

## 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

City Deal Clyde Waterfront and West End Innovation Quarter (CWWEIQ): Govan- Partick Bridge.

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

City Deal will fund the construction of a new pedestrian and cycle bridge across the River Clyde between Water Row in Govan and Pointhouse Quay immediately adjacent to the Riverside Museum. The bridge will provide high a quality and effective sustainable transport connection between Govan and the West End, and between business and research clusters, key institutions, and existing/ planned visitor infrastructure.

**Evidence of Need:**

1. The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as two very different economic areas. Regeneration of the north-bank has been driven by proximity to the established residential markets of the west-end and access to the University of Glasgow and cultural attractions, retail and services. Govan is located in close proximity to these amenities but is not physically connected to them- as a consequence the social, economic and physical regeneration of the area has lagged behind.
2. The river currently acts as a barrier to employment opportunities on either bank of the river- the lack of free crossings mean that anyone commuting between the two areas has to use the subway at a cost of £14 per week. This is a barrier to employment evidenced by relative lack of commuting between areas but could also contribute to in-work poverty.
3. The river currently acts as a barrier to visitor attractions on either side of the river and separates visitor attractions from public transport infrastructure e.g. Riverside Museum is less than half a mile from Govan Interchange but is currently inaccessible by public transport and from the south side of the river.
4. University of Glasgow and Queen Elizabeth University Hospital (QEUH) are located in close proximity (within 5km cycle commuting range) however the arrangement of existing transport infrastructure and natural barriers such as the River Clyde create a sense of disconnection. At present, cycling between the institutions would take 17 minutes- marginally longer than the 14 minutes by car. Cycling uptake is suppressed by the quality of the existing route which involves travelling along a busy carriageway with no protected cycling infrastructure and through a long length of tunnel with particularly steep gradients.

**Economic Impact:**

The investment is a strategic move that is required to re-position Govan within the wider city. The area suffers from deep-rooted deprivation and is still scarred by legacy of previous industrial uses and physically isolated from successful parts of the city. Introduction of the bridge will improve physical connectivity

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between Govan and the west end and between innovation clusters at the University of Glasgow and QEUH.

The Bridge will also open up access to Glasgow Harbour Retail development from the South of the River and Govan Interchange significantly improving public transport accessibility. The Bridge will remove a physical barrier to employment opportunities on either bank of the river and will reduce the cost of commutes for those traveling to and from work. This is a critical aspect given that many of the 2,000 job opportunities associated with the Glasgow Harbour Retail development could be appropriate for the existing skill-sets of Govan residents.

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

Chris Burrows

d) Assessment Verified by (signed and date)

Forbes Barron

## 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>➤ 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><b>Govan - Partick Charette (2015)</b></p> <p>Glasgow City Council, with funding support from the Scottish Government and GHA, appointed Barton Willmore to lead on a charrette for Govan and Partick. The charrette process took place over the first 3 months of 2015, culminating in a workshop at the Riverside Museum between 16th–19th March.</p> <p>The Charrette process demonstrated strong support for improved links (physical, social and economic) between the communities on both sides of the Clyde. A new connection was recognised as a positive step, with a footbridge emerging as the preferred option to achieve this. When we asked where the bridge should be, the vast</p>	<p>The results of engagement with <b>Children (0-16)</b> firmly pointed to a desire to connect the two communities as well the need for improved transport connections such as walkways, a bridge and potentially a ferry link.</p> <p>Engagement with <b>Older People (60+)</b> through Govan Reminiscence Group demonstrated a strong preference for a footbridge rather than a ferry, although most liked the idea of both as an option.</p>	

