

EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed**

A clear definition of what is being screened and its aims

2. **Gathering Evidence & Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. **Assessment & Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. **Outcomes, Action & Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported

5. **Monitoring, Evaluation & Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Glasgow City Development Plan (and supporting Supplementary Guidance)

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

Key Outcome

Glasgow City Development Plan (the Plan) was adopted on 29 March 2017. This new local development plan replaces Glasgow City Plan 2 (2009). The Plan sets out the Council's land use strategy and provides the basis for assessing planning applications. The Plan is supported by a suite of more detailed topic based supplementary guidance with further detailed spatial supplementary guidance to follow in due course. Reference has also been made to the detailed supplementary guidance in this EQIA, where appropriate.

Main Focus

The Plan consists of five parts:

1. City Profile - Highlights key statistics shaping the City today.
2. Strategic Approach - Identifies the Plan's key aims and outlines the strategy to help achieve those aims during the Plan period.
- 3. Policies - Addresses the key topics to be considered when planning development in order to help achieve the Plan's key aims.**
4. Policy and Proposals Map - Illustrates where policies and proposals are identified throughout the City.
5. Action Programme - Outlines how the Plan's policies and proposals will be delivered (to be published within three months of the adoption of the Plan).

The main focus of this EQIA Screening Report (in Section 3) is on the critical policy element of the Plan.

Supporting Activities

The Plan is supported by the following documents:

1. Revised Environmental Report
2. Habitats Regulation Appraisal Screening Report
3. Schedule of Land in Council Ownership
4. Schedule of Proposals

5. Location Plans of Transport Proposals
6. Location Plans of Housing Proposals
7. Schedule of Masterplans

Consultation

Key consultations during the Plan preparation period included:

1. Preliminary statutory and non-statutory stakeholder engagement, 2009
2. Strategic Environmental Scoping Report, 2010
3. Monitoring Report, 2011
4. Main Issues Report, 2011
5. Interim Environmental Report, 2011 (including Potential Development Site Assessments)
6. Potential Additional Sites, 2012 and 2013 (Greenbelt Review)
7. Proposed Plan, 2014
8. Proposed Plan Examination Report, 2016

Glasgow City Council prepared a statement of conformity to meet Section 18(4)(a)(i) of the Planning (Scotland) Act 2006, which requires planning authorities to submit a report to the Scottish Government on the extent to which the authority has consulted and involved the wider public and how the authority has conformed with its current participation statement. The participation statement relating to the Glasgow City Development Plan, which was contained within the Annual Update: March 2014 to the Council's Development Plan Scheme, set out when consultation was to take place, who was to be consulted, and how this consultation would happen in the preparation of the proposed City Development Plan.

As well as fulfilling statutory consultation obligations, the Council aimed to increase the range and number of stakeholders in the Plan preparation process, and increase general awareness of the Plan. A number of new and innovative techniques were introduced at the Main Issues Report consultation stage (freepost postcards, twitter feeds and youtube uploads) to encourage anyone who lives, works and visits Glasgow to get involved and influence what happens in the City.

At the Proposed Plan stage the Council carried out the following:

1. Provided development plan training, through Planning Aid for Scotland, for interest groups such as community councils and local housing associations to explain how and when people could become involved
2. Distributed copies of final documents either in hard copy format or via e-mail/weblinks.
3. Published statutory notices in local newspapers to publicise the Plan and to explain where people could access information, how they could comment, and where they could get more assistance if required.
4. Produced regular summary information (Development Plan Scheme and Development Plan Bulletin)
5. Used existing electronic networking (e-mails, other organisations' electronic bulletins) to publicise the Plan.

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6. Kept elected members fully informed, including workshops, briefings, etc
7. Sent letters/e-mails to consultees and stakeholders, as appropriate, and particularly just before key stages in the process to alert them to upcoming events and immediately after key events to advise of any outcomes/key findings
8. Made the Plan and any associated documents or reports widely available in the City's libraries, at the Council offices and on the Council website.
9. Made full use of, and further developed, the Local Development Plan part of the Council's website, in line with the Scottish Government's e-planning agenda.
10. Used the Council's twitter feed to reach a wider audience in publicising the proposed plan.
11. STV Glasgow featured the Local Development Plan on 1 May 2014.

