



Glasgow Avenues Plus - Block S

Integrated Public Realm (EIIPR)

Equalities Impact Assessment - South Portland Street,

40155-IFL-SP-SH-C-004-P03 EqIA

EQUALITY IMPACT ASSESSMENT (EqIA)

Introduction to the EqIA process

The EqIA looks 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**
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 publicly 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

EIIPR (Glasgow Avenues Plus) Block S Design - South Portland Street

The announcement of up to £21.4million in funding from Sustrans (with support from Transport Scotland) will deliver the creation of the Avenues Plus project – one which will see the existing £115million Glasgow City Region City Deal Avenues programme in Glasgow city centre extended to connect the area to surrounding neighbourhoods. The Avenues Programme consist of approximately 17 “Core Avenues” in Glasgow city centre to be delivered over the period to 2027/28.

Over a five-year period, the Avenue Plus project (Block S) will see the development of a series of high-quality walking and cycling links with communities on the fringes of the city centre, featuring cycling storage hubs and programmes to encourage the use of these links, with the aim of delivering bringing health, social and environmental benefits to these communities and the wider city. The Avenues Plus project is the response to the recommendation of the Connectivity Commission that the Avenues programme - which itself aims to help create a city centre that is more liveable, sustainable and connected.

The Avenues programme and the Avenues Plus project contribute towards the objectives of a number of strategies, including the [Glasgow City Council Strategic Plan 2017 to 2022](#), specifically by contributing to the delivery of two of the five strategic themes of the City Council’s Strategic Plan:

1. **Economic Growth theme** is supported by the Avenues Plus project by delivering a programme of strategic public realm investment aiming to increase footfall, dwell time and area attractiveness for residents, businesses and visitors alike. In particular, investment in public realm is proven to enhance sense of place, to attract investors in the face of international and domestic competition. Investing in Glasgow’s public realm is critical for sustainable and inclusive economic growth.
2. **A Sustainable City theme** is supported by the Avenues Plus and Avenues Programme on more than one level. The Avenues Plus will have a positive impact in terms of carbon reduction by improving the overall connectivity of the city centre, delivering green infrastructure, rebalancing the carriageway space to promote active travel, vehicular traffic reduction and introducing climate mitigation measures such as introduction of trees and rain gardens for surface water management

The City Development Plan is the statutory Local Development Plan for Glasgow. The key aims of the CDP are:

- Creating and maintaining a high quality, healthy place
- Developing a compact city form that supports sustainable development

The design of the Avenues in Block S will fully reflect the place making aspirations of the CDP, through context-based solutions of high architectural and design value.

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

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

The project addresses Sustrans Strategy 2017-2022 which states that the aim of the organisation is to “work in challenging urban spaces, to join up communities and provide safe and convenient routes to school, work, or the shops [and] use our skills in route assessment, collaborative design and construction.”

The Avenues Plus project is part of a wider Avenues programme which sets out to meet the following objectives, providing multiple benefits for residents and visitors to the city centre. The Avenues Plus project will:

- Objective 1: achieve modal shift towards walking and cycling (in pursuit of the CAPS vision)
- Objective 2: provide safer, convenient, seamless and segregated routes to and from the city centre, enhancing the local area for the benefit of the pedestrians, people cycling and inclusive design for people with mobility impairment;
- Objective 3: connect to and through many major short trip generators (University of Strathclyde, Glasgow Caledonian University, the City of Glasgow College, the retail core, and key employment centre) to facilitate local journeys to be undertaken on foot, cycle, bus and rail;
- Objective 4: improve accessibility for all (including an inclusive design process supported by external partners)
- Objective 5: improve the quality of the urban realm and integrate green infrastructure (the ‘Avenues’ programme is so-called partly because of its emphasis on introducing new street trees, as well as other planting to enable more sustainable drainage);
- Objective 6: endeavor to meet the needs and aspirations of communities beyond the city centre

Glasgow Avenues Plus (Block S) Design and Implementation is focused on the following city centre streets that provide direct connections into the city centre:

- **South Portland Street** (Carlton Place to Norfolk Street)
- **Cowcaddens Road** (Cambridge Street to North Hanover Street)
- **Dobbie’s Loan** (North Hanover Street to Canal Street)
- **Duke Street** (High Street to Bellgrove Street) and **John Knox Street** (Castle Street to Duke Street)

The Avenues have been split into 3 group and assessed accordingly.