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<p>majority felt that it should cross from Water Row to, or near, the Riverside Museum.</p>		
<p><b>Imagine Govan Manifesto (2017)</b></p> <p>The Central Govan Action Plan (CGAP) Steering Group commissioned yellow book consultants to carry out a review of conditions and prospects in Govan a decade after the original action plan was launched – and to propose a strategy and action plan for the next 10 years.</p> <p>The Imagine Govan Manifesto therefore sets out a “whole-place approach”. It outlines the priorities for actions by CGAP and others over next decade, setting out a programme to create a prosperous sustainable community by encouraging more people to <i>choose Govan</i> as a place to live, work and visit, and ensuring that local people will benefit from new jobs and a better quality of life. It is based on consultations with Govan residents, businesses and community organisations and draws on the experience of successful regeneration initiatives in other UK and international cities.</p> <p>Almost 200 people took part in a community survey, providing a unique insight into the area’s quality of life and local people’s priorities. The research which included a survey of the residents and non-residents, retailers and other businesses concluded that the bridge will be a hugely important infrastructure investment; it will generate pedestrian and cycle trips, creating a livelier town centre and strengthening the ties between Govan and the rest of the city. The research noted the importance of ensuring that the bridge encourages a two-way flow, with more people attracted to Govan as a lively, attractive riverside town.</p>	<p>N/A</p>	

<p><b>Social and Economic Indicators</b></p> <p><b>Scottish Index of Multiple Deprivation ( 2016)</b></p> <p><a href="https://www2.gov.scot/Topics/Statistics/SIMD">https://www2.gov.scot/Topics/Statistics/SIMD</a></p> <p><b>Glasgow City Council Ward Factsheets</b></p> <p><a href="https://www.glasgow.gov.uk/index.aspx?articleid=18820">https://www.glasgow.gov.uk/index.aspx?articleid=18820</a></p> <p><b>Glasgow Neighbourhood Profiles</b></p> <p><a href="https://www.glasgow.gov.uk/CHttpHandler.ashx?id=36604&amp;p=0">https://www.glasgow.gov.uk/CHttpHandler.ashx?id=36604&amp;p=0</a></p>	<p>A review of a wide range of socio-economic indicators illustrate the relative position of Govan to the Glasgow and Scottish averages:</p> <ul style="list-style-type: none"> <li>• SIMD data shows that 1 in 4 people in Govan are in employment deprivation compared to 1 in 9 in Scotland.</li> <li>• Almost 40% of the population are in income deprivation. The median income in Govan is approximately 2/3 of the Scottish average- this contributes to high levels of child poverty. One in three children in Govan are in poverty, twice the national average.</li> </ul> <p>Employment and Income deprivation figures are reflected in other social indicators.</p> <ul style="list-style-type: none"> <li>• One in nine people in Govan would regard their health as bad/very bad almost twice the national average.</li> <li>• Over a quarter of households in Greater Govan are dealing with long-term health issues/disability- this compares to a City average of 20%. Greater Govan records above average rates for all physical disability, sensory impairment, mental health and learning disability.</li> <li>• Car Ownership in Greater Govan is 42% which is significantly below national average.</li> </ul>	
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<p><b>Design Guidance</b></p> <p>The following guidelines were also considered in this assessment:</p> <p><b>Design Manual for Roads and Bridges</b></p> <p><a href="http://www.standardsforhighways.co.uk/ha/standards/dmrb/vol2/sec">http://www.standardsforhighways.co.uk/ha/standards/dmrb/vol2/sec</a></p> <p><b>Roads for All: Good Practice Guide for Roads</b></p> <p><a href="https://www.transport.gov.scot/media/30228/j256264.pdf">https://www.transport.gov.scot/media/30228/j256264.pdf</a></p> <p><b>Inclusive Mobility</b></p> <p><a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444444/inclusive-mobility.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444444/inclusive-mobility.pdf</a></p> <p><b>Cycling by Design</b></p> <p><a href="https://www.transport.gov.scot/media/14173/cycling_by_design_201">https://www.transport.gov.scot/media/14173/cycling_by_design_201</a></p>	<p>The Design Guidance provides a range of technical parameters in relation to the effective width of the bridge deck, gradients of access ramps, parapet and handrail heights that will be used to inform an accessible design solution that is appropriate for users with a <b>disability</b> and which minimises the risk of conflict between pedestrians and cyclists.</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	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	The provision of a new river crossing at this location is expected to have a generally positive impact on all sex/genders by enhancing access between residential communities, employment opportunities and visitor attractions on either bank of the river.			The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as two very different economic areas.
	Men	As above.			As above.
	Transgender	As above.			As above.
RACE*	White	The provision of a new river crossing at this location is expected to have a generally positive impact on all races by enhancing access			The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as



