

## EQUALITY IMPACT ASSESSMENT - RESULTS

<p><b>Title of Policy</b></p>	<p>Glasgow 2018 European Championships and Festival 2018.</p>
<p><b>Summary of aims and desired outcomes of Policy</b></p>	<p>The 2018 European Championships is a new multi-sport event to be co-hosted in its first year by Glasgow and Berlin on 2-12 August 2018. Festival 2018 is the cultural programme of the 2018 European Championships.</p>
<p><b>Directorate: Division: team</b></p>	<p>The results Equality Impact Assessment (EQIA) for the Glasgow 2018 European Championships and Festival 2018 is a partnership document led by the Scottish Government (Directorate for Culture, Tourism and Major Events) and Glasgow 2018 with support from VisitScotland.</p>

### Executive summary

This document focuses on identifying the headline evidence and related opportunities to boost equality during the Glasgow 2018 European Championships and Festival 2018.

It is under-pinned by an Inclusion Strategy which is being led by Glasgow 2018 and is attached at Annex A. The Inclusion

Strategy builds on the headlines in this results EQIA and outlines Glasgow 2018's on-going work towards embedding inclusion and the celebration of diversity across all its activities and build upon the progress that has already been achieved.

Partners have agreed that the Scottish Government will lead the EQIA process for the Glasgow 2018 European Championships and Festival 2018. The delivery of the opportunities that this process has identified are led by Glasgow 2018 with support from the Scottish Government, VisitScotland a range of other partners.

The EQIA process for the Glasgow 2018 European Championships and Festival 2018 has identified:

General:

- major events (including the Glasgow 2018 European Championships and Festival 2018) have no negative impacts on any of the protected characteristics and that partner activity should therefore focus on harnessing the full potential of the key opportunities major events offer to boost inclusion and diversity;
- a lack of supporting data/evidence related to the engagement of the LGBTI, faith and minority ethnic communities in tourism and major events. However the limited evidence available- along through wider partner consultation- suggests that there are particular opportunities to further engage the LGBTI, faith and minority ethnic communities in the Championships and/or Festival 2018;
- a growing body of evidence related to the engagement of disabled and older people in tourism and events- boosted by data gathered in support of VisitScotland's Inclusive Tourism Project (accessibility strand). This evidence showcases a significant opportunity to further enhance accessibility for the Championships/Festival 2018;
- to boost equality during the Glasgow 2018 European Championships/Festival 2018 it is important to build on the

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successes and lessons/learning from VisitScotland's Inclusive Tourism Project (accessibility strand), the 2014 Commonwealth Games and its cultural programme (including Pride House delivered by LEAP Sports) and other recent major events (such as the 2016 Homeless World Cup) and also to link into key strategies such as the National Events Strategy 2015-2025 and the Tourism Scotland 2020: the National Tourism Strategy; and

- that significant activity to boost equality through tourism and events is already underway (for example the multi-cultural celebration of the Winter Festivals/Year of Young People- led by BEMIS Scotland- and VisitScotland's Inclusive Tourism Project- which has generated significant momentum around accessibility in particular). Where possible this existing activity should also be built on for the Glasgow 2018 European Championships/Festival 2018, in addition to exploring opportunities for new bespoke actions, with a focus on activities which leave a legacy beyond the Championships; and
- that there are particular opportunities to engage young people in the European Championships building on wider momentum around the 2018 Year of Young People.

#### Headline data, engagement and information:

- 79% (of respondents) believe that there is a problem with homophobia in sport. 66% (of respondents) think there is a problem with transphobia in sport. 62% (of respondents) have witnessed or experienced homophobia or transphobia in sport. 5% (of respondents) think enough is being done to tackle homophobia and transphobia in sport (Out for Sport research report- Equality Network);

- Pride House 2014 (Commonwealth Games)- 93% of volunteers reported an increase in confidence as a result of volunteering for Pride House 2014. 60% of participants stated that they were more likely to get involved with something sport, LGBT or community-related as a result of visiting Pride House 2014. 88% of participants felt that the event they attended at Pride House

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2014 promoted Glasgow and Scotland (Pride House, Glasgow- Evaluation Report);