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

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

The Equality Impact Assessment Screening process identified a number of common criteria which apply to the protected characteristic groups as identified by The Equality Act 2010. These criteria are Safety, Road Safety, Accessibility and Connectivity and will be used throughout the following assessment process.

For the purposes of this Equality Impact Assessment, the above objectives / outcomes will be considered in terms of impact on those with Protected Characteristics, socio-economic impacts and any impact on human rights. We will look at and highlight where the project has positive impacts on groups, and we will identify where there may be negative impacts and how these have been mitigated.

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

Ironside Farrar Ltd (Donald McGregor), for Glasgow City Council DRS (TBC)

d) Assessment Verified by (signed and date)

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"> • disability, • race and/or ethnicity, • religion or belief (including lack of belief), • gender, • gender reassignment, • sexual orientation, • marriage and civil partnership, • pregnancy and maternity, 	<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 style="text-align: center;">Avenue: South Portland Street (Carlton Place to Norfolk Street)</p>
<p>Previous Consultations / Reports The outputs of the other Avenue Blocks consultation events and associated consultations were referenced from the following reports:</p> <ul style="list-style-type: none"> • Glasgow Avenues Enabling Infrastructure Integrated Public Realm (2016) • Glasgow City Centre District Regeneration Frameworks Community Engagement Report (2018) • (Y)our Commonplace online engagement (2017) • (Y)our City Centre Baseline Engagement (2020) • St Enoch Stakeholder Event (March 2021) 	<p>All</p>	<p>An extensive public consultation was undertaken for the development of the Glasgow City Centre District Regeneration Frameworks, including a Commonplace survey. The Avenues projects have developed, in response to this consultation and other strategic projects.</p> <p>A summary of the issues:</p> <ul style="list-style-type: none"> • Make the districts pedestrian friendly places • Provide quality greenspaces and improve / repair existing assets • Improve the public realm for pedestrians / cyclists • A lack of sufficient cycling infrastructure • Car dominance within the districts distracts • Lack of active frontages / poor maintenance make places feel unsafe

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<p><i>Continued</i></p> <ul style="list-style-type: none"> The Avenues Plus project has been ongoing for a number of years, and has included extensive stakeholder and community consultation. Lessons learned from the design and development of the other Avenue Blocks have informed the development of Block S - disseminated by Design Team Meetings and Partner engagement. Glasgow City Centre Design Guide consultation 	<p>All</p> <p>All</p>	<p style="text-align: center;">South Portland Street</p> <p>Early engagement with disability groups is key. Demonstrating that past engagements are build upon. Raising awareness is important. Ensure that stakeholders are advised of any changes to the designs.</p>
<ul style="list-style-type: none"> An Inclusive Design Working Group was established in March 2018 for the Avenues project to act as a working group for issues related to inclusive design. Included: <ul style="list-style-type: none"> Glasgow Disability Alliance (LGBT, BAME and organisations representing the elderly are part of the membership) Guide Dogs Scotland RNIB Scotland, Glasgow City Council Centre for Sensory Impaired People Glasgow Access Panel Euan's Guide 	<p>Older People and Disabled people</p>	<p>Continuous engagement and consultation should continue with groups representing disabled people and others to ensure the design of the development meets DDA requirements.</p> <p>An Accessible and Inclusive Design Forum was set up in 2022 by GCC to review design and accessibility issues, for all Avenue Blocks. This Forum will be the focus of discussion of issues / design implementation for the Avenues Plus.</p>
<p>The following assessments have been undertaken by GCC and partners since 2016:</p> <ul style="list-style-type: none"> Public Life Surveys ISM Workshop (Individual-Social-Material) Place Standard Assessment Accessibility Audits 	<p>All</p>	<p>Surveys undertaken for South Portland Street.</p>

