

# 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

The Glasgow City Council Hawthorn Street (Traffic Regulation) Order 20\_

b) Reason for Change in Policy or Policy Development

To improve accessibility and increase the use of active travel modes on Hawthorn Street.

The project is to upgrade the temporary cycle measures introduced on Hawthorn Street as part of the Spaces for People programme during 2020, as a response to Covid – 19.

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

Key aspects of the project include:

- Introduction of a Traffic Regulation Order to facilitate the presence of mandatory one way cycle lanes
- Upgrade of the existing temporary bus stop build outs.
- Upgrade of existing gullies and the introduction of additional gullies to alleviate the effects of flooding on Hawthorn Street.

This project addresses the following.

**The measures introduced in 2020 and additional aspects outlined above support the following Strategic Plan themes:**

- A Thriving Economy
- A Vibrant City
- A Healthier City

- A Sustainable and Low Carbon City
- Resilient and Empowered Neighbourhoods

Key to the delivery of the 4 key outcomes from Glasgow Strategic Plan for Cycling 2016 – 2025 policies.

- An integrated network of routes
- A healthier City
- More people cycling
- A safer cycling City

Glasgow's transport vision is to provide a world class transport system which is safe, reliable, integrated and accessible to all citizens and visitors and also supports the physical, social, economic, cultural, environmental and economic regeneration of the City. In order to achieve this, the Local Transport Strategy (LTS) concentrates on promoting and enhancing sustainable transport modes such as walking, cycling and public transport.

More specifically, the measures make an important contribution towards the Council's commitment to 'prioritise sustainable transport across the city' (Priority 55).

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

Ross Barton 31/01/22

e) Assessment Verified by (signed and date)

Kevin Argue 03/02/22

## 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>The introduction of a Traffic Regulation Order will require the proposal to be publicised as per The Local Authorities' Traffic Orders (procedure) (Scotland) Regulations 1999.</p> <p>The proposed changes to the existing traffic regulation order on Hawthorn Street will be advertised in the Glasgow Times and on the Glasgow City Council website along with notices displayed and maintained on Hawthorn Street.</p>	<p>The publication of proposals will be made available in the media, online and on street to ensure that all members of the public can provide comment and input.</p> <p>There is a universal right of objection to any proposed Traffic Regulation Order by anyone.</p>	<p>An online public consultation was held between May and June 2021 to assess whether the temporary Spaces for People (SfP) measures should be retained.</p> <p>All measures and infrastructure introduced under the Scottish Government's SfP programme within Glasgow, including the active travel lanes on Hawthorn Street, are subject to a review and reporting process.</p>

<p>The statutory consultation procedure for Traffic Regulation Orders will be undertaken with relevant stakeholders, transport organisations and emergency services.</p>		<p>This review is made up of 3 separate data sources.</p> <ul style="list-style-type: none"> <li>• A public consultation process</li> <li>• physical user counts taken via video survey's (where appropriate)</li> <li>• a review of the strategic policy of the City Council and Scottish Government with regards travel / transport, liveable neighbours</li> </ul> <p>The output from this review was a written report which was submitted to the City Administration Committee. The Committee recommended that the temporary cycle infrastructure on Hawthorn Street, introduced as a response to Covid - 19 should be retained.</p> <p>In addition to the statutory requirements, officers will notify ward members through a ward notification in the same way as is done for restrictions associated with roadworks. The Regulations require that Safety Notices are advertised on street and this will be undertaken in line with normal procedures. The TTROs will be advertised in a newspaper, again in line with standard procedures. In addition, information on restrictions will be made available online and through social media channels.</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 enhancement of existing segregated cycle lanes on Hawthorn Street will assist with addressing this barrier to women cycling.</p>	<p>Restricted parking and loading.</p> <p>There is the potential for the cycle segregation products, known as “Armadillos” to become dirty and reduce their visibility in lower light conditions. There may also be issues during periods of snow fall where the presence of the Armadillos is difficult to detect.</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 on Hawthorn Street.</p> <p>The proposed Traffic Regulation Order may help to increase the number of people choosing to cycle on Hawthorn Street. 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>
	Men	As above	As above	As above
	Transgender	As above	As above	As above

<b>RACE*</b>	White	As above	As above	As above
<i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i>  <i>For example Asian includes Chinese, Pakistani and Indian etc</i>	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>Every effort will be made to ensure the needs of disabled people are fully considered in the planning and delivery of measures and the project team will endeavour to ensure that the measures reflect the considerations identified in the recent briefing paper issued by the Mobility and Access Committee for Scotland (MACS).</p> <p>There are gaps between the Armadillos that mean that pedestrians can cross the road out with designated crossing points without any additional impediment.</p> <p>The enhancement of the existing bus stop build outs will provide step free</p>	<p>Due to road width constraints on Hawthorn Street the bus stop build outs within the cycle lane present areas of potential conflict between bus passengers and cyclists.</p> <p>Restricted parking and loading may hinder physically disabled people from being able to access certain sections of Hawthorn Street easily.</p> <p>There is the potential for the Armadillos to become dirty and reduce their visibility in lower light conditions. There may also be issues during periods of snow fall where the presence of the Armadillos is difficult to detect.</p>	As above

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Appendix 4

EQIA Screening Form

		access to bus services.		
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	As above	As above	As above
	Mental Health	The provision of enhanced segregated cycling facilities on Hawthorn Street could allow those with mental health issues an opportunity to safely enjoy the benefits that physical exercise can bring	As above	As above
	Learning Disability	As above	As above	As above
<b>LGBT</b>	Lesbians	As above	As above	As above
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above
<b>AGE</b>	Older People (60 +)	The enhancement of the existing bus stop build outs will provide step free access to bus services.	Changes to the local environment may take older users more time to adjust to.	
	Younger People (16-25)	As above	As above	As above
	Children (0-16)	The provision of cycle lanes on Hawthorn Street can assist with children travelling safely to and from local primary and high schools	As above	As above
<b>MARRIAGE</b>	Women			

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**Appendix 4**

**EQIA Screening Form**

<b>&amp; CIVIL PARTNERSHIP</b>		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 groups with Protected Characteristics, the proposed enhanced cycling measures on Hawthorn Street will have a positive impact by providing a safer environment for those cycling. These measures will also help to create more liveable places that put people, rather than vehicles, first.

However, there is potential for some people with physical disabilities or sensory impairments to be impacted by the proposals, particularly in relation to the increased potential for pedestrian and cycle conflict at bus stops and crossing points on a temporary cycle lane or a reduction in access or parking opportunities.

There are often competing preferences from groups with protected characteristics where a balanced approach must be taken when developing designs for temporary interventions.

For example, those with physical disabilities prefer step free access at the same level whilst those representing people with visual impairments strongly recommended the use of kerbs and a level change to allow for guide dogs and cane users to identify the change in use of an area.

The design team will consider all available information and views carefully when progressing the designs and ensure, where possible, that access for all is maintained at all times.

## 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, and reducing the available carriageway width will assist with lowering traffic speeds which may 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>Consultation with relevant stakeholders, transport organisations and emergency services through the Traffic Regulation Order process.</p> <p>Publication of proposals for general public.</p> <p>Monitor and review if successfully implemented.</p>	<p>Technical Services, 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.

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### 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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