

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

Council Family Review Phase 4 – Review of Jobs and Business Glasgow (employability services and business/enterprise services)

b) Reason for Change in Policy or Policy Development

The key strategic drivers for change for this review are:

- Need to continually demonstrate Best Value and ensure Council Family structures are fit for purpose;
- GCC's commitment to an ongoing review of its structures and avoiding duplication.
- The City Government's commitment to a review of ALEOs.
- The need to demonstrate continuing viability, Best Value and effectiveness of the ALEO model and that GCC is Following the Public Pound
- Recognition of the need to meet continuing financial challenges and deliver financial efficiencies across the Council Family.
- Delivery of GCC's Renewal Programme which seeks to support the city's recovery from Covid-19 and, in the longer-term, to think differently and to review what services are provided; how they are best delivered, and the operating models used across the organisation, and indeed across the city, to deliver best value and meet stakeholder expectations in a way that is better aligned to need.
- Ensuring alignment of the ALEOs and the services delivered by them, for an on behalf of GCC, to our new Council Plan and to the Glasgow Community Plan and associated Locality Plans.
- In relation to JBG, account must be taken of the JBG Review which is currently being undertaken as well as the review of GCC's employability and business strategies which align to the Economic Development Team which currently sits within DRS.

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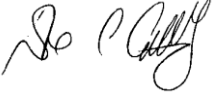
c) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The Council Family Review recommendation is to realign its business/enterprise operational services to best meet the requirements of the terms of the Committee report dated 10 March 2020 around having a more cohesive and joined up approach to delivery of business/enterprise services within the Council family and across the city. The significant change is principally around the business/enterprise services currently delivered by JBG transferring to GCC. A review of employability services will take place in 2023 once the future Scottish landscape for funding and strategy has been set by Scottish Government.

The recommendation that is being presented to committee on 3 December 2020 is:

Rationalisation of business/enterprise services delivered by JBG and transfer to GCC.

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



Elaine Galletly, Head of Legal and Administration, Chief Executive's Department
27 November 2020

e) Assessment Verified by (signed and date)



Morag Johnston, Director of Financial and Business Services
27 November 2020

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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.

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: <ul style="list-style-type: none"> ➤ 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.
None	N/A	N/A

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	GCC has an established Women’s Employee Peer Support Network which can be accessed by all female employees. GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21.		
	Men	GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21.		
	Transgender			
RACE*	White			
<i>Further information on the breakdown below each of these headings, as per</i>	Mixed or Multiple Ethnic Groups	GCC has established a BAME Employee Peer Support Network, with a specific BAME		

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<p><i>census, is available here.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>		<p>employee assistance telephone line and have a Cross-party BAME Action Plan to increase BAME workforce representation and ensure support for BAME colleagues.</p> <p>GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21.</p>		
	<p>Asian</p>	<p>GCC has established a BAME Employee Peer Support Network, with a specific BAME employee assistance telephone line and have a Cross-party BAME Action Plan to increase BAME workforce representation and ensure support for BAME colleagues.</p> <p>GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21.</p>		

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	African	<p>GCC has established a BAME Employee Peer Support Network, with a specific BAME employee assistance telephone line and have a Cross-party BAME Action Plan to increase BAME workforce representation and ensure support for BAME colleagues.</p> <p>GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21.</p>		
	Caribbean or Black	<p>GCC has established a BAME Employee Peer Support Network, with a specific BAME employee assistance telephone line and have a Cross-party BAME Action Plan to increase BAME workforce representation and ensure support for BAME colleagues.</p> <p>GCC has a dedicated equality outcome in relation to this in the</p>		

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		Equality Outcomes 2017-21		
	Other Ethnic Group	<p>GCC has established a BAME Employee Peer Support Network, with a specific BAME employee assistance telephone line and have a Cross-party BAME Action Plan to increase BAME workforce representation and ensure support for BAME colleagues.</p> <p>GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21</p>		
DISABILITY	Physical disability	<p>GCC is a fully accredited Disability Confident employer and working towards becoming a Disability Confident Leader.</p> <p>GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21</p>		
<i>A definition of disability under the</i>	Sensory Impairment (sight, hearing)	GCC is a fully accredited Disability		

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<p><i>Equality Act 2010 is available here.</i></p>		<p>Confident employer and working towards becoming a Disability Confident Leader.</p> <p>GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21</p>		
	Mental Health	<p>GCC is a fully accredited Disability Confident employer and working towards becoming a Disability Confident Leader.</p> <p>GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21</p>		
	Learning Disability	<p>GCC is a fully accredited Disability Confident employer and working towards becoming a Disability Confident Leader.</p> <p>GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21</p>		

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LGBT	Lesbians	GCC has an established LGBT+ Employee Peer Support Network (Prism) as well as a dedicated telephone support line for LGBT+ employees. GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21		
	Gay Men	GCC has an established LGBT+ Employee Peer Support Network (Prism) as well as a dedicated telephone support line for LGBT+ employees. GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21		
	Bisexual	GCC has an established LGBT+ Employee Peer Support Network (Prism) as well as a dedicated telephone support line for LGBT+ employees.		

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		GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21		
AGE	Older People (60 +)	GCC is an Age Positive employer. GCC takes proactive steps to reduce age discrimination in all activities.		
	Younger People (16-25)			
	Children (0-16)			
MARRIAGE & CIVIL PARTNERSHIP	Women			
	Men			
	Lesbians			
	Gay Men			
PREGNANCY & MATERNITY	Women	GCC has committed to the Principles of Working Forward Campaign which supports pregnancy and maternity rights.		

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		GCC has a dedicated equality outcome in relation to this in the Equality Outcomes 2017-21		
RELIGION & BELIEF** A list of religions used in the census is available here .	See note			

* 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](#).

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Summary of Protected Characteristics Most Impacted

N/a

Summary of Socio Economic Impacts

No impact to service users as services will continue to be delivered.

Summary of Human Rights Impacts

N/a

4. OUTCOMES, ACTION & PUBLIC REPORTING

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- in particular no impact to service users
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. Once the outcome of the decision is known, a further EQIA will be built into the implementation plan.

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)
N/A	N/A	N/A

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)

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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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