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South Portland Street		
Scottish Index of Multiple Deprivation 2020	All	SPS is in the Laurieston / Tradeston SIMD, which is in the bottom 20% of most deprived percentiles in Scotland. Mainly due to the low employment levels, poor health, education / skills, poor housing and high crime levels.
Black & Minority Ethnic Health & Wellbeing Study in Glasgow, NHS Greater Glasgow & Clyde (2016).	BAME	People from the Pakistani group are the least likely to meet recommended physical activity levels (27% compared to a national average of 38%)
The Travel Trends 2017 data from the Office for National Statistics (ONS)	All	787,000 international visitors to Glasgow (2017)
Understanding Glasgow – The Glasgow Indicators Project	All	<p>Glasgow has the largest traffic volume of Scotland's local authorities.</p> <p>41% of Glaswegians commute to work by car (as driver or passenger), 30% by public transport (by bus, train or underground) and 27% walk or cycle.</p> <p>Only a small proportion of people cycle to work (1.6% - Census, 2011). However, trips into and out of the city centre by bike have increased by 110% since 2009 [rising 12% annually on average], while pedestrian trips into the city centre have increased by 19% [2% annually] (Cordon Count Survey, 2018)</p> <p>There has been a 111% increase in cycle trips into and out of the city over the period 2009 to 2018. In 2018, the cordon survey counted 11,000 trips into and out of the city per day by bicycle. This figure represents a 22% increase in the number of cycle trips compared to the previous year.</p>

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South Portland Street		
<p>Research</p> <p>Centre for research on families and relationships – Your space or mine? : the role of public space in the lives of young people</p> <p>Age UK - Age Friendly Places - Making our community a great place to grow older</p> <p>RTPI - Dementia and Town Planning Creating better environments for people living with dementia</p> <p>Living Streets - Overcoming barriers and identifying opportunities for everyday walking for disabled people</p> <p>Scottish Government : Scottish Crime and Justice Survey 2014 - 15</p> <p>University of Glasgow – Fear of crime and the environment : systematic review of UK qualitative evidence</p> <p>Transport Scotland –Key reported road casualties Scotland 2016</p> <p>Scottish Government : Equality Outcomes : Disability Evidence review</p> <p>Scottish Government : Equality Outcomes : Ethnicity Evidence review</p> <p>Scottish Government : Equality Outcomes : Age Evidence review</p> <p>Scottish Government : Equality outcomes : Gender Evidence review</p>	<p>Age – young people</p> <p>Age – older people</p> <p>Age – older people</p> <p>Disability</p> <p>Gender, Age - all</p> <p>Gender, Age - all, Disability</p> <p>Gender, Age - all</p> <p>Disability</p> <p>Ethnicity</p> <p>Age</p> <p>Gender</p>	

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Avenue Plus (Block S) Consultations Meetings / presentations to Community Councils and other representative Community Groups.	All	South Portland Street Laurieston Community Council is currently inactive. A number of presentations / meetings have been held with the Laurieston Development Group, with a wide representation. The SPS plans (Stages 3 onwards) should be developed in coordination with the wider regeneration context: North Lauriston Masterplan / Carlton Place & Norfolk St Masterplan / waterfront plans.
Consultation with Inclusive Design Forum, WofS Regional Equalities Council, New Gorbals Housing Association to identify hard to reach groups in the local / wider area.	Disability, race and/or ethnicity, religion or belief, gender, gender reassignment, sexual orientation.	Emails circulated to stakeholders to help identify local groups / individuals in the SPS area in April 2022.
Business Door-knock face to face discussions.	All	12+ contacted around the SPS area in April / May 2022. Including local shops, Glasgow Central Mosque, Community Grocery, Carlton Studios, Alzheimer's Scotland and The Carlton Centre.
Follow-up contact with Individual Business / local organisations visits	Disability, age-older people, race and/or ethnicity, religion or belief	May 2022: including Glasgow Central Mosque, Community Grocery, Carlton Studios, Alzheimer's Scotland, GCC Social Work department and the Carlton Centre.