- Engagement, led by LEAP Sports, with national groups representing the LGBTI community found that there was broad support for establishing a Pride House during the 2018 European Championships; building on the success of this model at the 2014 Commonwealth Games and 2016 Homelessness World Cup;

- In 2011, the proportion of people in Scotland with a long-term activity-limiting health problem or disability was 20% (1,040,000 people) (2011 Scotland census);

- Disabled people in Scotland are less active, and are less likely to participate in sport (Equality and Sport Research- SportScotland 2016);

- In 2014, sports participation (excluding walking) for adults in Scotland without a condition was 59 per cent. This fell to a fifth (18%) for adults with a condition resulting in major limitations and a third (34%) for adults with a condition resulting in minor limitations. Disabled people are less likely to use leisure facilities. However, when disabled people do take part in sport and exercise, they are almost as likely as others to take part frequently (Equality and Sport Research- SportScotland 2016);

- 95% (of respondents) try to find disabled access information about somewhere before visiting for the first time. 61% (of respondents) say sports venues have generally good accessibility and 69% (of respondents) say cinemas and theatres have generally good accessibility (Euan's Guide- 2017 survey).

- In 2010 addressing the needs of people with autism was recognised as a national priority. Following a period of consultation, the Scottish Government and COSLA launched the Scottish Strategy for Autism in November 2011;

- Commonwealth Games 2014 - 4% of visitors (estimated 28000 people) stated that they had a particular access needs including a mobility/other physical impairment; visual impairment, hearing impairment; or learning difficulty (Glasgow Life data);
- In Scotland, Pakistani adults are least likely to participate in sport However, it is hard to identify other differences [in sport participation] based on ethnic origin, due to the demographics. (Equality and Sport Research- SportScotland 2016); and
- In Scotland, people of Muslim faith are least likely to take part in sport (Equality and Sport Research- SportScotland 2016).

## Inclusion Reference Group

Glasgow 2018 has established an Inclusion Reference Group for the 2018 European Championships. The purpose of the Inclusion Reference Group is to support the delivery of agreed objectives set out in the Inclusion Strategy and act as a reference mechanism for G2018. The Group comprises organisations representing the broadest range of protected groups.

The Group's remit is attached at Annex B.

Headline feedback from the Group includes:

- broad support for establishing a Pride House for the European Championships and for engaging young people in the Championships/Festival 2018 building on the Year of Young People;
- pleased to note plans to establish autism aware quiet zones at key places during the Championships; building on the 53 venues across the city which have secured the National Autistic Society Scotland's Autism Friendly Awards and helping achieve the ambitions set out in the Scottish Strategy for Autism;
- welcomed the mobile changing places to be provided at Go Live at Glasgow Green to boost accessibility; and

- supported the use of audio commentary at multiple venues across the Championships to assist people with visual/hearing impairments and building on the current provision which centres on premiere league football.

Other feedback from the Inclusion Reference Group, used in the design and delivery of the Championships, includes the importance of ensuring that activities at Glasgow Green and other key festival sites across the city reflect the demographics of the locality.

## **Background**

- The European Championships helps support the ambitions set out in the National Events Strategy- 2015-2025- Scotland the Perfect Stage and also contributes to the National Tourism Strategy- Tourism Scotland 2020;
- The first edition of the new combined European Championships will be held in partnership between Glasgow and Berlin, with 4,500 athletes set to take part;
- The event will be hosted by Glasgow from 2-12 August and its delivery is led by Glasgow 2018;
- Approximately 3,000 athletes will compete in Scotland with an overall delegation of around 8,500 including officials and media;
- The action will take place in 12 venues across Scotland, 7 within Glasgow and 5 spread across other parts of Scotland;
- The Championships will reach a potential broadcast audience of over 1 billion people and bring significant tourism benefits; and
- Alongside the sport there will be a significant cultural programme during the Championships (Festival 2018), which will include links to Berlin.

## The Scope of the EQIA

The Scottish Government has prepared a full EQIA for Tourism and Events policy which aims to identify opportunities to boost equality across the tourism and events sectors (including major events like the Glasgow 2018 European Championships). This document is being continuously developed as new data and opportunities emerge.

The full EQIA for Tourism and Events is a strategy focused document which also sets out the detailed evidence and headline opportunities for the published and developing results EQIAs for a wide range of tourism/events policy and delivery actions led by the Scottish Government and other partners including Glasgow 2018 (the EQIA for the Glasgow 2018 European Championships) and also VisitScotland.