In its Examination Report of the Glasgow City Development Plan, June 2016, the Scottish Government concluded that it was satisfied that the Council had undertaken extensive advertisement of the Plan and had given it sufficient broad public exposure.

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



Susan Rutherford (Planning Officer)

31 May 2017

d) Assessment Verified by (signed and date)

Andy Dale (Team Leader, Development Plan Team)

31 May 2017

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"> ➤ 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.
Glasgow City Plan 2 Equality Impact Assessment, 2008	All	<p>Public consultation and engagement was an essential and integral part of preparing the Glasgow City Development Plan. It provided the opportunity for public bodies and agencies, the private sector and members of the public to make their views known and to influence regeneration activity in the City. Public consultation and stakeholder engagement took place, at various stages, throughout the development plan process as detailed in Section 1.</p> <p>As far as possible, people from all backgrounds, communities, businesses</p>
The Council's Equality Impact Assessment Evidence Matrix	All	
HIA of the Local Development Plan Event Report, 2014	All	

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		<p>and developers, had the opportunity to participate in the Plan preparation process and relevant issues were taken into account. Good public consultation and engagement helped to create a Plan that people felt part of and have confidence in.</p>
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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.

POLICY CDP 1: THE PLACEMAKING PRINCIPLE

Policy CDP 1 aims to improve the quality of development taking place in Glasgow by promoting a design-led approach. This will contribute towards protecting and improving the quality of the environment, improving health and reducing health inequality, making the planning process as inclusive as possible and ensuring that new development attains the highest sustainability levels.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
SEX/ GENDER	Women	Policy CDP 1 - The Placemaking Principle in the Plan is supported by detailed supplementary guidance SG 1 - The Placemaking Principle.	Placemaking is underpinned by a design-led approach to planning which is not restricted to influencing the appearance of a building, street or place but is about a holistic approach that considers the area's context and balances the range of interests and opportunities to create multiple interconnected benefits for all through a collaborative process. The benefits of placemaking and the		
	Men				
	Transgender				
RACE*	White	One of the key overarching 'Placemaking Principles' in SG 1, Part 1 is 'Sustainability and Adaptability' In addition, SG 1, Part 2 includes further detailed guidance on 'Inclusive Design' This detailed guidance encourages inclusive design principles that are innovative and flexible			
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>	Mixed or Multiple Ethnic Groups				
	Asian				
	African				
	Caribbean or Black				
<i>For example Asian includes Chinese, Pakistani and Indian etc</i>	Other Ethnic Group				

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LGBT	Lesbians	<p>and result in achieving more sustainable outcomes and development that is adaptable The guidance in SG 1 (Parts 1 and 2) encourages development industry professionals to go beyond the traditional concept of accessibility and to take account of the diverse nature and complexity of individuals and communities (with particular reference to all the groups defined in the Equalities Act). The purpose of this detailed guidance is to ensure that social, cultural, economic and physical inequalities are addressed through the planning process and future inequalities are not built into new places.</p> <p>In this way, SG 1 will help to ensure that the future design of Glasgow's built environment contributes to a more equal, inclusive and cohesive City and ensure that Policy CDP 1 helps to promote improved quality of life throughout the City for all equalities groups.</p>	<p>creation of better places in the City are likely to be experienced equally by all groups.</p> <p>The placemaking process will expect development to contribute towards making the City a better and healthier place by embedding community facilities and local shopping facilities within communities and recognising the needs of all members of society, delivering sustainable buildings, areas and spaces that are attractive and enhance the quality of life for everyone and by demonstrating efforts to responsively engage with all stakeholders.</p>		
	Gay Men				
	Bisexual				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				
DISABILITY	Physical disability				
A definition of disability under the Equality Act 2010 is available here .	Sensory Impairment (sight, hearing,)				
	Mental Health				
	Learning Disability				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				

