to participate in sport and physical activity. These groups are also the most at risk of worsening inequalities due to Covid-19:

- Older people
- Disabled people
- People from diverse ethnic minorities
- Women
- People from deprived communities

For more information on the evidence we used to inform this EQIA, please visit our website: <https://sportscotland.org.uk/about-us/inclusion-at-sportscotland/equality-impact-assessments/>

### Digital exclusion

For this EQIA, we considered specific evidence relating to digital exclusion. Many different terms are used interchangeably – digital inclusion, digital participation, digital capability, digital literacy - but essentially it's about people being able to use digital technologies, particularly the internet, in ways that enhance their lives and contribute to helping them overcome other disadvantages which they might face ([The Wales Co-operative Centre with Carnegie UK Trust,](#)

[2018](#) ). Broadly defined, digital exclusion is where a section of the population have continuing unequal access and capacity to use Information and Communications Technologies (ICT) that are essential to fully participate in society ( [Schejter, 2015](#) ; [Warren, 2007](#) ).

The [Scottish Household Survey 2019](#) provides evidence on internet access and usage. The proportion of internet users had increased since the questions were first asked in 2007, from 65% to 88% of all adults in 2019. However:

- Among older people the proportion of internet users was significantly lower than the Scottish average.
- Only half of those over 60 in the most deprived areas used the internet, while 83% of those over 60 in the least deprived areas did.
- Among younger people the difference between area deprivation was smaller, but it was still significant.
- 96% of those between 16 and 34 in the most deprived areas used the internet, while 100% of those in the least deprived areas did.

## Section 4 – Differential impacts and opportunities

Consider whether the project, programme or service might have different impacts on one or more groups, or whether there are opportunities to improve equality.

<b>Age: older people / children &amp; young people</b>	Older people are less likely to have access to the internet so providing all information and booking options solely via the internet risks discriminating against older people. The level of understanding about rules for physical distancing varies depending on age. The guidance has the potential to make providers aware of this so they can tailor their approaches accordingly
<b>Disability</b>	Disabled people may face barriers to accessing facilities as well as outdoor space. They may also require additional support to participate in activity. The guidance has the potential to make providers aware of these additional needs so they can consider them in their planning.

	Disabled people are less likely to have access to the internet so providing all information and booking options solely via the internet risks discriminating against disabled people.
<b>Gender Reassignment</b>	We are not aware of any published evidence which suggests that this guidance would impact people differently due to gender reassignment.
<b>Marriage and civil partnerships</b>	We are not aware of any published evidence which suggests that this guidance would impact people differently due to their marital status.
<b>Pregnancy and Maternity</b>	We are not aware of any published evidence which suggests that pregnant women or women on maternity leave would be impacted differently by this guidance.
<b>Race</b>	We are aware that cultural issues and language can be additional barriers to people from black and minority ethnic backgrounds when it comes to seeking help and support and accessing services.
<b>Religion and Belief</b>	We are not aware of any published evidence which suggests that this guidance would impact people differently due to religion and belief.
<b>Sex: women and Men</b>	We are not aware of any published evidence which suggests that this guidance would impact people differently due to sex.
<b>Sexual Orientation</b>	We are not aware of any published evidence which suggests that this guidance would impact people differently due to their sexual orientation.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	We are aware that people experiencing poverty more likely to be experience digital exclusion. They are less likely to use the internet; more likely to access the internet with a handheld device and more likely to have lower skills and confidence accessing online services.
<b>Care-experienced young people</b>	We are not aware of any published evidence which suggests that this guidance would impact people differently due to being care-experienced.

## Section 5 – Stakeholder engagement

In drafting this guidance, we engaged with Scottish Government and a number of stakeholders from a variety of sectors including construction industry professional bodies, HSE and Public Health Scotland to ensure that this guidance is consistent and included in our guidance and webinars.

- [SGB latest-sport-and-physical-activity-guidance](#)
- [CIBSE \(Chartered Institution of Building Services Engineers\) covid-19 emerging-from-lockdown](#)
- [HSE Coronavirus Guidance](#)
- [PHS covid-19-guidance-for-non-healthcare-settings](#)
- Community Leisure UK (Scotland)
- UK Active

We have engaged with our partners in SGBs, LA's and Trusts to familiarise their staff with the guidance and gather feedback to help inform and revise our guidance where appropriate. The discussion sessions were designed to provide suitable information to allow staff and partners to share consistent information in the context of their sport, facility type and local area. To do this we are using a variety of methods e.g. online webinars, online group meetings, online face to face meetings, and digital and hard copy publications.

## Section 6 – Actions

Action	Timelines
Continue to engage with stakeholders to determine if there is demand for alternative formats for the guidance and whether the people they support feel excluded because it is only available online.	Spring 2021 - Ongoing

Continue to engage with stakeholders and review and publish any amended or updated guidance based on evidence of need.	Spring 2021 - Ongoing
Amend guidance to suggest facility operators pay special attention to the needs of disabled people returning to sport. For example: <ul style="list-style-type: none"> <li>• Exemptions from the use of face coverings</li> <li>• Reliance on touch in the physical environment and the increased risk of transmission</li> <li>• Exceptions to the need for physical distancing</li> <li>• Challenges with handwashing</li> </ul>	Winter 2020

## Section 7 – Sign off

<b>Assessment signed off by:</b>	Senior management team
<b>Sign off date</b>	<b>June 2021</b>