The Glasgow 2018 European Championships/Festival 2018 has the potential to make a significant contribution to the EQIA for Tourism and Events and there are two published documents which set out the related opportunity in more detail, these are:

- The results EQIA for the Glasgow 2018 European Championships- this document- which is led by the Scottish Government and Glasgow 2018 with support from VisitScotland; and

- The Inclusion Strategy for the Glasgow 2018 European Championships and Festival 2018- attached at Annex A- which is led by Glasgow 2018- and sets out how partners will deliver the best, barrier free experience to everyone who wants to participate; and takes proactive actions to ensure the event is as inclusive and accessible as possible.

## Key Findings

The EQIA process for the Glasgow 2018 European Championships and Festival 2018 has found that:

- these events have no negative impacts on any of the protected characteristics and the aim of the EQIA process for the Championships/Festival 2018 is therefore to further boost inclusion and to maximise the positive impacts for participants, audience members, volunteers, businesses/events organisers and also as a vehicle to increase the profile of Scotland's commitment to equality on the international stage;
- the key opportunities are related to boosting the participation of the LGBTI, disabled and minority ethnic/faith communities in the Championships/Festival 2018. There are also other opportunities related to people with intersecting identities and for engaging young/older people;
- the learning and lessons generated by the 2014 Commonwealth Games and 2016 Homelessness World Cup, along with on-going and wider national partner activity to boost equality in tourism and events in Glasgow and across Scotland, provides the Glasgow 2018 European Championships and Festival 2018 with a sound framework on which to build its own bespoke and contributing actions and to build a legacy for the future.

## Recommendations and Conclusion

To address the opportunities set out above the following actions are being delivered by partners; overseen by the Inclusion Reference Group for the Glasgow 2018 European Championships and Festival 2018 (see Annex B):

### Intersectional actions

The Festival 2018 programme features a wide range of free activities which offer something for everyone.

As a key principle diversity is mainstreamed and celebrated across the entire Festival 2018 programme (in the same way as it is mainstreamed more widely across the Championships).

Many events in Festival 2018 are free and all are open to all. For example - the call for poems responding to the Beyond Boundaries initiative showcases how actions to boost equality and showcase culture and the arts are featured at the heart of Festival 2018. The poetry submitted to this initiative can be inspired by the idea of overcoming obstacles and striving towards a goal, or by the concept of uniting in our differences and celebrating our diversity. Eighteen poems will be chosen for publication in a free ebook and audiobook. A selection of these will be broadcast on community radio and some will be performed or read at Festival 2018 events during August.

In addition, Civic Canteen is a celebratory and provocative event exploring food and nourishment as one of the uniting forces in life. The Civic Canteen tent will house a series of special workshops and events, all of which have the shared goal of using delicious food as the vehicle to promote cultural exchange. Civic Canteen includes: 'While Having Soup' from Montreal's award winning art activists ATSA, which brings strangers together to have thought provoking discussions over soup; and chefs Soul Food Sisters who will showcase the preparation of their favourite dishes from their multi-cultural menu.

Other highlights showcasing Scotland's diversity from the Festival 2018 programme include Michael Richardson's creative programme at Pride House, Paragon Music, Project Ability and Indepen-dance as well as the circus programme at Go Live! At the Green

In terms of wider intersectional actions, the Scottish Government is providing VisitScotland with a funding contribution of £10,000 to deliver a diversity photography project which aims to offer partners- including Glasgow 2018- with a free to use image bank of people with protected characteristics celebrating tourism and

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events. This helps ensure that all of Scotland's diverse communities are showcased in promotional activities aimed at boosting Scottish tourism and events.

## Volunteering

The volunteering programme for the 2018 European Championships and Festival 2018 has been designed to boost inclusion and celebrate diversity. The aim is that all protected groups are pro-actively invited to participate as volunteers and a set of key performance indicators have been developed by Glasgow 2018 to measure impacts. All of the Championship's performance indicators measuring volunteering by people from protected groups are being carefully monitored to ensure they remain on target.

## Business engagement

Equalities lies at the heart of the procurement process for the Championships and Glasgow 2018. Businesses from, and representing, Scotland's diverse communities will be central to the celebration at sites across the city such as Glasgow Green.