POLICY CDP 2: THE SUSTAINABLE SPATIAL STRATEGY

Policy CDP 2 aims to influence the location and form of development to create a ‘compact city’ form which supports sustainable development. Policy CDP2 will also help to ensure that the City is well-positioned to meet the challenges of a changing climate and economy, and will help to build a resilient physical and social environment capable of attracting and retaining investment and promoting an improved quality of life.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development	
SEX/ GENDER	Women	Policy CDP 2 - Sustainable Spatial Strategy provides a spatial representation of the Plan’s Strategy with a strong emphasis on placemaking, health, well-being and sustainability. Policy CDP 2 should be read in conjunction with the Plan’s other overarching policy, Policy CDP 1 - The Placemaking Principle.				
	Men					
	Transgender					
RACE*	White					
	Mixed or Multiple Ethnic Groups					
	Asian					
	African					
	Caribbean or Black					
<i>Further information on the breakdown below each of these headings, as per census, is available here. For example Asian includes Chinese, Pakistani and Indian etc</i>	Other Ethnic Group		Policy CDP 2 recognises that in terms of ‘quality of place’ the City is not a level playing field and that direct intervention is required in particular areas. Policy CDP 2, therefore, identifies six broad Strategic			
DISABILITY	Physical disability					
	<i>A definition of disability under the Equality Act 2010 is available here.</i>					
	Sensory Impairment (sight, hearing,)					
	Mental Health					

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	Learning Disability	<p>Development Framework areas where further detailed spatial supplementary guidance will be brought forward in order to respond to the individual context of each area and its key issues. In addition, Policy CDP 2 identifies a number of Local Development Framework areas where further detailed spatial supplementary guidance will also be brought forward in order to guide and concentrate action at a neighbourhood level.</p> <p>Policy CDP 2, and the supporting detailed spatial supplementary guidance which follows, will help to promote improved quality of life throughout the City for all equalities groups.</p>			
LGBT	Lesbians				
	Gay Men				
	Bisexual				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				

POLICY CDP 3: ECONOMIC DEVELOPMENT

Policy CDP 3 promotes the creation of economic opportunity for all City’s residents and businesses and encourages sustained economic growth.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
SEX/ GENDER	Women		Policy CDP 3 - Economic Development, and supporting supplementary guidance SG3, focuses on the City’s key economic sectors. Policy CDP 3 also acknowledges, however, that the City faces a number of challenges if it is to fulfil its economic potential. One of these is how to improve the employability of those with little or no qualifications and address the level of workless households. Another challenge is to deal with amount of vacant and derelict land across the City and address the		
	Men				
	Transgender				
RACE*	White				
<i>Further information on the breakdown below each of these headings, as per census, is available here. 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				
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)				
	Mental Health				
	Learning Disability				

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LGBT	Lesbians		<p>remediation and infrastructure costs involved in bringing this land back into productive use. By addressing these issues, Policy CDP 3 seeks to promote the creation of economic opportunities for all City residents and business and improve the quality of the environment and sense of place locally.</p> <p>The implementation of Policy CDP 3, and supporting detailed guidance SG 3, is likely to improve quality of life and promote equality of opportunity across all equality groups.</p>		
	Gay Men				
	Bisexual				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				

POLICY CDP 4: NETWORK OF CENTRES

Policy CDP 4 aims to ensure that all of Glasgow's residents and visitors have good access to a network of centres which are vibrant, multi-functional and sustainable destinations providing a range of goods and services.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
DISABILITY	Physical disability	Policy CDP 4 - Network of Centres, and supporting detailed supplementary guidance SG 4, seeks to maintain and strengthen the role of Glasgow City Centre, protect and revitalise all Town Centres within the Network, support the 'Town Centres First' Principle, support the role that Town Centres play as integrated transport hubs, encourage travel by sustainable means to and between Centres, embrace the principles of placemaking and build on the strengths of each Centre.			
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)				
	Mental Health				
	Learning Disability				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
PREGNANCY & MATERNITY	Women	Policy CDP 4, and supporting detailed supplementary guidance SG4, therefore, is expected to have a			

