

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

THE GLASGOW CITY COUNCIL (A728 – POLMADIE ROAD TO BIGGAR STREET) (30 MPH SPEED LIMIT) ORDER 2016

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

The proposal is to introduce a 30mph Speed Limit Order on Polmadie Road, The Clyde Gateway, Shawfield Drive, Rutherglen Bridge and Biggar Street.

This project addresses the following Glasgow City Council policies;

- Glasgow City Council Strategic Plan 2012 to 2017: Priority 3; A Sustainable City,

The Glasgow City Council (A728 – Polmadie Road to Biggar Street)(30mph Speed Limit) Order 201_ has been proposed in line with this policy and to seeks to contribute to achieving these objectives by:-

- The introduction of a 30mph Speed Limit Order on Polmadie Road, The Clyde Gateway, Shawfield Drive, Rutherglen Bridge and Biggar Street.
- This facility shall:
 - Ensure the retention of the 30mph speed limit on the above roads following the formal classification of this route as the A728.

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

Gerry O'Donnell 29.02.16

d) Assessment Verified by (signed and date)

Andrew Harrison, Group Manager, Technical Services

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

| Please name any research, data, consultation or studies referred to for this assessment: | Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief. | Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation. |
|--|--|---|
| The proposals were advertised in the Evening Times on Fri 20 th November 2015. Anyone could object or support these proposals by writing to the Council within, in this case, a 7 week period. This is part of the statutory process. There were 44 notices displayed throughout the area and maintained for the 7 week period. | There is a universal right of objection to any proposed redetermination order. | |
| | | |

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within an equality group), based on the evidence you have collated

| | | 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 |
|---------------|-------|--|--|---|---|
| GENDER | Women | | ✓ | | <p>The proposal is to introduce a 30mph Speed Limit Order on Polmadie Road, The Clyde Gateway, Shawfield Drive, Rutherglen Bridge and Biggar Street.</p> <p>This project addresses the following Glasgow City Council policies;</p> <ul style="list-style-type: none"> Glasgow City Council Strategic Plan 2012 to 2017: Priority 3; A Sustainable City, <p>The Glasgow City Council (A728 – Polmadie Road to Biggar Street)(30mph Speed Limit) Order 201_ has been proposed in line with this policy and to seeks to contribute to achieving these objectives by:-</p> <ul style="list-style-type: none"> The introduction of a 30mph Speed Limit Order on Polmadie Road, The Clyde Gateway, Shawfield Drive, Rutherglen Bridge and Biggar Street. <p>- This facility shall:</p> <ul style="list-style-type: none"> Ensure the retention of the 30mph speed limit on the above roads following the formal classification of this route as the A728. |

| | | | | | |
|-------------------|---|--|---|--|----------|
| | Men | | ✓ | | As above |
| RACE | Asian People | | ✓ | | As above |
| | Black People | | ✓ | | As above |
| | Chinese People | | ✓ | | As above |
| | White People | | ✓ | | As above |
| | People of mixed race | | ✓ | | As above |
| | European People (Polish, Greek, Italian, etc) | | ✓ | | As above |
| DISABILITY | Physical disability | | ✓ | | As above |
| | Sensory Impairment (sight, hearing,) | | ✓ | | As above |
| | Mental Health Issues | | ✓ | | |
| LGBT | Lesbians | | ✓ | | As above |
| | Gay Men | | ✓ | | As above |
| | Bisexual | | ✓ | | As above |
| | Transgender | | ✓ | | As above |
| AGE | Older People (60 +) | | ✓ | | As above |
| | Younger People (16-25) | | ✓ | | As above |

| | | | | | |
|---|-----------------|--|---|--|----------|
| | Children (0-16) | | ✓ | | As above |
| MARRIAGE & CIVIL PARTNERSHIP | Women | | ✓ | | As above |
| | Men | | ✓ | | As above |
| | Lesbians | | ✓ | | As above |
| | Gay Men | | ✓ | | As above |
| PREGNANCY & MATERNITY | Women | | ✓ | | As above |
| | | | ✓ | | As above |
| RELIGION & BELIEF | Input * | | ✓ | | As above |

* 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

Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. ** Equality Legislation listed a back of this document.

| IMPACT | YES | NO |
|---|--------------------|-----------------------------|
| HIGH | | |
| There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy. | | |
| MEDIUM | | |
| There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected | | |
| LOW | | |
| There is little or no evidence that some people from different groups or communities are (or could be) differently affected. | ✓ | |
| | | |
| Does the negative impact breach any of the equality legislation? ** | | ✓ |
| | Immediately | Within next 6 months |
| The negative impact requires action to be taken | | |

** See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

4. OUTCOMES, ACTION & PUBLIC REPORTING

SCREENING ASSESSMENT OUTCOME ACTIONS

| Screening Outcome | Yes /No /Not At This Stage | Further Action Required | Lead Officer | Timescale for Resolution |
|---|----------------------------|--|-----------------|--------------------------|
| Was a significant impact 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 next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?) | | N/A. This 30mph Order shall replace the existing 30mph speed limit on the roads affected therefore no further action is necessary. | Andrew Harrison | |

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 AND NEXT STEPS

The equalities impact assessment screening is not an end in itself but the start of a continuous monitoring and review process.

It is our responsibility to identify any current, new or developing issues raised by the community.

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

The Race Relations (Amendment) Act 2000 extends the scope of the Race Relations Act 1976 to cover all the functions of the Council. It gives most public authorities, including the Council, a general duty to promote race equality. That duty requires the Council when carrying out our policies, employing people and delivering services, in partnerships or otherwise, to have due regard to the need to

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity; and
- Promote good relations between persons of different racial groups.

The general duty is supported by specific duties that cover, among other things, employment, training and ethnic monitoring.

Disability Discrimination Act There is a general duty which applies to all public authorities, plus additional specific duties to support the majority of public authorities in achieving the outcomes required by the general duty. The basic requirement for a public authority when carrying out their functions is to have due regard to the need to do the following:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Disability Discrimination Act
- eliminate harassment of disabled people that is related to their disability
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, **even if this requires more favorable treatment.**
- Due regard' means that authorities should give due weight to the need to promote disability equality in proportion to its relevance.

The Gender Equality Duty and Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The Equality Act 2006 amended the Sex Discrimination Act 1975 to place the statutory duty on public authorities, when carrying out their functions, to have due regard to the need to:

- eliminate unlawful discrimination and harassment; and
- promote equality of opportunity between men and women

The 2010 Act consolidated this legislation. This is the general gender equality duty, which is supported by specific duties that cover among other things equal pay, occupational segregation and education.

To have due regard means that the weight given to the need to promote gender equality is proportionate to its relevance to a particular function. It will mean giving more consideration and resources to functions or policies that have most effect on the public, or the Council's employees, or on a section of the public or on a section of the Council's employees, for example, transsexual employees.

The gender equality duty incorporates a statutory duty to pay due regard to the need to eliminate discrimination and harassment towards transsexual staff. This applies at present to employment and vocational training.