

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

Proposed Disposal of Units and Land at Maryhill Community Halls

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

This service reform proposes amendments to the terms of the previously approved disposal of the Maryhill Central Halls complex to Community Central Halls Limited (CCHL) under the Community Empowerment (Scotland) Act 2015.

CCHL is a community facility and is managed for the benefit of the local community. It provides a range of services for the local community including but not exclusively childcare, youth services, services for older people, community transport and a catering service. The halls are also used by a number of community groups including fitness classes, Alcoholics Anonymous, Martial Arts, Maryhill Blind Club and Gamblers Anonymous.

The property will be sold to CCHL for nil consideration. At present CCHL funds the repairs and maintenance of the building however, attempts to secure funding have been compromised mainly because they do not own the building. Transfer of the building to CCHL should address this issue and satisfy funding criteria. It will also empower CCHL to make decisions for themselves and directly influence outcomes that affect them, access additional sources of funding not available to local authorities and potentially act a catalyst for further improvements in the area.

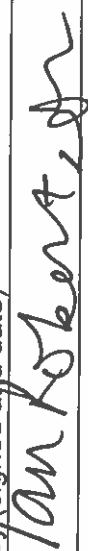
CCHL is a charity and has to adhere to legal requirements that it only has charitable purposes and it provides public benefit in achieving these purposes. There is also an asset lock within the constitution to ensure that should the building be deemed as surplus to requirements ownership can be transferred to another charitable organisation or sold with the proceeds going to another charity.

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



John Ferguson – 12/09/2018

- d) Assessment Verified by (signed and date)



Ian Robertson – 12/09/2018

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"> ➤ 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.
<p>Ward factsheets CCHL is located in Ward 11 – Hillhead at the boundary with Ward 16 Canal and south of Ward 15 – Maryhill</p> <p>Age Hillhead has a younger population with 44% of the population within the 16-29 age group reflecting the student population in the area (24% in Glasgow).</p> <p>Canal has a similar age profile to Glasgow with 14% under 12 (13% in Glasgow), 21% aged 16 -29 (24% in Glasgow), 7% aged 75+ (6% in Glasgow). This breakdown is similar in the neighbouring ward 15 –</p>	<p>Age, ethnicity and socio economic status.</p>	<p>No consultation is required</p>

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<p>Canal.</p> <p>Ethnicity Hillhead has a more diverse population compared to surrounding area with 80% of the population are white (88% in Glasgow). Ethnicity within Canal ward is similar to Glasgow, 92% of the population is white. This breakdown is similar in the neighbouring ward 15 – Maryhill.</p> <p>Dwellings 34% of homes in Hillhead are privately rented (20% in Glasgow) with 39% owner occupied (44% in Glasgow). Again the higher percentage of privately rented homes is likely to reflect the student population in the area. Canal ward has a higher percentage of GHA / Social rented homes at 58% (36% in Glasgow) and Maryhill has the highest percentage of owner occupied homes in the area with 40% (44% in Glasgow).</p> <p>Although CCH borders Hillhead and Canal wards and is in close proximity to Maryhill, it is likely that the hall will appeal mostly to service users from Canal and Maryhill given the demographic breakdown and student population within Hillhead ward.</p> <p>Source : GCC Ward Factsheets Community Central Halls User data</p>		
<p>A range of community services are provided for : Children (Nursery and after school care, play schemes) Young People (Youth services and youth clubs) Elderly (Home support and lunch clubs) Disabled (Maryhill Blind Club) Male and Females (Fitness and exercise class, martial arts)</p>	<p>Age, disability, gender and socio economic status.</p>	

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	Neutral impact – No direct impact on service users because there will be no change to service provision. A positive impact may be achieved if the organisation is successful in securing additional funds to repair and maintain the building which will benefit all users. Success in achieving this is limited if the building remains in Council ownership due to funding criteria relating to ownership of the building.			Community Empowerment (Scotland) Act 2015
	Men	As above			Community Empowerment (Scotland) Act 2015
	Transgender	As above			Community Empowerment (Scotland) Act 2015
RACE*	White	As above			Community Empowerment (Scotland) Act 2015
<i>Further information on the breakdown below each of these headings, as per census, is available <u>here</u>.</i>	Mixed or Multiple Ethnic Groups	As above			Community Empowerment (Scotland) Act 2015
	Asian	As above			Community Empowerment (Scotland) Act 2015
	African	As above			Community Empowerment (Scotland) Act 2015
<i>For example Asian includes Chinese, Pakistani and Indian etc</i>	Caribbean or Black	As above			Community Empowerment (Scotland) Act 2015
	Other Ethnic Group	As above			Community Empowerment (Scotland) Act 2015

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DISABILITY	Physical disability	As above		Community Empowerment (Scotland) Act 2015
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	As above		Community Empowerment (Scotland) Act 2015
	Mental Health	As above		Community Empowerment (Scotland) Act 2015
	Learning Disability	As above		Community Empowerment (Scotland) Act 2015
LGBT	Lesbians	As above		Community Empowerment (Scotland) Act 2015
	Gay Men	As above		Community Empowerment (Scotland) Act 2015
	Bisexual	As above		Community Empowerment (Scotland) Act 2015
AGE	Older People (60 +)	As above		Community Empowerment (Scotland) Act 2015
	Younger People (16-25)	As above		Community Empowerment (Scotland) Act 2015
	Children (0-16)	As above		Community Empowerment (Scotland) Act 2015
MARRIAGE & CIVIL PARTNERSHIP	Women	As above		Community Empowerment (Scotland) Act 2015
	Men	As above		Community Empowerment (Scotland) Act 2015
	Lesbians	As above		Community Empowerment (Scotland) Act 2015
	Gay Men	As above		Community Empowerment (Scotland) Act 2015
PREGNANCY & MATERNITY	Women	As above		Community Empowerment (Scotland) Act 2015
	See note	As above		Community Empowerment (Scotland) Act 2015
RELIGION & BELIEF**	See note	As above		Community Empowerment (Scotland) Act 2015

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<p>A list of religions used in the census is available here.</p>					
<p>SOCIO ECONOMIC</p>		<p>As above</p>			<p>Community Empowerment (Scotland) Act 2015</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.

** 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	No further action required		
Does the project, policy or strategy require to be amended to have a positive impact?	No	No further action required		
Does a Full Impact Assessment need to be undertaken?	No	No further action required		
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?)		Regular monitoring of the building and organisation will be undertaken to satisfy revenue funding from Integrated Grant Fund, this will be conducted jointly by Development and Regeneration Service (DRS) and Democratic Services.	Monitoring Officer DRS and Monitoring Officer Democratic Services	Monitoring will be carried out on an annual basis.

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AGE	Older People (60 +)	As above		Community Empowerment (Scotland) Act 2015
	Younger People (16-25)	As above		Community Empowerment (Scotland) Act 2015
	Children (0-16)	As above		Community Empowerment (Scotland) Act 2015
MARRIAGE & CIVIL PARTNERSHIP	Women	As above		Community Empowerment (Scotland) Act 2015
	Men	As above		Community Empowerment (Scotland) Act 2015
	Lesbians	As above		Community Empowerment (Scotland) Act 2015
	Gay Men	As above		Community Empowerment (Scotland) Act 2015
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RELIGION & BELIEF**	See note	As above		Community Empowerment (Scotland) Act 2015

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PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publically 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 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 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.

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. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.