## LGBTI community

LEAP Sports are being provided with funding of £20,000 from the Scottish Government and £10,000 from Glasgow 2018 to engage the LGBTI community in the Glasgow 2018 European Championships through the delivery of Pride House 2018 which will:

- engage LGBTI people with the European Championships;
- engage harder to reach LGBTI people including those with intersecting identities; and
- showcase LGBTI life in Scotland

## Disabled and Older People

Glasgow 2018 is working closely with a range of other partners, including many local businesses, to boost accessibility during the European Championships/Festival 2018.

For example: in partnership with Autism Network Scotland and Glasgow Autism Resource Centre, autism aware quiet zones are featured across the event - building on the 53 venues across the city which have achieved the National Autistic Society Scotland's Autism Friendly Award. This initiative makes the Championships the first multi-sport event to provide a dedicated space for people with autism. Sites with autism aware quiet zones include: GO LIVE! at Glasgow Green; Cathkin Braes Mountain Bike trails; Glasgow's BMX Centre; and George Square (activities planned to celebrate the Championships/Festival 2018). A document, showcasing the sites offering autism aware quiet zones, was issued to all national autism organisations- by Glasgow 2018- in July 2018.

Other headline actions around accessibility include:

- accessibility audits are being undertaken to help boost accessibility at key sites across the Championships;
- an inclusion design checklist- to highlight opportunities such as wheelchair spaces, induction loops and audio commentary- was used as part of the integrated design process for the Championships;
- in partnership with REX Blind Parties (a registered charity providing live commentary for visually impaired people), audio commentary will be provided at key events during the Championships- for example at Sir Chris Hoy Velodrome, Tollcross International Swimming Centre and Knightswood Park (Glasgow's BMX Centre). In July 2018 a flyer detailing where audio commentary will be taking place was cascaded to partners for onwards circulation to their networks;
- there are accessible areas and seating at all the Championship ticketed events and sessions. Three types of accessible tickets

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are being provided- "wheelchair", "accessible" and "easy access". A dedicated accessible booking telephone line is also being provided to help people choose the right type of ticket for their particular needs and also to answer any related questions around accessibility during the Championships; and

- in advance of the Championships all holders of accessible tickets will receive a specific communication highlighting the accessible facilities on site.

Disabled people are also at the heart of Festival 2018 with shows such as "What am I worth" by Extraordinary Bodies- a company which creates large scale creative performances which raise awareness of the integration of D/deaf, disabled and non-disabled artists working equally together.

### Minority Ethnic/Faith Communities

Glasgow's Mela event- one of the biggest free multi-cultural events in Scotland- will pop-up during the Championships on 9 August to promote Scotland's diversity and build on the momentum of the Mela taking place at Kelvingrove Park on 24 June. The Mela's Championships programme begins with a new dance piece by Project X - developed with young people from across the city.

In addition, Africeilidh is a family-oriented 3-day arts and culture festival celebrating diversity in Glasgow. The festival will infuse Scottish and African arts, showcasing performances by local artists from a range of disciplines.

More widely, the Festival 2018 programme also features a wealth of other activity which showcases a multi-cultural Scotland including the vibrant Festival 2018 Carnival Procession, the Glasgow Kite Festival, Hear our Voice, and Kushe- a Scottish/Pakistani Food collaboration.

In addition, the Championships is delighted to welcome 14 traders who will showcase how Scotland's excellent local produce can be used in the preparation of delicious and healthy food and drink from around the world at the Kitchen Garden, Glasgow Green (which also includes contributions from a range of leading celebrity chefs including TV personality and winner of celebrity MasterChef Hardeep Singh Kohli).

## Young People

The celebration of the 2018 Year of Young People features across the 2018 European Championships and Glasgow 2018. For example the Year of Young People is one of 5 zones featured at Glasgow Green. The Year of Young People zone features an exciting line-up of activity created by young people themselves that showcases their incredible talents to visitors.

