

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

Glasgow City Council Secure On-street Cycle Parking – Phase 4

b) Reason for Change in Policy or Policy Development

No change in policy.

This proposal is to expand the existing residential secure on-street cycle parking scheme.

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

The aim of the scheme is to increase the number of people choosing to cycle as a mode of transport. Lack of secure cycle storage in residential accommodation, particularly in Victorian tenements, high rise flats or areas with high household density is a barrier to cycling as a primary mode of transport. The scheme will target areas of Glasgow with high household density to make it easier for people to store their bikes securely.

The existing scheme provides residents with on-street cycle parking in the form of a bike hangar or shelters with the capacity to store 6 bikes. The council has already installed 205 shelter units in three phases which has an occupancy rate of 95%, and there is still a waiting list of 3,200 people across Glasgow. Thus, the council is expanding the scheme to meet this growing demand. The shelters are primarily located in car parking spaces, or where space allows, in areas of underused public realm.

Implementation of the project will provide a range of additional benefits, such as assisting with enabling residents to shift to active travel, reducing traffic congestion and noise pollution, improvements to air quality, better long-term physical and mental health and carbon reduction.

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

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Sophie Battye, 13/12/2023

e) Assessment Verified by (signed and date)

Kevin Argue, 18/12/2023

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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.
GCC undertook public consultation in 2019 to assess the demand for secure on-street cycle parking (shelters). The consultation showed support for the scheme across gender and age.	Gender Age	Consultation indicated support for the scheme across gender and age.
2020 Public Conversation on Glasgow’s Transport Future	All	Results of the consultation indicated that many people wanted to walk and cycle more. Lack of secure cycle storage was raised as a barrier to being able to do this.

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<p>Sustrans Walking and Cycling Index (WACI) 2021</p>	<p>All</p>	<p>WACI showed that 60% of respondents would cycle more if they had access to secure cycle storage at home, more shelters across areas of Glasgow.</p>
<p>Expansion of the residential secure on-street cycle parking project was identified in Glasgow Travel Behaviour Change Strategy as a short-term priority focus.</p>	<p>All</p>	
<p>Since 2019, GCC have piloted a scheme which has seen 205 shelters installed across areas of Glasgow with high household density. Each shelter has the capacity to store 6 bikes and are located in accessible locations, on street or areas of underused public realm.</p> <p>The pilot scheme has 95.12% occupancy across the scheme with a combined waiting list of 1,967 unique users. The pilot scheme has proven that there is high demand for secure on-street cycle parking. GCC has therefore committed to expanding the scheme, providing 500 new shelters (3,000 storage spaces) for residents.</p>	<p>All</p>	<p>Success of the existing scheme indicates current demand for shelters is high.</p> <p>Once a new supplier is identified, we will be promoting the scheme so residents can suggest locations for the new shelters. We will be doing targeted promotion in areas where there isn't currently a shelter or demand for one. This will be to make sure people are aware of the scheme and how to sign up.</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	Women	<p>It will provide a secure place to store a bike on street to reduce the space taken up storing bikes in high population density housing, and to avoid people having to carry their bikes upstairs.</p> <p>The shelters will be placed in areas with high population density, and in areas with high demand. The aim is to have these shelters close to residents’ homes. Shelters will be in well-lit and overlooked areas to avoid anti-social behaviour and improve the feeling of safety.</p> <p>The positive impacts will encourage the modal shift towards cycling, making it easier and safer for people travel more sustainably.</p> <p>Implementation of the project will provide a range of additional benefits, such as assisting with reducing car dependency, improving air quality, and assisting with better long-term physical and mental health through providing additional incentives to aid modal shift and carbon reduction.</p>	N/A	<p>The purchased shelters will be sold-secure diamond accredited which is the highest level of security available in the market. Thus, this scheme will provide assurance to the residents by keeping the cycles safe in the shelters. Shelters are designed for easy handle by residents regardless of any protected characteristics.</p> <p>Shelters’ locations will be selected based on multi-criteria decision analysis which will select location systematically. Criteria like Scottish Index of Multiple Deprivation (SIMD), demand, and household density will be used to choose the suitable locations.</p> <p>One shelter unit occupies only one car parking space, so one unit will help six people’s regular bike journey instead of one person’s private car journey. This scheme will reduce socio-economic disadvantages.</p>

