

# 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

'Connecting Yorkhill and Kelvingrove' active travel project

b) Reason for Change in Policy or Policy Development

To improve accessibility and increase the use of active travel modes throughout the Yorkhill and Kelvingrove area.

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

The Connecting Yorkhill and Kelvingrove project will introduce a new two-way segregated cycle track adjacent to the existing footway along Gilbert Street, Haugh Road, Radnor Street, Sandyford Street and Yorkhill Street. The project will create new areas of public space as well as improving existing footways.

The project will provide cycle and pedestrian priority to support sustainable and active transport travel choices and will facilitate carriageway reallocation in favour of active and sustainable travel with the aim of reducing vehicle volumes and speeds throughout the project area. The project will support and enhance ongoing regeneration of the surrounding area, promoting active and sustainable travel helping make cycling and walking the most convenient modes of transport over short distances.

Development of the new two-way cycle tracks will provide links to a network of existing walking and cycle routes spanning the surrounding areas, serving parks, shops, academic, leisure and cultural establishments. This cycling and walking area will link into the wider network and is characterised by features such as greater space for pedestrians and a segregated cycle track.

The scheme design includes a two-way segregated cycle track, improved side road crossings, controlled and uncontrolled pedestrian crossing points, provision of cycle parking racks, disabled parking places, vehicle parking places and loading bays.

The promotion of this project will help to improve safety, accessibility and increase the use of active travel modes within Yorkhill and Kelvingrove and helps to support the following transport strategies/Council policies;

**Glasgow Transport Strategy 2022:**

Overarching outcomes:

- Transport contributes to a successful and just transition to a net-zero carbon, clean and sustainable city.
- Transport has a positive role in tackling poverty, improving health and reducing inequalities.

**Active Travel Strategy 2022 - 2031**

Themes of the Active Travel Strategy 2022:

- Theme 1: Connectivity, people and place – rebalancing our streets and spaces.
- Theme 2: Unlocking change – Enabling everyone to walk wheel and cycle

Aims of the City Network:

- Enable direct, clear active travel journeys to everywhere in Glasgow, for everyone in Glasgow.
- Eliminate traffic danger as a reason not to cycle.

Glasgow is committed to ensuring that the City is Carbon Neutral by 2030. The creation of safe and easily accessible active travel infrastructure is a key part in ensuring that this commitment can be met. Glasgow is leading the way in working towards the Scottish Government target of achieving NET ZERO as a nation by 2045.

**Glasgow's Road Safety Plan 2020 – 2030**

- Zero-deaths or serious injuries on our roads, streets, paths, and cycle lanes

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

Ross Barton 08/10/24

e) Assessment Verified by (signed and date)

Sophie Battye 09/10/24

## 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.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <ul style="list-style-type: none"> <li>➤ age</li> <li>➤ disability,</li> <li>➤ race and/or ethnicity,</li> <li>➤ religion or belief (including lack of belief),</li> <li>➤ gender,</li> <li>➤ gender reassignment,</li> <li>➤ sexual orientation</li> <li>➤ marriage and civil partnership,</li> <li>➤ pregnancy and maternity,</li> </ul>	<p>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.</p>
<p>Stakeholder consultation will be undertaken to discuss conceptual design proposals at an early stage, followed by developed design proposals. Public consultation will be held online and at in-person events at local venues within the project area. This will also include consultation with the Yorkhill Kelvingrove Community Council. Internal departmental consultation with Traffic and Road Safety / Parking etc will also be undertaken.</p> <p>Traffic Regulation Order consultations to be subsequently undertaken for final design with relevant stakeholders, transport organisations and emergency services. This will include publishing the proposals to gain feedback.</p>	<p>All - the promotion of the project consultation will be online and via on street advertisements at various locations throughout the project area to ensure that the projected reaches all protected characteristics.</p>	<p>It is intended to hold focus group engagement events dedicated to understanding the challenges that groups with protected characteristics may have with the concept design proposals.</p>

<p>Traffic surveys will be undertaken to aid the project designs. These will include vehicle count surveys, vehicle parking surveys and pedestrian count surveys.</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.

