**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. **Gathering Evidence & Stakeholder Engagement**

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

1. **Assessment & Differential Impacts**

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

1. **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

1. **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**:

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

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| --- |
| City Parking Off Street Parking (Car Parks) |

1. Reason for Change in Policy or Policy Development

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| Re-opening of car parks is planned due to easing of current lockdown. Therefore, in anticipation of an increase in traffic throughout the City Centre along with Businesses, Shopping Centres, Offices opening along with people returning to work requiring parking facilities.It has been agreed to Re-Open Car Parks on the 9th July 20, 24/7 along with the re-introduction of Car Park tariffs. |

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

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| --- |
| The main outcome focus is to support the many Businesses within Glasgow City Centre. |

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

|  |
| --- |
| Mark Hampson |

1. Assessment Verified by (signed and date)

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| --- |
|  |

# 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:* age
* 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. |
| TU Engagement  | City Parking have already outlined their Strategy to Trade Unions with the issue of a related Risk Assessment and conference call to discuss the timescales and plans.  |  |
| Corporate HR | Corporate HR were consulted who advised on those staff who meet the criteria to return to work at this time.  |  |

# 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.

| **Protected Characteristic** | **Specific Characteristics** | **Positive Impact** **(it could benefit an equality group)** | **Negative Impact –** **(it could disadvantage an equality group)** | **Socio Economic /** **Human Rights Impacts** |
| --- | --- | --- | --- | --- |
| **SEX/ GENDER** | Women | Yes | Yes | **POSITIVE**1- To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.2- Promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity3- At present, the City Centre is filled with parked vehicles therefore the proposals are likely to result in the return of available off-street parking spaces that could be utilised by any sex/gender group visiting the City Centre for any purpose.**NEGATIVE**1- Off Street Parking is currently free of charge however, finding available on road parking spaces can be difficult. The proposals would re-introduce parking charges therefore any sex/gender group on low income could be negatively affected if parking off-street. However, there are a variety of options available such as public transport, active travel or a combination of both. Also, on-street parking could be utilised. |
|  | Men | Yes | Yes | As Above |
|  | Transgender | Yes | Yes | As Above |
|  |
| **RACE\*** | White | Yes | Yes | **POSITIVE**1- To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.2- Promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity3- At present, the City Centre is filled with on street/ road parked vehicles therefore the proposals are for the return of available off-street parking spaces that could be utilised by any race group visiting the City Centre for any purpose.**NEGATIVE**1- Off Street Parking is currently free of charge however, finding available on road parking spaces can be difficult. The proposals would re-introduce parking charges therefore any sex/gender group on low income could be negatively affected if parking off-street. However, there are a variety of options available such as public transport, active travel or a combination of both. Also, on-street parking could be utilised. |
| *Further information on the breakdown below each of these headings, as per census, is available* [*here.*](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0ahUKEwij_q-kganSAhXEDsAKHZoeBgcQFggcMAA&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fprimary-set-of-harmonised-concepts-and-questions%2Fethnic-group.pdf&usg=AFQjCNFH-QwgZzHMg_lyyP4rhOqS2uZWjw)*For example Asian includes Chinese, Pakistani and Indian etc* | Mixed or Multiple Ethnic Groups | Yes | Yes | As Above |
| Asian | Yes | Yes | As Above |
| African | Yes | Yes | As Above |
| Caribbean or Black  | Yes | Yes | As Above |
| Other Ethnic Group | Yes | Yes | As Above |
|  |
| **DISABILITY** | Physical disability | Yes | Yes | **POSITIVE**1- Disabled badge holders can park in an off-street surface car park parking bay, free of charge if they display their badge.2- This order would see a likely increase in convenient available parking places for disabled badge holders.**NEGATIVE**1. Parking is currently free of charge in Surface car parks, however, finding available parking spaces can be difficult. The proposals would introduce parking charges therefore anyone with a disability but does not hold a disabled badge and is on low income, could be negatively affected if parking on-street.
2. MSCP Disabled badge holders must pay for their parking when using these facilities. However, there are other options available such as public transport, or active travel or a combination of both along with on-street parking could be utilised,
 |
| *A definition of disability under the Equality Act 2010 is available* [*here.*](https://www.gov.uk/definition-of-disability-under-equality-act-2010) | Sensory Impairment(sight, hearing, ) | Yes | Yes | As Above |
| Mental Health  | Yes | Yes | As Above |
| Learning Disability | Yes | Yes | As Above |
| **LGBT** | Lesbians | Yes | Yes | **POSITIVE**1- To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.2- Promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity3- At present, the City Centre is filled with parked vehicles therefore the proposals are likely to result in the return of available off-street parking spaces that could be utilised by any LGBT group visiting the City Centre for any purpose.**NEGATIVE**1- Parking is currently free of charge however, finding available parking spaces can be difficult. The proposals would introduce parking charges within MSCP along with surface car parks therefore any LGBT group on low income could be negatively affected if parking off-street. However, there are a variety of options available such as public transport, active travel or a combination of both. Also, off-street car parks could be utilised, some of which offer discounted rates. |
|  | Gay Men | Yes | Yes | As Above |
|  | Bisexual | Yes | Yes | As Above |
|  |
| **AGE** | Older People (60 +) |  |  | **POSITIVE**1- To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.- Promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity3- At present, the City Centre is filled with parked vehicles therefore the proposals are likely to result in a greater number of convenient available on-off street parking spaces that could be utilised by any age group visiting the City Centre for any purpose.**NEGATIVE**1- Parking is currently free of charge however, finding available parking spaces can be difficult. The proposals would introduce parking charges therefore any age group on low income could be negatively affected if parking off-street. However, there are a variety of options available such as public transport, active travel or a combination of both. |
|  | Younger People (16-25) | Yes | Yes | As Above |
|  | Children (0-16) | Yes | Yes | As Above |
|  |
| **MARRIAGE** **& CIVIL PARTNERSHIP** | Women | Yes | Yes | **POSITIVE**1- To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.2- Promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity3- At present, the City Centre is filled with parked vehicles therefore the proposals are likely to result in a greater number of convenient available on-off street parking spaces that could be utilised by any marriage & civil partnership group visiting the City Centre for any purpose.**NEGATIVE**1- Parking is currently free of charge however, finding available parking spaces can be difficult. The proposals would introduce parking charges therefore any marriage & civil partnership group on low income could be negatively affected if parking on-street. However, there are a variety of options available such as public transport, active travel or a combination of both. |
|  | Men | Yes | Yes | As Above |
|  | Lesbians | Yes | Yes | As Above |
|  | Gay Men | Yes | Yes | As Above |
|  |
| **PREGNANCY & MATERNITY** | Women | Yes | Yes | **POSITIVE**1- To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.2- Promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity3- At present, the City Centre is filled with parked vehicles therefore the proposals are likely to result in a greater number of convenient available on-street parking spaces that could be utilised by any pregnant person visiting the City Centre for any purpose.**NEGATIVE**1- Parking is currently free of charge however, finding available parking spaces can be difficult. The proposals would introduce parking charges therefore any pregnant person on low income could be negatively affected if parking on-off street. However, there are a variety of options available such as public transport, active travel or a combination of both. |
|  |
| **RELIGION & BELIEF**\*\*A list of religions used in the census is available [here.](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0ahUKEwi0tbauhqnSAhVkDMAKHRrOBtAQFggkMAE&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fsecondary-set-of-harmonised-concepts-and-questions%2Fnational-and-religious-identity.pdf&usg=AFQjCNEq3xYwRxcbtwe3qqtyFgstlLd1WQ&bvm=bv.148073327,d.ZGg) | General | Yes | Yes | **POSITIVE**1- To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.2- Promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity3- At present, the City Centre is filled with parked vehicles therefore the proposals are likely to result in a greater number of convenient available on-off street parking spaces that could be utilised by any religious & belief group visiting the City Centre for any purpose.**NEGATIVE**1- Parking is currently free of charge however, finding available parking spaces can be difficult. The proposals would introduce parking charges therefore any religious & belief group on low income could be negatively affected if parking on-street. However, there are a variety of options available such as public transport, active travel or a combination of both. |

\* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

\*\* 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. A list of religions used in the census is available [here.](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0ahUKEwi0tbauhqnSAhVkDMAKHRrOBtAQFggkMAE&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fsecondary-set-of-harmonised-concepts-and-questions%2Fnational-and-religious-identity.pdf&usg=AFQjCNEq3xYwRxcbtwe3qqtyFgstlLd1WQ&bvm=bv.148073327,d.ZGg)

Summary of Protected Characteristics Most Impacted

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| --- |
| The Disability (Physical) group would see a positive impact as the proposals are likely to result in a greater number of available parking places which could be used by disabled badge holders free of charge. |

Summary of Social Economic Impacts

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| The proposals would re-introduce parking charges therefore those on low income could be negatively affected if parking off street. However, there are a variety of options available such as public transport, active travel or a combination of both.  |

Summary of Human Rights Impacts

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| These proposals do not affect the human rights of the general public accessing the City Centre, however, it should help increase the independence and accessibility for disabled badge holders coming into the City Centre. The freedom of thought, belief or religion would still continue as normal, however, anyone accessing the City Centre with a private car should find more convenient parking available on-street. |

# OUTCOMES, ACTION & PUBLIC REPORTING

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| --- | --- |
| **Screening Outcome** | **Yes /No** **Or /****Not At This Stage** |
| **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 |

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| --- |
| **Actions: Next Steps**(i.e. is there a strategic group that can monitor any future actions) |
| **Further Action Required/ Action To Be Undertaken** | **Lead Officer and/or****Lead Strategic Group** | **Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)** |
| Undertake a review of the proposals following implementation with a view to re-instate discount parking during off-peak hours  | Mark Hampson | 8-10 weeks  |

**Public Reporting**

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](https://www.glasgow.gov.uk/index.aspx?articleid=17533) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](https://www.glasgow.gov.uk/index.aspx?articleid=17533): Pgs. 11-12)

# 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](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: [Understanding 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)

**Fairer Scotland Duty**

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](https://www.gov.scot/binaries/content/documents/govscot/publications/guidance/2018/03/fairer-scotland-duty-interim-guidance-public-bodies/documents/00533417-pdf/00533417-pdf/govscot%3Adocument)

**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.