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		South Portland Street
<p>Avenues Plus Project Launch held on-street at South Portland Street on 26th May 2022. On-street engagement event to raise awareness of the Avenues project / South Portland Street issues and encourage discussion.</p> <ul style="list-style-type: none"> • A series of “Bikeability” training sessions were run for a number of school groups, using a section of the closed street • On-street stalls for information / activities: <ul style="list-style-type: none"> * “Dr Bike” maintenance stall * STEM-style station to engage with children - focusing on what they would like to see in the area/ on the street and activities that focus on active travel / road safety * Co-wheels display and electric car * Sustrans information stall * Road Safety Information stall * Police Scotland information stall / Bike Marking Event * Bike for Good eCargo Bike stall • IceCream Architecture set up at the entrance to the Portland Street suspension bridge • On-line questionnaire survey 	<p>Age - older people and 4 school groups, disability, gender, pregnancy and maternity.</p>	<p>People with mobility issues, or those using wheeled transport or wheelchairs (e.g. Clients of the Carlton Centre) will benefit from well designed crossing points at key junctions / controlled crossing at the junction of Norfolk St / SPS.</p> <p>Ensure connected networks and consistent design, which is essential to accessibility for partially sighted people.</p> <p>Improved lighting / CCTV / maintenance / increased policing will improve the perception of safety for women and families.</p> <p>Extend engagement activities to children and young people, building on the Bikeability event.</p> <p>Explore engagement for future behaviour change activities in association with local organisations including: The Bowling Green at Pollokshields, Crossroads Youth & Community Association, Kinning Park Complex, SoulRiders, TASK Childcare Services, Bridging the Gap, Princes' Trust Wolfson Centre and Glasgow Central Mosque.</p>

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South Portland Street		
A number of meetings held with Community Grocery / Destiny Church for SPS with regards to advertising of the event, reaching hard to reach groups, use of the café during the South Portland Street project Launch by visitors to the event (e.g. refreshments / use of accessible toilet facilities).	All	Highly supportive of less cars / more active travel routes / more planting. Willing to be involved in the project. Build links to improve engagement with people from a range of ethnic backgrounds.
An Accessible and Inclusive Design Forum was set up in 2022 by GCC to review design and accessibility issues, for all Avenue Blocks.	Older People and Disabled people	Presentation of the Draft Concept Plan was given to the Forum on 16 th August 2022. General discussion on avenues wide accessibility issues
Meeting with GCC Officer (Fiona McCulloch) about training for visually impaired people.	Disabled people and visually impaired people	Review of principles of tactile crossings in advance of the next AIDF meeting.
SPS site walkover with Carlton Centre - disability day care facility in August 2022.	Disability	Traffic speeds, traffic volumes and a lack of safe places to cross were all seen as major barriers to access for the visitors to the Carlton Centre.
<p>A Stage 2 follow-up “Show+tell” Event was held on in SPS on the 31st August 2022 to support the Concept Design options and localised design issues / considerations.</p> <ul style="list-style-type: none"> • In-door drop-in exhibition held at the Community Café • Stall set up at the entrance to the Portland Street suspension bridge • On-line questionnaire survey 	All	<p>Overall, the response to the draft Concept Plan was extremely positive, with an overwhelming desire to see improvements in the SPS public realm and streetscape. Almost universal support for the design intent of improving the sense of place and biodiversity and providing cycling / pedestrian infrastructure. Improving the junction crossings for pedestrians, cyclists and those with mobility difficulties are seen as an important part of the design. Ongoing reporting to the Accessible & Inclusive Design Forum.</p> <p>Review the feedback including additional features: a shelter, street art installations / mural, kids and family friendly spaces, a bus stop, community gathering space etc.</p>