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	<p>Creation of a more liveable place that puts people, rather than vehicles, first. This will be achieved through rebalancing the streets towards walking and cycling, while still allowing vehicular access.</p> <p>The improvement in public realm will have a positive impact on people’s ability to use these spaces safely and with confidence.</p> <p>One of the main barriers to the uptake of cycling for women is safety. The introduction of segregated cycle tracks within Yorkhill and Kelvingrove will assist with addressing this barrier to women cycling.</p>	<p>Slightly more restricted parking and loading than is currently available.</p>	<p>The proposals support the promotion of active travel uptake and social, economic, cultural and environmental regeneration of the City by promoting low cost, efficient and effective carbon neutral transport within Glasgow and specifically within Yorkhill and Kelvingrove.</p> <p>The introduction of segregated cycle routes and improved public spaces will encourage a greater number of people to walk and cycle, facilitating healthier lifestyles and improving air quality. Separating cyclists from vehicular traffic and reducing the width of carriageway running lanes will assist with lowering vehicular speeds and will also contribute towards a reduction in accidents.</p> <p>The initial proposal will result in improved road safety, reduce vehicular demand and enable greater priority to be given to pedestrians and cyclists.</p> <p>Studies have shown that women are more</p>

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
		<p>Tree and flower planting will improve air quality and bio-diversity as well as making the area more aesthetically pleasing and more desirable to live, work and socialise which will increase property and business value.</p>		<p>likely than men to perceive cycling as unsafe, even in situations where the actual risk of injury is low. To address this issue, investing in better cycling infrastructure such as the provision of a new direct and visual routes within Yorkhill and Kelvingrove improves passive surveillance and makes cycling safer and more accessible for everyone.</p> <p>Personal safety is a concern for many women who may feel vulnerable cycling alone or in certain areas. This can be exacerbated if there are fewer cyclists around or if the cyclists are in an area with high levels of traffic. The upgrade of the existing street lighting will improve street lighting in the area.</p> <p>As part of Glasgow City Council's Strategic Plan 2022-2027, the council is committed to develop, secure funding for and implement local infrastructure changes in line with a Liveable Neighbourhoods approach for every single community by 2030 so that our local streets are safe and pleasant for everyone to walk, wheel, cycle, play and spend time in.</p>
	Men	As above	As above	As above
	Transgender	As above	As above	As above
<b>RACE*</b>	White	As above	As above	As above

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
<p><i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>	Mixed or Multiple Ethnic Groups	As above	As above	As above
	Asian	As above	As above	As above
	African	As above	As above	As above
	Caribbean or Black	As above	As above	As above
	Other Ethnic Group	As above	As above	As above
<b>DISABILITY</b>	Physical disability	<p>The proposals have the potential to significantly improve access for disabled people, with less priority given to vehicles and more emphasis on creating safe, accessible spaces with appropriate facilities such as dropped kerbs and crossings points. Additional features in the improved public realm and new public spaces such as seating areas will also benefit those with physical disabilities by providing rest points.</p>	<p>The use of kerbs to separate cycle routes from pedestrian areas could pose an issue to people with mobility issues. Provision of dropped kerbs at frequent intervals should however ensure that access for all can be maintained.</p> <p>By using both dropped kerbs and tactile paving, a more inclusive and accessible environment for people with disabilities can be achieved.</p> <p>Crossing points at junctions - additional road markings would be introduced to the cycleway and tactile paving would be introduced to the footway.</p>	As above
<i>A definition of disability under the Equality Act 2010 is</i>	Sensory Impairment (sight, hearing, )	The cycle lane will be finished in a contrasting	Pedestrians will be required to cross the segregated cycle routes	As above

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
<p><i>available <a href="#">here</a>.</i></p>		<p>material to the footway which will increase safety for people with visual impairments.</p>	<p>to access crossing points. Coloured tactile paving will be used to alert both pedestrians of the cycle route crossing point, and to alert cyclists of the potential for pedestrians to be crossing ahead.</p> <p>Concerns relating to collision between cyclists and pedestrians could potentially impact more on disabled people. Both RNIB and Guide Dogs Scotland have previously advised the use of formal crossing points to ensure that people with visual impairments can cross the cycle routes with confidence.</p> <p>The way in which the segregated cycle routes will be separated from pedestrians could negatively impact people with disability. The use of 60mm kerbs rather than a simple painted line or surface texture contrast will mitigate this issue.</p> <p>Areas with higher footfall such as Radnor Street’s junctions with Sauchiehall Street and Argyle Street will have upgraded signalised crossing points installed to improve pedestrian safety by providing clear, predictable, and safer means of crossing the road.</p>	