Festival 2018 includes a wealth of events and activities with young people at their centre. For example:

- Ignite Theatre's 'What Gives Me Strength' brings together an incredible cast mixing experienced performers with inspiring young people from challenging backgrounds who have made Glasgow their home; and
- "Hear our voice" features a new ensemble of Scottish-Asian musicians who will create a new piece of music, exploring a theme of acceptance. They will draw on creative-writing, sound art and visual art output created by young people through workshops in East Dunbartonshire where the young people explore their own stories of seeking acceptance. This music will be showcased alongside footage of the workshops.

## Monitoring and Review

Diversity related impacts from the Glasgow 2018 European Championships and Festival 2018 will be featured in the wider programme level evaluation activity for these events and will be published in due course by the Scottish Government/ Glasgow 2018.

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## Annex A

### Glasgow 2018 European Championships Inclusion Strategy

#### 1. Purpose

The purpose of the Inclusion Strategy is to ensure that the Glasgow 2018 European Championships and Festival 2018 (G2018) strives to deliver the best, barrier free experience to everyone who wants to participate; and takes proactive actions to ensure the event is as inclusive and accessible as possible. The Strategy will outline G2018's on-going work towards embedding inclusion across all its activities and build upon the progress that has already been achieved. In doing so, the Strategy aims to create a positive, safe and inclusive environment for all G2018 Championships client groups.

#### 2. Context

Delivering a multi-sport event such as G2018 is a very complex exercise. The planning and delivery involves working with a number of partners and a myriad of Functional Areas (FAs) within the Championships Team itself, all with specialist knowledge and expertise, to deliver specific roles and responsibilities. There are also a number of key themes, which are cross-cutting and require to be integrated within all FAs. Inclusion is one such key theme. In order to ensure inclusive access to 83 sporting sessions at 12 venues and Festival 2018, it is vital to have an Inclusion Strategy in place which helps inform, and indeed is embedded within the operational planning, in order to enhance the overall experience.

In addition to the activities being undertaken by the FAs to ensure the Championships are inclusive; a diverse range of inclusive projects and activities is being planned and delivered by Glasgow's Inclusive Legacy Theme Group. The Group, which includes Glasgow City Council, third sector (Volunteer Glasgow and the Wheatley Group) and national organisations (Skills Development Scotland), is seeking to engage the City's communities of place and interest before, during and after the

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event in volunteering, community and education based activities which celebrate sport and European cultural connections.

## 2.1 Terminology Definitions

For the purposes of this Strategy, Inclusion is being used as the overarching terminology encompassing the following:

Inclusion is defined as undertaking positive action in planning and decision making in order to reduce inequalities between the least advantaged groups and the rest of society, ensuring targeted support reaches those who need it most.

Accessibility is defined as the ability for all people to access products, devices, fittings, services and their living environments equally through the use of universal design or assistive technology.

Diversity is defined as recognising and valuing difference in its broadest sense. It is about creating a culture and practices that recognise, respect, value and harness difference. Equality and Diversity need to be progressed together.

Equality is based on the legal obligation to comply with anti-discrimination legislation. Equality is about making sure people are treated fairly and given fair chances.

## 3 Legal Framework

The Equality Act 2010 legally protects people from discrimination in both the workplace and in wider society.

It consolidates a number of pieces of legislation (Sex Discrimination Act, Race Relations Act, Disability Discrimination Act), into one single framework, strengthening the law and making it easier to understand. The Act outlines nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation

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- Marriage and civil partnership
- Pregnancy and maternity

Under the Equality Act, there is a legal obligation to consider the Public Sector Equality Duty, which came into force in April 2011. It comprises of a general equality duty, supported by specific duties which are enforced by secondary legislation. It provides three specific duties as a Public Authority, and helps organisations to demonstrate how to deliver the three specific duties and provide transparency in how to achieve this. As a Public Authority G2018 must give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who don't and
- Foster good relations between people who share a protected characteristic and those who don't

To ensure equality for disabled people, Equality Law provides for the 'duty to make reasonable adjustments'. This may require G2018 to alter the way in which services are delivered, provide additional equipment and/or remove physical barriers. Notwithstanding that G2018 is a time specific event, where possible, the Championships Team will work with key stakeholders to make any reasonable adjustments.