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South Portland Street		
Accessible and Inclusive Design Forum Workshop in October 2022.	Older People and Disabled people	General discussion on avenues wide accessibility issues.
Ongoing engagement with stakeholders to support the design development of South Portland Street during RIBA Stage 3 was undertaken by GCC Lead Designer.	All	<p>Internal discussions and information exchange within GCC departments has been ongoing throughout the design process.</p> <p>Contact with Comms utilities groups / Network Rail / Service utilities, the Coal Authority to discuss the detailed design development.</p> <p>Communication with Yunex Traffic to discuss Electric Charging Point.</p>
GCC Design team communication with Urban Union and other stakeholders.	All	Consultation to co-ordinate the design of South Portland Street with the design of the Linear Park design.
GCC Design team meeting with Laurieston TRA LDG on 18/08/2023 at New Gorbals' Offices	All	GCC delivered an overview of the proposed South Portland Street Project to the Laurieston Group.
North Laurieston Strategy Group meeting on 6th November 2023	All	South Portland Street design updates were provided to North Laurieston Strategy Group on the 6th November 2023.
Laurieston Transformational Regeneration Area Local Delivery Group meeting on 16 th November 2023.	All	South Portland Street design updates were provided to the Laurieston Transformational Regeneration Area Local Delivery Group on Thursday 16 th November 2023.
Accessible and Inclusive Design Forum meeting on week beginning 25 th September 2023.	Older People and people with disabilities	The plans and detailed design proposals for South Portland Street were presented to the Accessible and Inclusive Design Forum. Discussions included how the cycleway ends and joins at Carlton Place. The group were supportive of the scheme overall.
Visibility Scotland site walkabout on 11 th September 2023.	Disabled people and visually impaired people	The GCC / Design team undertook a site walkover with representatives from Visibility Scotland on 11 th September 2023 to review the design for SPS and discuss the wider accessibility issues.

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Meeting with Vodafone representatives on 20/09/2023.	All	The site walkover was held to discuss the C4 information GCC provided.
Accessible and Inclusive Design Forum meeting on week beginning 29th January 2024.	Older People and people with disabilities	The feedback received on the detailed design proposals for South Portland Street were discussed on the following AIDF on 29th January 2024, which resulted in adjustments on the design at Calton Place/South Portland St junction.
Meeting with Scottish Power representatives on 7/02/2024 in the GCC offices	All	The meeting was held to discuss the Cabinet Relocation affected apparatus.
Site Walkover with Scottish Power representatives on 11.07.2024	All	GCC had a meeting on-site on 11.07.2024 with Scottish Power to discuss the disconnection of traffic signals, EV and connection of traffic signals etc. Follow-up meeting on site with Scottish Power on 9.10.2024.
The Glasgow Walking and Wheeling Festival Launch Event was held on 11 th May 2024 between 11am – 3pm at Glasgow Green.	All Older People Yong people People with disabilities	The Festival was a free family event run as part of the Glasgow City Council Avenues programme in partnership with Glasgow Life. The event included a range of activities for families and people of all ages, including health walks around Glasgow Green, outdoor games, taster sessions for adapted bikes, free mini-health check-ups, arts and crafts, face painting and free bike check-up by Dr Bike. There was a walking procession led by local artists Zoe Walker and Neil Broomwich and the community brass band Glasgow Brass Aye. The Avenues Team hosted a stall providing information on the Avenues project and answering questions on the plans and proposals. Visibility Scotland led activities for families and people of all ages to help people navigate a trail using walking aids and provided training for people with disabilities navigating the street environment. The activities were popular with people of all ages and abilities. Staff were on hand to answer questions and encourage people to experience the walking trail.

