

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

An update on actions and the development of a new policy to tackle plastic use and associated waste in the city of Glasgow.

b) Reason for Change in Policy or Policy Development

To tackle plastic use and plastic waste, with a principal focus on reducing its harmful impact on non-human species.

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

Key outcome: To support the transition to zero plastic waste in Glasgow.

Other outcomes:

To protect non-human species from the harmful effects of plastic waste in the natural environment.

To reduce reliance on fossil fuels, from which plastics are produced, and thereby tackle the causes of climate change.

Supporting activities:

Participation in national initiatives on reducing, recycling and repurposing plastic waste.

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

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Duncan Booker 2 April 2019

e) Assessment Verified by (signed and date)

Andy Waddell

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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.
UK Census data (2011) Scottish Household survey data (2012) Glasgow City Council mapping of Refugee/Asylum Seekers and BME population (2015) Scottish Index of Multiple Deprivation (2016) Glasgow City Council population and neighbourhood data (2017)	All All BME population, with particular reference to refugees and asylum seekers All All	

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<p>EU impact assessment of proposals for reducing plastics use (May 2018) ec.europa.eu/environment/circular.../pdf/single-use_plastics_impact_assessment.pdf</p> <p>Campaign to alert policy makers to potentially adverse effects on disabled people from ending single use plastics (current) https://www.oneinfive.scot/home/</p> <p><i>Gender, Plastics and the Environment</i> (September 2016) http://www.wecf.eu/download/2017/11-November/GenderPlasticsLiteratureReview22Sept16.pdf</p> <p><i>Our World in Data: Plastic Pollution</i> (2018) https://ourworldindata.org/plastic-pollution</p>	<p>All</p> <p>Disabled people</p> <p>Gender</p> <p>All (with a principal focus on the adverse effects of plastic waste on non-human species, particularly in the marine environment)</p>	<p>Covers a range of issues and their socio-economic impact</p> <p>Need to ensure that plastic straws are retained until suitable alternatives can be found for those disabled citizens who use them for hot drinks.</p> <p>Literature review on the gender aspects of the production, use and disposal of plastic items and potential impacts from their reduction</p> <p>Provides an overview on the location and eventual destinations of global plastic waste streams</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	X		
	Men	X		
	Transgender	X		
RACE*	White	X		
<i>Further information on the breakdown below each of these headings, as per census, is available here. For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups	X		
	Asian	X		
	African	X		
	Caribbean or Black	X		
	Other Ethnic Group	X		
DISABILITY	Physical disability		X	Need identified to retain use of plastic straws for those disabled people who have to use them for hot drinks, pending a suitable alternative.
<i>A definition of disability under the</i>	Sensory Impairment (sight, hearing,)	X		

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<i>Equality Act 2010 is available here.</i>	Mental Health	X		
	Learning Disability	X		
LGBT	Lesbians	X		
	Gay Men	X		
	Bisexual	X		
AGE				
	Older People (60 +)	X		
	Younger People (16-25)	X		
	Children (0-16)	X		
MARRIAGE & CIVIL PARTNERSHIP				
	Women	X		
	Men	X		
	Lesbians	X		
	Gay Men	X		
PREGNANCY & MATERNITY				
	Women	X		
RELIGION & BELIEF**				
A list of religions used in the census is available here.	See note	X		

*
For reasons of brevity

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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

Potential impact on some disabled citizens who will have a continuing need for single use plastic straws to be available consuming hot drinks, pending alternatives being produced.

Summary of Socio Economic Impacts

Neutral, with some positive benefits for jobs creation from opportunities arising in the growth of the circular economy.

Summary of Human Rights Impacts

Action to reduce plastic waste will impact positively on coastal communities in the developing world, where much of this waste accumulates. It should be noted that the principal impact of such action is intended to protect non-human species, for which a rights-based discourse is developing as a key aspect about the inherent value of the natural environment and human responsibilities towards it.

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, with an acknowledgement that some disabled citizens will continue to need to use plastic straws until suitable alternatives are available.
Does the project, policy or strategy require to be amended to have a positive impact?	No, with a recognition of the continuing need for plastic straws to be made available for some disabled citizens.
Does a Full Impact Assessment need to be undertaken?	No

<p style="text-align: center;">Actions: Next Steps</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>A draft policy is being developed on plastics reduction and formal consultation with equality groups will take place in its development.</p>	<p>Duncan Booker</p>	

Public Reporting

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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.

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.