#### 4 Key Objectives

The Inclusion Strategy seeks to achieve seven primary objectives:

- To achieve required legal duty on Glasgow City Council as per the General Public Duty of the Equality Act 2010
- Apply a philosophy of inclusion to all aspects of G2018, including policy, operation and the built environment, to help ensure all stakeholders have an equal opportunity to participate and enjoy the Championships experience

- All venues for both sporting and cultural events are as accessible as possible, within the constraints of the physical built environment and budget
- Ticketed events will meet or exceed the minimum accessible seating requirements for stadia (The Green Guide, version 5, 2008)
- All marketing and communication reflects the diversity of the local, national and international audience, and takes positive actions to ensure all prospective customers are able to engage with G2018
- Engage stakeholder groups that support G2018 values on inclusion which will contribute to creating greater opportunities for participation from diverse/disadvantaged individuals and groups. This will include partnership working with the GCC Inclusion Legacy Theme Group to further their aim of engaging the City's communities before, during and after the event in volunteering, community and education based activities which celebrate sport and European cultural connections
- Develop an operational plan describing how targets relating to inclusion will be reached including measurements and reporting
- In partnership with Scottish Government, undertake an Equality Impact Assessment (EQIA) prior to the European Championships and use the finding to address issues raised where possible prior to the event

## 5 Key Themes

The following themes are crucial to the achievement of the above objectives and the G2018 Team will embed these in the planning of the Championships, identifying where positive action is required and engaging with partners to establish common interests and actions. The measures outlined within key themes are by no means exhaustive, however, provide an indication of the measures that may be achieved for G2018.

## 5.1 Accessibility

- Identify barriers and where possible provide transport solutions for spectators with accessible tickets
- Identify barriers in relation to venue accessibility and seating suitability and provide solutions where possible by:
  - Providing best possible venue description on G2018 website and at ticket point of sale to ensure customers can gauge suitability and
  - Creating balance between accessible/easy access seating and general demand for venue tickets
  - G2018 marketing and communication, online and printed, will be available in accessible formats
  - Identify and eliminate barriers in relation to toilet facilities, with a particular focus on ensuring accessible toilets and changing facilities are standard across all indoor venues with consideration given to gender neutral toilets and changing facilities at outdoor venues
  - Ensure all service counters (e.g. information points, merchandise, catering services) are wheelchair accessible or provide an alternative service offering
  - Ensure that the Look of the Championships gives due regard to accessibility requirements and reflects good practice
  - Work with GCC and partners to ensure wayfinding and signage is both accessible and aims to align with policy developments in the city

## 5.2 Inclusion

- Positive action to increase opportunities for otherwise excluded customer groups to participate. In particular, an autism friendly policy and actions that support the GCC City Centre Autism Friendly Initiative and audio commentary for people with sight loss and hearing impairments
- Due consideration to be given to the affordability of tickets, merchandise and catering concessions
- Ensure individuals with additional needs are supported to engage and progress through the volunteering process

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- Creation of safe spaces, for example, for breast feeding mothers and prayers; and elderly rest areas
- Ensure that the Look of the Championships is inclusive of all customer groups
- Give consideration to dietary restrictions, food allergies and religious practices for all customer groups
- Creation of dog spending areas – providing for assistance dogs and supporting the accessibility theme
- Creation of spectator areas that meet the needs of spectators or audiences with alternative needs, e.g. autism friendly areas

### 5.3 Diversity and Equality

- Meet all legislative requirements
- Meet and aim to exceed minimum accessible seating guidelines for stadia (The Green Guide, Version 5, 2008)
- Ensure communications are appropriate and reach as many communities in Glasgow and beyond as possible
- Aspire to increase the diversity of spectators and audiences through the introduction of targeted diversity activity, for example, engagement with diverse communities, either geographical or thematic (Thriving Places), primarily through sport development and cultural engagement activities.
- Ensure the workforce receives training in disability, equality and diversity awareness.
- Work with partners and stakeholders to expand the reach of the Inclusion Strategy and ensure implementation is relevant to current requirements

## 6 Championships Team Resource Requirements

The responsibility for implementation, monitoring and reporting of the Inclusion Strategy will rest with the Policy and Evaluation FA, however, delivery of the Strategy will require integration with operational planning. Specific FAs and Workstreams will have responsibility for the delivery of agreed actions incorporated within FA operational plans.