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		positive impact on people with a physical disability, the elderly and those with personal mobility restrictions by helping to deliver an improved range of local services, facilities and amenities.			
SEX/ GENDER	Women		The implementation of Policy CDP 4, and supporting detailed guidance SG 4, is likely to improve quality of life and promote equality of opportunity across these equality groups.		
	Men				
	Transgender				
RACE*	White				
<i>Further information on the breakdown below each of these headings, as per census, is available here. For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups				
	Asian				
	African				
	Caribbean or Black				
	Other Ethnic Group				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
RELIGION &	See note				

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BELIEF** A list of religions used in the census is available here .					
LGBT	Lesbians				
	Gay Men				
	Bisexual				

POLICY CDP 5: RESOURCE MANAGEMENT

Policy CDP 5 aims to ensure that Glasgow supports energy generation from renewable and low carbon sources, promotes energy efficient design and the use of low and zero carbon generating technologies in new development, helps safeguard communities from the potentially adverse impacts of energy generation or oil/gas extraction, makes efficient use of energy generation and/or industrial processes by supporting combined heat and power systems and district heating networks, manages its waste to minimise landfill and helps meet national targets and benefits from secure supplies of low carbon energy and heat.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
SEX/ GENDER	Women		Policy CDP 5 - Resource Management, and supporting detailed supplementary guidance SG 5, promotes good practice in terms of the derivation and use of energy and seeks to minimise the potential for negative environmental impact across the City as a whole. The implementation of Policy CDP 5, and supporting detailed guidance SG 5, is likely to improve quality of life and promote equality of opportunity across all equality groups. .		
	Men				
	Transgender				
RACE*	White				
<i>Further information on the breakdown below each of these headings, as per census, is available here. 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				
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)				
	Mental Health				

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	Learning Disability				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				

POLICY CDP 6: GREEN BELT AND GREEN NETWORK

Policy CDP 6 seeks to ensure the development and enhancement of Glasgow’s Green network by protecting and extending the Green Network and linking habitat networks, by providing for the delivery of multi-functional open space to support new development, by protecting the Greenbelt and by supporting development proposals that safeguard and enhance the Green Network and Green Belt.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development	
SEX/ GENDER	Women	Policy CDP 6 - Green Belt and Green Network, and supporting detailed supplementary guidance SG 6, seeks to provide good quality, well-linked open spaces which can provide a range of benefits including improved amenity, a setting for urban areas, biodiversity, growing spaced, active travel, recreation and flood management, all of which can improve health.				
	Men					
	Transgender					
DISABILITY	Physical disability					
	<i>A definition of disability under the Equality Act 2010 is available here.</i> Sensory Impairment (sight, hearing,)					
	Mental Health					
	Learning Disability					
AGE	Older People (60 +)					
	Younger People (16-25)		Policy CDP 6 and supporting detailed supplementary guidance SG 6, therefore, is expected to have a positive impact on people with a physical disability, the elderly and those with personal mobility			
	Children (0-16)					
PREGNANCY & MATERNITY	Women					

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		restrictions by helping to deliver improved access to high quality space and general recreation opportunities locally.			
RACE*	White		The implementation of Policy CDP 6, and supporting detailed guidance SG 6, is likely to improve quality of life and promote equality of opportunity across these equality groups.		
<i>Further information on the breakdown below each of these headings, as per census, is available here.</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				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				