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Themed guided walks, led by GCC / Glasgow Life Walk leaders and Avenue designers around the City and along the Avenue locations were held for 2 weeks following the Glasgow Walking and Wheeling Festival Launch Event.	All	South Portland Street In the two weeks after the main event, the walking and wheeling festival continued with themed walks across the city, including local heritage walks, “We’re going on a bear hunt” story walk and longer walks to places of interest. All walks were free. The tours involved meeting with the General public who signed up for a 'tour' of the existing road layout and insight into the changes to the street layouts, including South Portland Street.
Visibility Scotland Training was delivered on 16th Sept 2024 at the Gorbals Leisure Centre. 2 hour workshop advertised by GCC, Sustans and Visibility Scotland. Invitations circulated to the Avenues Plus mailing list.	All People with disabilities	Visibility Scotland, South West Scotland Cycle Training and Glasgow City Council have worked collaboratively to design and roll out free, supportive training and guidance regarding proposed or recently developed urban streetscapes. This training allows for an open and honest conversation about streetscape design delivered by visual impairment and cycling experts.
Meeting with Destiny Church / Hope Hub at the South Portland Street café on 30th October 2024	All Young people and families	Ongoing discussions with Destiny Church / Hope Hub about behaviour change opportunities, the use of the community café for events and partnership working with St Paul’s Youth Forum. There may be opportunities for SPYF to partner with Destiny Church youth workers to deliver active travel activities with young people and families visiting the Outreach Centre.

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	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	Safety - Public realm improvements, better lighting and CCTV will have the potential to make the area safer for users. Raised at the community engagement for SPS and from students at GCU. Scottish Crime and Justice Survey indicate that women feel less safe than men when walking alone after dark. Therefore, a positive impact for women is expected from an improved and safer environment. Therefore a positive impact for women is expected from an improved and safer environment.	✓	No impact	Redesigning the streets and encouraging greater through movement of pedestrians and cyclists, along with better lighting and CCTV will potentially improve the safety of the area, and also improve the perception of safety.
	Men	Safety - as above. Scottish Crime and Justice Survey indicate that men are more likely to be a victim of crime with men in the 16 – 24 age group particularly vulnerable. Therefore a positive impact for men is expected from an improved and safer environment. Road Safety - The street re-design of SPS, CO and DL will slow traffic speeds and priority given to pedestrians and cyclists at junctions which will further slow vehicular traffic. Transport Scotland research indicates that almost double the number of men than women are killed or seriously injured on the roads. Therefore a positive impact for men is expected for men from improved road safety	✓	No impact	Redesigning the streets and encouraging greater through movement of pedestrians and cyclists, along with better lighting and CCTV will potentially improve the safety of the area, and also improve the perception of safety.
	Transgender	No impact	✓	No impact	No change required as impact is considered to be neutral

3. ASSESSMENT & DIFFERENTIAL IMPACTS

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
RACE*	White		✓		No change required as impact is considered to be neutral
<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	<p>Scottish Government research indicates that perceived lack of personal safety and security was an issue for some ethnic minorities. Therefore some ethnic groups are likely to experience a positive impact from an improved and safer environment.</p>	✓	No impact	
	Asian		✓		
	African	<p>The improvements will make choosing to walk or cycle through the area more attractive. This will promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity.</p>	✓		
	Caribbean or Black		✓		
	Another Ethnic Group	<p>Research indicates that some BME groups have less access to a car and rely more on public transport. Therefore BME residents are likely to experience a positive impact from improved pedestrian and cycle connectivity.</p>	✓		

*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.

3. ASSESSMENT & DIFFERENTIAL IMPACTS

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 <i>A definition of disability under the Equality Act 2010 is available here.</i>	Physical disability	<p>Safety – fear of crime and its impact are greater for disabled people. Scottish Crime and Justice Survey indicate that disabled people feel less safe than non-disabled people when walking alone after dark. No distinction between types of disability is available. Therefore a positive impact is expected for disabled people from an improved and safer environment.</p> <p>Road Safety – There are no statistic on the number of people with a disability involved in a road accident in Glasgow or Scotland. However, worldwide research indicates that disabled people are more likely to be involved in a road accident than non-disabled people. Therefore a positive impact is expected for disabled people from improved road safety.</p> <p>Accessibility - The improved design of junctions, footways and surfaces / other landscaped features will provide improved accessibility for disabled people, particularly those with a physical</p>	✓		<p>Redesigning the streets and encouraging greater through movement of pedestrians and cyclists, along with better lighting and CCTV will potentially improve the safety of the area, and also improve the perception of safety.</p> <p>High quality design of the Avenues will address current barriers to access for people of all abilities.</p>
	Sensory Impairment (sight, hearing,)		✓		
	Mental Health	<p>Active travel (including cycling) has been shown to have a significant benefit to those with mental health issues, and it may encourage greater levels of activity in the general public and improve health</p>	✓		Increasing ease of access and use of public space.
	Learning Disability	<p>No impact. No discrimination will be made on the basis of people with learning disabilities. No measures have been taken to directly address learning disability issues for people with a learning disability in the proposals</p>	✓	No impact	Increasing ease of access and use of public space.

