**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

|  |
| --- |
| North East Active Travel Routes. |

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

|  |
| --- |
| To provide improved active travel routes in the form of segregated cycle routes and improved pedestrian facilities, connecting the North East of the city to the City Centre, via the Sighthill Transformational Regeneration Area (TRA).Active travel and public transport are priorities of the Scottish Government and Glasgow City Council. This is set out in the Council's *City Development Plan* and *Strategic Plan for Cycling*. The project will be joint funded by Glasgow City Council and Sustrans Scotland. |

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

|  |
| --- |
| Wesley Wright |
| 3rd December 2018 |

1. Assessment Verified by (signed and date)

|  |
| --- |
| Tam McKee |
| 3rd December 2018 |

# 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 (and internal departmental consultation with maintenance, traffic, road safety, lighting and parks) undertaken to review proposals at an early stage. Notification provided to elected representatives. Proposals published online and a questionnaire open for a four week period from 25th July to 22nd August to gain feedback. Public drop-in event held 8th August 2018 at Beatroute Arts Centre, 285 Wallacewell Road. | 460 properties received a postcard notification of online consultation and public drop-in event. Social media posts added to GlasgowCC Facebook and Twitter feeds to announce consultation start, notify of public drop-in event, and remind of closing date to ensure it was open to all members of the public for comment and input. | A post-consultation review for this project has been compiled and will be published via *glasgow.gov.uk/neatr*. Some concern was registered about pedestrian crossing provision in the context of visually impaired users. This project will consider the location and function of crossings and utilise the most appropriate best practice design accordingly. |

# 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 an 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 soft-segregated cycle routes and improved footway provision will provide a safer and more balanced layout while maintaining vehicular access for the local community and businesses. |
|  | 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 positive impact as the upgrade of the routes will provide safe crossings to current legislation and best practice guidance. |
|  | Sensory Impairment(sight, hearing, ) |  |  |  | As above. |
|  | 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? | No | None. |  |  |
| Does the project, policy of strategy require to be amended to have a positive impact? | No | None. |  |  |
| Does a Full Impact Assessment need to undertaken? | No | None. |  |  |
| 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?) |  | Progress design and implementation. | 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: <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: <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.