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
			<p>A toucan crossing will be installed at Old Dumbarton Road / Yorkhill Street.</p> <p>Toucan crossings are designed to be accessible for disabled people as they typically feature tactile paving that provides a warning to visually impaired pedestrians that they are approaching a crossing.</p>	
	Mental Health	<p>Creation of a more liveable place that puts people, rather than vehicles, first. This will be achieved through rebalancing the streets towards walking and cycling, while still allowing vehicular access.</p> <p>The improvement in public realm and creation of new public spaces will have a positive impact on people's ability to use these spaces safely and with confidence.</p>	As above	As above
	Learning Disability	<p>As above.</p> <p>In addition - less cluttered, more clearly defined spaces with a focus on pedestrians and cyclists</p>	As above	As above

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
		instead of vehicles is likely to create a better environment for people with learning disabilities to navigate.		
<b>LGBT</b>	Lesbians	<p>Creation of a more liveable place that puts people, rather than vehicles, first. This will be achieved through rebalancing the streets towards walking and cycling, while still allowing vehicular access.</p> <p>The improvement in public realm and creation of new public spaces will have a positive impact on people’s ability to use these spaces safely and with confidence.</p>	As above	<p>As above</p> <p>The introduction of the signalised junctions with pedestrian and cycle crossings, segregated cycle routes and improved public spaces will encourage a greater number of people to walk and cycle. Separating cyclists from vehicular traffic and employing Quietway routes that offer lower traffic volumes and lower vehicle speeds will also reduce the risk of accidents.</p>
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above
<b>AGE</b>	Older People (60 +)	As above	<p>As above</p> <p>Changes to the local environment may take older users more time to adjust to.</p>	As above

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
	Younger People (16-25)	As above	As above	As above
	Children (0-16)	As above.  The introduction of segregated cycle tracks within Yorkhill and Kelvingrove will enable children to travel by bicycle more safely to and from the nearby schools and parks.	As above	As above
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	As above	As above	As above
	Men	As above	As above	As above
	Lesbians	As above	As above	As above
	Gay Men	As above	As above	As above
<b>PREGNANCY &amp; MATERNITY</b>	Women	As above	As above	As above
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note	As above	As above	As above

\* 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](#).

## Summary of Protected Characteristics Most Impacted

For most Protected Characteristics groups, Connecting Yorkhill and Kelvingrove will have a substantial positive impact through the creation of more liveable places that put people, rather than vehicles, first. This will be achieved through rebalancing the streets towards walking and cycling, while still allowing vehicular access.

However, there is potential for some people with physical disabilities or sensory impairments to be impacted by the proposals, particularly in relation to crossing the segregated cycle routes to access crossing points or a slight reduction in access or parking opportunities. Focus groups on similar projects have previously identified competing preferences from these groups, with those with physical disabilities preferring the cycle routes to be segregated without using kerbs, whilst those representing people with visual impairments strongly recommended the use of kerbs to allow for guide dogs and cane users to identify the change in use. The design team will consider both these views carefully in progressing the designs and, where kerbs are to be used, will ensure that dropped kerbs are available at regular intervals to ensure access for all is maintained.

## Summary of Socio Economic Impacts

The proposals seek to improve opportunities and access to sustainable and/or active travel by enhancing local environments and improving conditions for those walking, wheeling and cycling. By addressing barriers to social mobility and improving access to services this project can help to support positive mental health and wellbeing outcomes.

The proposals support the promotion of active travel uptake and social, economic, cultural and environmental regeneration of the City by promoting low cost, efficient and effective carbon neutral transport within Glasgow.

## Summary of Human Rights Impacts

The introduction of segregated cycle routes and improved public spaces will encourage a greater number of people to walk and cycle.

Separating cyclists from vehicular traffic, reducing the available carriageway width, and implementing Quietways with lower traffic volumes and lower speeds, will also reduce the risk of accidents.

## 4. OUTCOMES, ACTION & PUBLIC REPORTING

<b>Screening Outcome</b>	<b>Yes /No Or / Not At This Stage</b>
Was a significant level of negative impact arising from the project, policy or strategy identified?	Not at this stage
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?	Not at this stage

<p style="text-align: center;"><b>Actions: Next Steps</b></p> <p style="text-align: center;">(i.e. is there a strategic group that can monitor any future actions)</p>		
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)
<p>Assessment of Road Safety Audit report once it has been carried out.</p> <p>Consultation with relevant stakeholders, transport organisations and emergency services.</p> <p>Publication of proposals for general public.</p> <p>Monitor and review if successfully implemented.</p>	<p>Transport Planning and Delivery, Sustainable Transport Department</p>	<p>Ongoing</p>

## Public Reporting

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](#) 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.



## OFFICIAL

### 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](#)

#### **Fairer Scotland Duty**

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

#### **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.

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