POLICY CDP 7: NATURAL ENVIRONMENT

Policy CDP 7 aims to ensure that Glasgow’s natural environments, including its ecosystems and protected species, are safeguarded and wherever possible, enhanced through new development. Policy CDP7 also aims to help enhance biodiversity and protect the health and function of ecosystems, help the natural environment adapt to climate change and protect important landscape and geological features in the City.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
SEX/ GENDER	Women		Policy CDP 7 - Natural Environment, and supporting detailed supplementary guidance SG 7, seeks to protect Glasgow’s natural environment (including protected sites and species) and enhance biodiversity. The implementation of Policy CDP 7, and supporting detailed guidance SG 7, is likely to improve quality of life and promote equality of opportunity across all equality groups.		
	Men				
	Transgender				
RACE*	White				
<i>Further information on the breakdown below each of these headings, as per census, is available here. 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				
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)				
	Mental Health				

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	Learning Disability				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				

POLICY CDP 8: WATER ENVIRONMENT

Policy CDP 8 aims to aid adaptation to climate change, protect and improve the water environment, support the development of integrated green infrastructure throughout the City, meet the requirements of the Flood Risk Management (Scotland) Act 2009 and Scottish Planning Policy 2014, help deliver the Metropolitan Glasgow Strategic Drainage Partnership (MGSDP) Scheme (a National Development in NPF3) and contribute to the reduction of overall flood risk and make satisfactory provision for SUDS.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development	
SEX/ GENDER	Women		Policy CDP 8 - Water Environment, and supporting detailed supplementary guidance SG 8, seeks to reduce flood risk, promote SUD's, improve the City's water quality and habitats and enable development. The implementation of Policy CDP 8, and supporting detailed guidance SG 8, is likely to improve quality of life and promote equality of opportunity across all equality groups.			
	Men					
	Transgender					
RACE*	White					
<i>Further information on the breakdown below each of these headings, as per census, is available here. 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					
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)					
	Mental Health					

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	Learning Disability				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				

POLICY CDP 9: HISTORIC ENVIRONMENT

Policy CDP 9 seeks to ensure the appropriate protection, enhancement and management of Glasgow's heritage assets by providing clear guidance to applicants. Policy CDP 9 seeks to protect, conserve and enhance the historic environment in line with Scottish Planning Policy/Scottish Historic Environment Policy for the benefit of our own and future generations.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
DISABILITY	Physical disability		The Council has a statutory requirement to protect the character of the City's historic environment and a legal requirement, under the Equalities Act 2010, to protect people from discrimination in the workplace and in wider society, which includes providing access to buildings and places for the less able. It is conceivable that there could be some instances where potential conflict could arise between these two obligations.		
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)				
	Mental Health				
	Learning Disability				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
PREGNANCY & MATERNITY	Women		In order reduce the scope for conflict and to ensure that future design solutions are sensitive to the access needs of all potential users and that		

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			<p>they also seek to protect, preserve and, where possible, enhance the City's special character and identity, all future development proposals are required to comply with Policy CDP 1, and supporting detailed supplementary guidance (SG1) and Policy CDP 9, and supporting detailed supplementary guidance (SG9), where relevant.</p> <p>In order to actively promote equality, SG1 provides further guidance on inclusive design principles which seek to go beyond the traditional concept of accessibility and beyond minimum requirements. In order to ensure good practice, SG9 provides further guidance on incorporating barrier free access within the historic environment.</p>		
SEX/ GENDER	Women		<p>The implementation of Policy CDP 9, and supporting detailed guidance SG 9, is likely to improve quality of life and promote equality of</p>		
	Men				
	Transgender				

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RACE*	White		opportunity across these equality groups.		
<i>Further information on the breakdown below each of these headings, as per census, is available here.</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				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				

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POLICY CDP 10: MEETING HOUSING NEEDS

