**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

1. **Evidence & Engagement**

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

1. **Differential Impact**

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

1. **Outcomes and Action**

 Develop an action plan to make changes where a negative impact has been assessed

1. **Monitoring Outcomes and Next Steps**

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**:

1. Name of the Policy, Project, Service Reform or Budget Option to be screened

|  |
| --- |
| St. Andrew’s Drive Cycle Route |

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

|  |
| --- |
| This project aims to provide a safe, secure and sustainable route for cyclists to and from Pollok Park, linking in with the South west City Way and the River Clyde South Bank Cycle routes. The route commences at the south end of Shields Road and continues west into St. Andrew’s Drive, linking the existing segregated cycle route (South West City Way) to Pollok Park and eastwards towards Pollokshaws Road. The route will be a fully segregated route with junction by-passes for cyclists. The route will consist of cycle separators, an upgraded signalised junction at St. Andrews Drive/Haggs Road with a full cycle phase, active travel signage  |

1. Name of officer completing assessment (signed and date)

|  |
| --- |
| Janis Malone |

1. Assessment Verified by (signed and date)

|  |
| --- |
| Tam Mckee |

# EVIDENCE & ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

|  |  |  |
| --- | --- | --- |
| Please name any research, data, consultation or studies referred to for this assessment: | Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief. | Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation. |
| Stakeholder consultation will be undertaken to discuss conceptual proposals at an early stage. Including internal departmental consultation with parking / road safety, traffic etc. Traffic Regulation Order consultations subsequently undertaken for final design with relevant stakeholders, transport organisations and emergency services. This included publishing the proposals to gain feedback. | The publication of proposals will be made available in the media and online to ensure it will be open to all members of the public for comment and input. There is a universal right of objection to any proposed Traffic Regulation Order by anyone. | It is intended to hold further dedication stakeholder meetings following publication of the Traffic Regulation Order i.e. with Police Scotland. |

# DIFFERENTIAL IMPACT

Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within a equality group), based on the evidence you have collated

|  |  | **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** |
| --- | --- | --- | --- | --- | --- |
| **GENDER** | Women |  |  |  | Creation of a more liveable place that puts people, rather than vehicles, first. This will be achieved through rebalancing the street towards walking and cycling, while still allowing vehicular access. |
|  | Men |  |  |  | As above |
| **RACE** | Asian People |  |  |  | As above |
|  | Black People |  |  |  | As above |
|  | Chinese People |  |  |  | As above |
|  | White People |  |  |  | As above |
|  | People of mixed race  |  |  |  | As above |
|  | European People(Polish, Greek, Italian, etc) |  |  |  | As above |
| **DISABILITY** | Physical disability |  |  |  | As above and possible positive impact as the upgrade of some of the junctions on route will bring benefits in design and usability for this group. |
|  | Sensory Impairment(sight, hearing, ) |  |  |  | As above and possible positive impact as the upgrade of some of the junctions on route will bring benefits in design and usability for this group. |
|  | Mental Health Issues |  |  |  | As above |
| **LGBT** | Lesbians |  |  |  | As above |
|  | Gay Men |  |  |  | As above |
|  | Bisexual |  |  |  | As above |
|  | Transgender |  |  |  | As above |
| **AGE** | Older People (60 +) |  |  |  | As above  |
|  | Younger People (16-25) |  |  |  | As above |
|  | Children (o-16) |  |  |  |  |
| **MARRIAGE** **& CIVIL PARTNERSHIP** | Women |  |  |  | As above |
|  | Men |  |  |  | As above |
|  | Lesbians |  |  |  | As above |
|  | Gay Men |  |  |  | As above |
| **PREGNANCY & MATERNITY** | Women |  |  |  | As above |
|  |  |  |  |  | As above |
| **RELIGION & BELIEF** | Input \* |  |  |  | As above |

\* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. \*\* Equality Legislation listed a back of this document.

|  |  |  |
| --- | --- | --- |
| **IMPACT** | **YES** | **NO** |
| **HIGH**  |  |  |
| There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy. | .  |  |
| **MEDIUM**  |  |  |
| There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected |  |  |
| **LOW** |  |  |
| There is little or no evidence that some people from different groups or communities are (or could be) differently affected. |  |  |
|  |  |  |
| **Does the negative impact breach any of the equality legislation? \*\*** |  |  |
|  | **Immediately** | **Within next 6 months** |
| The negative impact requires action to be taken  |  |  |

\*\* See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

# OUTCOMES AND ACTION

SCREENING ASSESSMENT OUTCOME ACTIONS

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Screening Outcome**  | **Yes /No** **/Not At This Stage** | **Further Action Required** | **Lead Officer** | **Timescale for Resolution** |
| Was a significant impact from the project, policy or strategy identified? | Not at this stage |  |  |  |
| Does the project, policy of strategy require to be amended to have a positive impact? | No |  |  |  |
| Does a Full Impact Assessment need to 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?) |  | Assessment of Road Safety Audit report.Consultation with relevant stakeholders, transport organisations and emergency services.Publication of proposals for general public.Monitor and review if successfully implemented. | Tam Mckee |  |

# MONITORING OUTCOMES AND NEXT STEPS

The equalities impact assessment screening is not an end in itself but the start of a continuous monitoring and review process.

It is our responsibility to identify any current, new or developing issues raised by the community.

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

Further information: [www.gov.uk/equality-act-2010-guidance](https://www.gov.uk/equality-act-2010-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: [www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-scottish-specific-public-sector-equality-duties](http://www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-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.