3. ASSESSMENT & DIFFERENTIAL IMPACTS

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
LGBT	Lesbians	The improved lighting will improve safety on the streets for all.	✓	No impact	No change required as impact is considered to be neutral
	Gay Men		✓	No impact	
	Bisexual		✓	No impact	
AGE	Older People (60+)	<p>Safety – see Gender Scottish Government research indicates that being a victim of crime reduces with age however; older people have a greater fear of crime. Therefore a positive impact is expected for older people from an improved and safer environment.</p> <p>Accessibility – see Disability. Older people can experience reduced mobility and be more likely to rely on mobility aids such as motorised scooters and walking aids as they age. Therefore a positive impact is expected for older people from accessibility improvements.</p>	✓		Redesigning the streets and encouraging greater through movement of pedestrians and cyclists, along with better lighting / CCTV and well designed junctions / surfaces will potentially improve the safety of the area (road safety / personal safety / perception of safety) for all ages and abilities.
	Younger People (16-25)	<p>Safety – See Gender Scottish Government research indicates that young people are more likely to be a victim of crime. Therefore a positive impact is expected for younger people from an improved and safer environment.</p> <p>Road Safety – See Gender</p>	✓		

3. ASSESSMENT & DIFFERENTIAL IMPACTS

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	Younger People (16-25) <i>Continued</i>	Scottish Government research indicates that young people aged 16 – 22 were twice as likely as the population as a whole to be injured on the roads. This may be particularly relevant to the Cowcaddens Road and Dobbie's Loan Avenues. In addition, these areas have a highly active night-time economy which focuses on younger people. Student accommodation is also located in the area and surrounding neighbourhoods. Therefore a positive impact is expected for younger people from improved road safety.	✓		Redesigning the streets and encouraging greater movement of pedestrians and cyclists, along with better lighting / CCTV and well designed junctions / surfaces will potentially improve the safety of the area (road safety / personal safety / perception of safety) for all ages and abilities.
	Children (0-16)	Safety – see Gender A positive impact is expected for younger people from improved road safety.	✓		
MARRIAGE & CIVIL PARTNERSHIP	Women		✓	No impact	No change required as impact is considered to be neutral
	Men		✓	No impact	
	Lesbians		✓	No impact	
	Gay Men		✓	No impact	

3. ASSESSMENT & DIFFERENTIAL IMPACTS

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
PREGNANCY & MATERNITY	Women	Accessibility – see Disability Mobility may be an issue for some women particularly in the later stages of pregnancy. In addition, accessibility issues will also affect those on maternity leave if using prams or buggies. Therefore a positive impact is expected for pregnancy and maternity from improved accessibility.	✓	No impact	No change required as impact is considered to be neutral
RELIGION & BELIEF** A list of religions used in the census is available here .	See note		✓	No impact	No change required as impact is considered to be neutral

** 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](#).

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		Kevin Bannigan (GCC)	
Does the project, policy or strategy require to be amended to have a positive impact?	NO		Kevin Bannigan (GCC)	
Does a Full Impact Assessment need to be undertaken?	YES	The Stage 1 EqIA was developed to provide a full EqIA, as set out in this report. The Partnership Steering group approved the reporting.	Kevin Bannigan (GCC)	Spring 2026
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?)				

PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publicly 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 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 taken 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.

5. MONITORING OUTCOMES, EVALUATION & REVIEW

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.



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