Policy CDP 10 aims to ensure that the City’s growing and diverse population has access to a choice of housing of appropriate quality and affordability across all tenures.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development	
SEX/ GENDER	Women		Policy CDP 10, and supporting detailed supplementary guidance SG10, seeks to ensure that good quality places are created, with a mix of accommodation to suit different household types and at densities that are appropriate to the surrounding area.			
	Men					
	Transgender					
RACE*	White			Policy CDP 10 seeks to impact positively on the City’s residents by promoting equality of opportunity and improving quality of life through greater social inclusion, improved accessibility, a better quality and mix of housing, better employment opportunities and an improved range of local services, facilities and amenities.		
<i>Further information on the breakdown below each of these headings, as per census, is available here. 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					
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)					
	Mental Health					
	Learning Disability					

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LGBT	Lesbians		The implementation of Policy CDP 10, and supporting detailed guidance SG 10, is likely to improve quality of life and promote equality of opportunity across all equality groups.		
	Gay Men				
	Bisexual				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				

POLICY CDP 11: SUSTAINABLE TRANSPORT

Policy CDP 11 aims to ensure that Glasgow is a connected City, characterised by sustainable and active travel, supporting better connectivity by public transport, discouraging non-essential car journeys, encouraging opportunities for active travel, reducing pollution and other negative effects associated with vehicular travel and optimising the sustainable use of transport infrastructure, including the River Clyde and Forth and Clyde Canal, and the route of the Rail Link to Glasgow Airport and supporting economic development.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
AGE	Older People (60 +)	Car ownership levels tend to be lower among the young and elderly, therefore, Policy CDP 11, and supporting detailed supplementary guidance SG 11, which seeks to promote walking and cycling, will help to create routes which are safe from conflict with vehicles, prioritise non-car users and maximise opportunities to use public transport. This will benefit these particular groups and help to promote inclusivity and equality of access to jobs, services and amenities.	The City's network of walking and cycling routes, waterways, railways, roads and motorways, together with bus, rail and subway stations form the basis for movement around the City and elsewhere. Policy CDP 11, and supporting detailed supplementary guidance SG 11, seeks to ensure that these networks continue to function effectively, which is important to the economic development of the City and to delivering more sustainable travel patterns. Policy CDP 11 is intended to help make homes, jobs, shops and other services more accessible and to promote		
	Younger People (16-25)				
Children (0-16)					
SEX/ GENDER	Women				
	Men				

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	Transgender		<p>sustainable transport choices. In general this means prioritising walking and cycling in the layout and design of new development (supported by the Residential Design Guide), discouraging car use by locating higher density development close to existing town centres and in areas which have good public transport accessibility and restricting parking to the minimum which is needed to ensure that the development can operate effectively. This approach is designed to promote healthier lifestyles and reduce carbon emissions arising from car use and dependency on fossil fuels.</p> <p>Reductions in car parking and the promotion of sustainable modes of transport must be undertaken, however, in tandem with the type of wider placemaking and public realm improvements advocated by Policy CDP 1. Whilst in theory, promoting walking and cycling is beneficial to</p>	
RACE*	White			
<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			
	Asian			
	African			
	Caribbean or Black			
	Other Ethnic Group			
DISABILITY	Physical disability			
<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	Sensory Impairment (sight, hearing,)			
	Mental Health			
	Learning Disability			
LGBT	Lesbians			
	Gay Men			
	Bisexual			
MARRIAGE & CIVIL PARTNERSHIP	Women			
	Men			
	Lesbians			
	Gay Men			

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PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note		<p>all users, if routes are poorly lit, secluded or at risk from conflicts with road vehicles, then a reduction in car parking may discourage people from going out and make them feel more isolated. This could particularly apply to vulnerable groups such as the elderly and young, people with disabilities, women and LGBT groups. It could also apply in areas which already experience significant levels of deprivation and which do not have good access to public transport.</p> <p>It is anticipated that the implementation of Policy CDP 11 and supporting detailed guidance SG 11 will benefit all members of the community by improving quality of life and promoting equality of opportunity across all equality groups.</p>		

POLICY CDP 12: DELIVERING DEVELOPMENT

Policy CDP 12 aims to ensure that development contributes to a sustainable, economically successful City, through the provision of reasonable infrastructure and facilities that are necessary to mitigate the impact of change on Glasgow’s resources, and that are appropriate to both the nature of the development and its location.