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		between residential communities, employment opportunities and visitor attractions on either bank of the river.			two very different economic areas.
<p><i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>	Mixed or Multiple Ethnic Groups	As above.			As above.
	Asian	As above.			As above.
	African	As above.			As above.
	Caribbean or Black	As above.			As above.
	Other Ethnic Group	As above.			As above.
<b>DISABILITY</b>	Physical disability	The provision of a new river crossing at this location is expected to have a generally positive impact on disabled users by enhancing access between residential communities, employment opportunities and visitor attractions on either bank of the river.	Wheelchair users are currently unable to make use of the cross-river connection provided by the Subway. The bridge will provide a 'step-free' river crossing that will be accessible to those in wheelchairs.		The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as two very different economic areas.
<i>A definition of disability under the Equality Act 2010 is</i>	Sensory Impairment (sight, hearing, )	As above.		The bridge will facilitate both pedestrian and cycle movement. Consideration	As above. Design development should seek to mitigate

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available <a href="#">here</a> .				will be given to the introduction of design measures required to minimise conflict between cyclists and visually impaired users of the bridge.	against pedestrian/cycle conflict.
	Mental Health	As above.	The Bridge will encourage active travel between communities on both sides of the river. Research has shown that increased physical activity can have a positive impact on mental health.  <a href="http://www.healthscotland.com/documents/2816.aspx">http://www.healthscotland.com/documents/2816.aspx</a>		The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as two very different economic areas.
	Learning Disability	As above.			As above.
<b>LGBT</b>	Lesbians	The provision of a new river crossing at this location is expected to have a generally positive impact on LGBT users by enhancing access between residential communities, employment opportunities and visitor attractions on either bank of the river.			The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as two very different economic areas.

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	Gay Men	As above.			As above.
	Bisexual	As above.			As above.
<b>AGE</b>	Older People (60 +)	The provision of a new river crossing at this location is expected to have a generally positive impact on users of all ages by enhancing access between residential communities, employment opportunities and visitor attractions on either bank of the river.			The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as two very different economic areas.
	Younger People (16-25)	As above.	The bridge will remove a physical barrier to education and employment opportunities on either bank of the river and will reduce the cost of commutes for those traveling to and from places of work/study.		As above.
	Children (0-16)	As above.			As above.

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<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	The provision of a new river crossing at this location is expected to have a generally positive impact on those in marriages/civil partnerships by enhancing access between residential communities, employment opportunities and visitor attractions on either bank of the river.			The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as two very different economic areas.
	Men	As above.			As above.
	Lesbians	As above.			As above.
	Gay Men	As above.			As above.
<b>PREGNANCY &amp; MATERNITY</b>	Women	The provision of a new river crossing at this location is expected to have a generally positive impact on those who are pregnant by enhancing access between residential communities, employment opportunities and visitor attractions on either bank of the			The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as two very different economic areas.

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		river.			
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note	The provision of a new river crossing at this location is expected to have a generally positive impact on users of all religious groups by enhancing access between residential communities, employment opportunities and visitor attractions on either bank of the river.			The river represents a significant physical barrier within the City Deal project area which does not currently function as a cohesive place but as two very different economic areas.

\* 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			
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?	No			
If none of the above is required, please recommend the <b>next steps</b> to be taken.  (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		Design development should continue to consider requirements of disabled users particularly in relation to the introduction of measures to minimise conflict between cyclists and visually impaired users of the bridge.	Chris Burrows	Ongoing.

##### 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 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.

### 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.