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The Policy and Evaluation FA's primary role is to provide support, advice and guidance across all FAs and Workstreams to assist with the achievement of the Inclusion Strategy objectives, help identify opportunities for enhancement and agree actions and measures. Integration of the Strategy within FA and Workstream operational plans, and ongoing monitoring and reporting will also be facilitated and co-ordinated by the Policy and Evaluation FA.

Not all FAs will have significant contributions to the implementation and delivery of the Inclusion Strategy, although it is anticipated that all FAs will have a supporting role as a minimum.

The dependencies between FAs and Workstreams will be highlighted through the development of the Inclusion Action Plan and agreed actions in the Workstream Operational Plans.

## 7 Financial Implications

It is anticipated that the Inclusion Strategy will generally be implemented and delivered within existing FA budgets. However, there may be an opportunity to redirect budgetary resources in order to augment existing FA budgets, where deemed appropriate, in order to provide greater value in terms of Inclusion, in accordance with the Strategy. In such cases, the redirection of resources would be subject to agreement by the Championships Director following the review of a specific options appraisal and having regard to the approved Scheme of Delegation (Finance). It is anticipated that specific options will be developed by the Policy and Evaluation FA, in consultation with the relevant operational FA(s).

## 8 Governance

The Inclusion Workstream activity will be incorporated into the overall Policy and Evaluation Project Plan and, where appropriate, Issues Log and Risk Register. Progress updates will

be provided as part of the 6-weekly project status report, in accordance with the Programme Assurance Framework. Notwithstanding this, specific actions will be integrated within relevant FA operational plans and monitored and reported as part of project status reports across these FAs.

It is envisaged that required Inclusion information will be gathered by the Governance FA as part of the project status update reports and regular PMO meetings. PMO reporting arrangements will be extended to include information on agreed KPIs in respect of specific Inclusion actions/measures.

The on-going monitoring of the Inclusion Action Plan will be consolidated by the Inclusion Workstream, in order to report on a thematic basis, as required. It is anticipated that ongoing reporting on Inclusion will be required by the Championships Senior Management Team and Co-ordination and Operations Board; as well as the GCC Inclusion Legacy Group, as appropriate. In addition, it is anticipated that a final Inclusion Report will contribute to the overall evaluation of G2018.

The G2018 Inclusion Stakeholder Reference Group will invite attendance from various groups protected under the Equality Act and the primary focus will be on matters of inclusion. The Group will act as a consultative mechanism to advise, provide guidance and support on equality and diversity issues in relation to G2018.

## Annex B

### Inclusion Reference Group

#### Terms of Reference

##### 1. Purpose

Glasgow 2018 European Championships and Festival 2018 (G2018) are committed to delivering the best, barrier free experience to everyone who wants to participate; and will take proactive actions to ensure the event is as inclusive and accessible as possible. The purpose of the Inclusion Reference Group (IRG) will be to support the work of the Policy and Evaluation FA (and other relevant FAs), support the delivery of agreed objectives set out in the Inclusion Strategy, and act as a reference mechanism for G2018.

##### 2. Membership

Glasgow 2018 (chair)  
Tourism and Major Events Division, Scottish Government  
Visit Scotland  
Glasgow Life  
LEAP Sports Scotland  
Glasgow LGBTI+ Voluntary Services Network  
West of Scotland Regional Equality Council (WSREC)  
Glasgow Disability Alliance (GDA)  
Poverty Leadership Panel Manager, Glasgow Poverty Leadership Panel

##### 3. Responsibilities

- Sharing specialist expertise, knowledge and insight to enable the Inclusion Strategy to be effectively implemented.

- Represent the views of communities of interest and act as a reference point to enable the Inclusion Strategy to be effectively implemented.
- Ensure that G2018 benefits and contributes to, national and local strategies, objectives and outcomes.
- Ensure that G2018 builds on the legacy of the Glasgow 2014 Commonwealth Games and other major events hosted in Scotland.
- Promote G2018 and opportunities with groups and at events and meetings attended out with the Reference Group.

#### 4. Meetings

The group will meet monthly and will be chaired by the G2018 Policy and Evaluation Team. Meeting agendas and minutes will be issued by the G2018 Championships Team.

Additional members may be added to the Group or invited as a one-off dependent on the requirements of the agenda.

The frequency of meetings and remit of this Group will be reviewed as the work of G2018 progresses.