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
SEX/ GENDER	Women		Policy CDP 12 - Delivering Development, and supporting detailed supplementary guidance SG12, sets out the policy tests that should be applied when considering whether development contributions may be an appropriate mechanism to use to enable development. Policy CDP 12 focuses on the elements of social, environmental and physical infrastructure that are required to make development function and to mitigate against the most significant impact of development on the City’s resources. Policy CDP 12 aims to ensure that development contributes to a sustainable, economically		
	Men				
	Transgender				
RACE*	White				
<i>Further information on the breakdown below each of these headings, as per census, is available here. 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				
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)				
	Mental Health				
	Learning Disability				

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LGBT	Lesbians		<p>successful City, through the provision of reasonable infrastructure and facilities, re-shaping Glasgow's employment locations for a changing economy, providing high quality, accessible, residential environments and town centres, connecting to the green network, improving transport provision, finding climate change and drainage solutions for the City as well as meeting aspirations for enhanced nature and biodiversity.</p> <p>The implementation of Policy CDP 12, and supporting detailed guidance SG 12, is likely to improve quality of life and promote equality of opportunity across all equality groups.</p>		
	Gay Men				
	Bisexual				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				

4. OUTCOMES, ACTION & PUBLIC REPORTING

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No Or /Not At This Stage	Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact/ Delivery of Positive Impact
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?	No			
If none of the above is required, please recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		Glasgow City Plan Development Plan monitoring	Glasgow City Development Plan Team	The Glasgow City Development Plan, adopted on 29th March 2017, is the new statutory local development plan which replaces City Plan 2 (adopted in 2009) As outlined in the Development Plan Scheme, 2017-2018 the Council has committed to undertaking an early review of the Plan and has started engaging with the Scottish Government to establish the scope of what this early review will entail. This is the first priority in the preparation of Glasgow City Development Plan 2.

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				<p>In accordance with The Planning etc (Scotland) Act 2006, part of the early work on City Development Plan 2 will involve the preparation and publication of a Monitoring Statement. This Monitoring Statement will:</p> <ul style="list-style-type: none">• focus on the wider impact of the Plan and provide an overview of the principal physical, economic, social and environmental changes that have occurred since Glasgow City Development Plan was published; and• comment on the progress made in respect of actions highlighted in the Plan. <p>The Monitoring Statement will form part of the evidence base for the new local development plan and will assist in the identification of issues to be raised in the Main Issues Report. It also provides a baseline for future monitoring.</p> <p>An EQIA Screening Report will be prepared at an early stage in the Glasgow City Development Plan 2 preparation process i.e. at the Monitoring/Main Issues Report stage.</p> <p>The Council is firmly committed to ensuring that all Glasgow's citizens have equal access to the Council's range of services, including the planning service. The City Development Plan 2 for Glasgow will be a key part of the planning service. The Plan will contain policies and proposals which affect how land is used and will help to sustain the regeneration of the City</p>
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				<p>and create and support strong communities.</p> <p>Public consultation and engagement is recognised as a very important part of preparing a local development plan for Glasgow. It provides the main opportunity for public bodies and agencies, the private sector and members of the public to make their views known and to influence regeneration activity in the City. Public consultation and stakeholder engagement will take place, at various stages, throughout the City Development Plan 2 process.</p> <p>It is intended that, through this process, and as far as possible, people from all backgrounds (regardless of race, age and gender), communities, businesses and developers, will have the opportunity to participate in the plan preparation process and that relevant issues will be taken into account. Good public consultation and engagement will help to create a Plan that people feel part of and have confidence in. For this reason, careful thought will be given to the type of consultation and engagement to be undertaken for Glasgow City Development Plan 2 and how this will help to inform plan development and final output.</p>
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PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publically available on the Council website once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See EQIA Guidance: Pgs. 11-12)

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.