

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

Neighbourhoods and Sustainability (N&S) – Neighbourhood Model of service delivery.

b) Reason for Change in Policy or Policy Development

In February 2019, Neighbourhoods and Sustainability brought together Community Safety Glasgow (CSG) and Land and Environmental Services (LES) to deliver essential frontline services across the City. Although both services always enjoyed close working relationships, the opportunity provided by the merger has further embedded and enhanced the one team/one Glasgow approach. The previous functional focus has been replaced with a ward and neighbourhood emphasis (neighbourhood model) and as a result priorities can be resourced via a larger pool of staff with a wider range of expertise – this can, will and does allow for better results on the ground.

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

Neighbourhood Model consistent with GCC Strategic Plan - The new structure was created specifically to deliver on the commitment to create resilient and empowered neighbourhoods. The structure is aligned to the following strategic plan commitments: 64, 74, 95 and 105.

The new approach will create cleaner, safer and better neighbourhoods and provide citizens with quality neighbourhoods.

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

Stephen Egan, 4th June 2019

OFFICIAL

EQIA Screening Form

e) Assessment Verified by (signed and date)

David Russell, 4th June 2019

OFFICIAL

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.
Council Strategic Plan - The new structure was created specifically to deliver on the commitment to create resilient and empowered neighbourhoods. The structure is aligned to the following strategic plan commitments: 64, 74, 95 and 105.	N/A	N/A

OFFICIAL

EQIA Screening Form

--	--	--

OFFICIAL

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	The neighbourhood approach will have a positive impact on citizens and local communities. It will create cleaner, safer and better neighbourhoods and provide citizens with quality neighbourhoods.		The neighbourhood approach will build strong local relationships which better understand the needs and wants of communities. This will ensure that the service can effectively respond to each community and also ensure equality of service provision.
	Men	As above.		As above.
	Transgender	As above.		As above.
RACE*	White	As above.		As above.
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>	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.
<i>For example Asian includes Chinese, Pakistani and</i>				

OFFICIAL

EQIA Screening Form

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

OFFICIAL

OFFICIAL

EQIA Screening Form

MATERNITY				
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.

OFFICIAL

OFFICIAL

EQIA Screening Form

** 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](#).

OFFICIAL

Summary of Protected Characteristics Most Impacted

The neighbourhood approach will have a positive impact on citizens and local communities. It will create cleaner, safer and better neighbourhoods and provide citizens with quality neighbourhoods.

Summary of Socio Economic Impacts

The neighbourhood approach will build strong local relationships which better understand the needs and wants of communities. This will ensure that the service can effectively respond to each community and also ensure equality of service provision.

Summary of Human Rights Impacts

None.

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
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

<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)
Review of Neighbourhood Model	Neighbourhood and Sustainability Leadership	12 months

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.

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.