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	Men	As above	As above	As above
	Transgender	As above	As above	
GENDER REASSIGNMENT	<i>As per the Equality Act 2010, find more information here.</i>	As above	As above	As above
RACE*	White	As above	As above	As above
<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	As above	As above	As above
	Asian	As above	As above	As above
	African	As above	As above	As above
	Caribbean or Black	As above	As above	As above
	Other Ethnic Group	As above	As above	As above
DISABILITY	Physical disability	The scheme will reduce the availability of car parking in certain areas. However, no disabled parking bays will be displaced, and the units will be placed to avoid any impact on pedestrian movements (e.g. not blocking dropped kerbs or on areas of used footway).	As above	As above
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment	As above	As above	As above
	Mental Health	As above	As above	As above

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	Learning Disability	As above	As above	As above
SEXUAL ORIENTATION	Lesbian	As above	As above	As above
	Gay	As above	As above	As above
	Bisexual	As above	As above	As above
	Other	As above	As above	As above
AGE	Older People (60+)	As above	As above	As above
	Younger People (16-25)	As above Scheme will allow parents or carers to apply for a storage space on behalf of their dependant. It will also encourage young people to cycle to school, work or further education.	As above	As above
	Children (0-16)	As above Scheme will allow parents or carers to apply for a storage space on behalf of their dependant. It will also encourage children to cycle to school, work or further education.	As above	As above
MARRIAGE & CIVILPARTNERSHIP	Women	As above	As above	As above
	Men	As above	As above	As above

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	Lesbian	As above	As above	As above
	Gay	As above	As above	As above
PREGNANCY & MATERNITY	Women	As above	As above	As above
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	As above	As above	As above

* 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](#).

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Summary of Protected Characteristics Most Impacted

This scheme will have positive or neutral impacts on all the protected characteristics.

Implementation of the project will provide a range of additional benefits, such as assisting with reducing car dependency, improving air quality, and assisting with better long-term physical and mental health through providing additional incentives to aid modal shift and carbon reduction.

Summary of Socio Economic Impacts

This scheme will improve socio-economic balance by helping people to cycle more for regular journeys and by reducing transport poverty in Glasgow. Besides, consideration of deprivation index for the location selection will increase active travel participation for the residents of the most deprived areas of Glasgow.

Summary of Human Rights Impacts

This scheme will have positive impact on human rights in Glasgow.

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?	Not at this stage
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage
Does a Full Impact Assessment need to be undertaken?	Not at this stage

Actions: Next Steps (i.e. is there a strategic group that can monitor any future actions)		
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>At present, Officers are preparing the tender documents for the new contract. Once a supplier has been identified Officers will then begin location selection for each of the new shelters. This shall be done using a Multi Criteria Decision Analysis process which will identify areas with low SIMD, high household density, high demand for shelters amongst other criteria.</p> <p>Once areas have been identified, individual locations will be assessed to determine accessibility and feasibility for installing a new shelter.</p> <p>Each assessment shall be documented to record the</p>	<p>Sophie Battye, Assistant Group Manager, Sustainable Transport, Transport Planning & Delivery, NRS</p>	<p>The expansion of SOSCP phase 4 is due to take place over 5 years from April/May 2024. The project will see approximately 500 new shelters installed across all wards in Glasgow over the 5 year contract period.</p> <p>Officers are currently working on the Multi Criteria Decision Analysis which will select areas across Glasgow which require new shelters.</p>

decisions made in selecting locations.		
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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.