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Non-protected

# Equality impact assessment

## Covid-19 recovery planning

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Sport for life

**sportscotland**  
the national agency for sport

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**Name of recovery project: Return to sport and physical activity guidance**

### **Section 1 – Description of project**

#### **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 Three of the route map. This allowed for sport and physical activity to return in a manner that was within the Scottish Government's guidelines on health, physical distancing and hygiene. Our [Phase 3: return to sport and physical activity guidance](#) supports Scottish governing bodies (SGBs) to develop sport-specific guidance for local authorities, leisure trusts, clubs and others about the phased return of sport and physical activity in Scotland.

### **Target audience**

The target audience for the guidance is SGB Chief Executive Officers (CEO) and staff. It supports them to develop appropriate sport specific guidance. The guidance is available on our website so is also a reference point for leisure trust operators, clubs, community organisations and individual participants.

## **Section 2 – General impacts of the project**

### **Content of the guidance**

The content of the guidance is divided into four sections. It includes, but is not limited to, guidance in the following areas:

#### **Intro**

- General info about Covid-19, symptoms and what to do if you have symptoms.
- General information about implementing Test and Protect – this signposts to Scottish Government Test and Protect.

#### **General Guidance**

- Information on implementing a Covid Officer role.
- Advice on adult outdoor and indoor contact sport for all ages.

- General information about the reopening of indoor and outdoor sport and leisure facilities. This signposts to [Coronavirus \(COVID-19\): Guidance for the reopening of indoor and outdoor sport and leisure facilities](#)
- The requirements for risk assessments.
- Information on travel guidance. This sign posts to [Coronavirus \(COVID-19\) Phase 3: Staying safe and protecting others.](#)

### **Sports Facility and Operational Guidance**

- Changes to consider for the physical environment for clubs and venue operators. This signposts to [Getting your facilities fit for sport.](#)
- Information on handling local outbreaks. This sign posts to [Coronavirus \(COVID-19\): local advice and measures.](#)
- General information on opening toilets safely. This signposts to [Opening Public Toilets Guidelines.](#)
- General info on opening venues that align with the hospitality industry. This signposts to [Scottish Government: Tourism and Hospitality Guidance.](#)
- General guidance on the requirements of face coverings and exemptions – sign posts to [Coronavirus \(COVID-19\) Phase 3: staying safe and protecting others](#)
- Information on equality and inclusion considerations.
- Delivering safely – signposts to [Getting your coaches ready for sport.](#)

### **Guidance for Participants**

- General travelling and transport guidance.
- General hand washing guidelines. This sign posts to [Health Protection Scotland: Hand hygiene techniques.](#)
- Guidance on face coverings for participants and exclusions
- Information on physical distancing before, during and after activity.
- Information on accessible bookings.

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.

Within the Sports Facility and Operational Guidance section of the guidance, there is an opportunity to highlight the evidence emerging on the unequal impacts of the pandemic and the groups at particular risk of exclusion as sport restarts. We can also highlight practical things for providers to think about to make their return to sport plans more inclusive.

Throughout our guidance we make reference to other guidance we have published including [Getting your facilities fit for sport](#) 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.

SGBs and other partners will use our guidance to create their own sport-specific guidance. There may be an opportunity to further reduce the risk of discrimination, advance equality and foster good relations if partners are encouraged to impact assess their own return to sport guidance.

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.

### **Section 3 – Evidence**

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/>

### **Section 4 – Differential impacts and opportunities**

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

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| <b>Age: older people and children and young people</b> | <p>The guidance highlights the difference in the way people should participate depending upon their age and identified risk. Decisions on participation by age and level of risk are being made by Scottish Government so are not in scope for this assessment.</p> <p>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.</p> <p>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.</p> |
| <b>Disability</b>                                      | <p>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.</p> <p>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.</p>  |
| <b>Gender Reassignment</b>                             | <p>We are not aware of any published evidence which suggests that this guidance would impact transgender people differently.</p>  |

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| <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 not aware of any published evidence which suggests that people from diverse minority ethnic backgrounds would be impacted differently by this guidance.   |
| <b>Religion and Belief</b>  | We are not aware of any published evidence which suggests that people who share different religions or beliefs would be impacted differently by this guidance.   |
| <b>Sex: women and Men</b>   | We are not aware of any published evidence which suggests that men and women would be impacted differently by this guidance.   |
| <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> | Those from lower income households are less likely to have access to the internet so providing all information and booking options solely via the internet risks discriminating against people from lower income households. |

## Section 5 – Stakeholder engagement

Include a brief summary of the stakeholders you have engaged with to develop this project that have helped you understand the perspective of people in poverty or people who share protected characteristics. Think mainly about the target audience for your project and equality and poverty stakeholders rather than your 'usual' partners. What did you learn?

Include recent engagement but also past or future planned engagement where it is relevant.

We engaged with Scottish Disability Sport to ensure the guidance did not prohibit disabled people from participating in a safe manner. We have not worked with any other stakeholders to help us understand the impact of this guidance from the perspective of people in poverty or people who share protected characteristics.

## Section 6 – Actions

Set out what mitigating actions you have put in place. How are you seeking to address the negative impacts or promote the positive impacts you have noted in the general and differential impacts in Section 2 and 4 above? It is OK to say that the measure has a negative impact if it is justified. However, you should always have considered mitigating actions.

| Action   | Timelines   |
|--|-------------|
| Add a new section to the guidance to highlight the evidence emerging on the unequal impacts of the pandemic and the groups at particular risk of exclusion as sport restarts. Include practical things for providers to think about to make their return to sport plans more inclusive. For example: | Winter 2020 |



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| <ul style="list-style-type: none"> <li>• Inclusive communication</li> <li>• Improved accessibility</li> <li>• Emphasis on the benefits of sport for people dealing with anxiety and mental health issues</li> </ul> <p>The importance of building confidence to support people to return to sport.</p>   |                                   |
| <p>Encourage SGBs to impact assess their own sport-specific guidance. Provide tools and expertise to support them with this.</p>   | <p>Winter 2020 to Spring 2021</p> |
| <p>Encourage SGBs to be open and responsive to requests for the information in different languages and formats. We can provide relevant and appropriate support where required.</p>  | <p>Winter 2020 to Spring 2021</p> |
| <p>Amend guidance to suggest providers pay special attention to the needs of disabled people returning to sport. For example:</p> <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> | <p>Winter 2020</p>                |

|  |             |
|--|-------------|
| Amend guidance to highlight the need to pay special attention to how you communicate physical distancing rules to different age groups.                                  | Winter 2020 |
| Impact assess other guidance we have produced including <a href="#">Getting your facilities fit for sport</a> and <a href="#">Getting your coaches ready for sport</a> . | Spring 2021 |

## Section 7 – Sign off

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|----------------------------------|------------------------|
| <b>Assessment signed off by:</b> | Senior management team |
| <b>Sign off date</b>             | November 2020          |