

# 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 CENTRE IMPROVEMENT GRANT FUND: PILOT**

b) Reason for Change in Policy or Policy Development

The purpose of developing the Improvement Grant Fund is to progress actions contained within the adopted [Glasgow City Centre Strategy 2024-30](#) (CCS). Specifically, actions 2.3 and 3.3.

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

The improvement grant fund will facilitate the development of 2 priority actions contained within the CCS. Action 2.3 relates to the establishment of a Development Team with a number of objectives to support development, including a focus on blighted areas and properties in the city centre. Action 3.3 relates to supporting Local Community Projects and small scale interventions, specifically by making minor improvements to the city centre.

The grant is designed to address two key issues: improving the look and feel of the city centre, and finding productive uses for vacant property. In order to address that, the fund contains two application categories: Minor Improvements and Meanwhile Use.

It is proposed that the grant fund is trialled as a pilot for one year. The total funding for the pilot year is £400,000 for the Improvement Grant Fund, split evenly between the two categories of Meanwhile Use and Minor Improvements. Funding has been allocated from existing City Centre Strategy budgets.

The main outcomes of the Improvement Grant Fund are to support the pillars identified in the CCS. The pillars in the strategy are as follows:

- **Magnetic Experience:** the development of more compelling reasons to visit, shop and enjoy the city centre, with the power to surprise and inspire visitors.
- **A Place to Live:** place-based approach to regeneration which responds to climate issues and respects planetary boundaries. It is inclusive, balanced and connected with amenities to support a growing population, and;
- **Front Door to Innovation:** creating opportunities to welcome digital, life sciences, climate science and creative industries into a mix which converges with arts, engineering, and business.

The Improvement Grant Fund will support place-based interventions in the city centre, such as:

- Minor repair works,
- Meanwhile Use,
- Small-scale greening/public space improvements
- Small-scale play infrastructure
- Measures to:
  - Alleviate anti-social behaviour,
  - Increase footfall,
  - Reduce blight

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

Chris Gray (Project Support Officer) – Neighbourhoods, Regeneration and Sustainability

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e) Assessment Verified by (signed and date)

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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.

<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>➤ age</li> <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>The <a href="#">City Centre Strategy 24-30</a> is the overarching regeneration plan for the city centre. To achieve this the CCS took cognisance of a range of strategies including the Glasgow Strategic Plan 2022 – 2027, City Development Plan, Climate Plan, and the Housing Strategy, amongst others. This strategy contained a number of priority actions which the Improvement Grant Fund will help to address.</p> <p>The CCS has incorporated findings from several commissioned reports including <a href="#">Glasgow City Centre Property Market Recovery and Support</a></p>	<p>All.</p> <p>An initial desktop screening exercise was completed as part of the CCS. This will continue to be updated as the strategy develops. It was noted that specific projects in the action plan will be EQIA assessed as required.</p>	<p>The Improvement Grant Fund has been developed as an action borne out of the CCS. Extensive consultation took place in order to inform this strategy. External and internal stakeholders were consulted and helped to shape the strategy.</p>

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<p><a href="#">Interventions by Ryden</a>, the Scottish Cities Alliance report on <i>City Centre Residential Growth</i> by Savills, and the <a href="#">Golden Z report by Stantec</a>. The findings from these reports informed the development of the CCS action plan.</p>		
<p>The City Centre Improvement Grant Fund Pilot is open to anyone who meets the project guidelines.</p> <p>A dedicated webpage has been developed to contain all of the information that relates to the grant fund.</p> <p>The webpage can be found here:  <a href="https://www.glasgow.gov.uk/article/9698/Glasgow-City-Centre-Improvement-Fund">https://www.glasgow.gov.uk/article/9698/Glasgow-City-Centre-Improvement-Fund</a></p> <p>A smart application form has been developed for applicants to complete. The application forms and the guidance have been subject to full accessibility checks.</p>	<p>All.</p> <p>The Improvement Grant Fund is open for all protected characteristics to apply to and will not preclude anybody based on their protected characteristics.</p> <p>The improvement Grant Fund is intended to improve the look and feel of the city centre through place-based interventions. These interventions are likely to positively impact all the protected characteristic groups.</p>	<p>An evaluation will be undertaken by the project team at the end of the pilot year, or when all available funding has been drawn down.</p> <p>A progress report will be provided to the EHTR committee to report on the outcomes and proposed next steps.</p>
<p>The Improvement Grant Fund committee report has been circulated to all NRS Grade 9s and 10s for review. This also contains the application forms, guidance and appraisal forms.</p> <p>The financial and legal aspects of the grant were developed with the relevant departments to ensure compliance.</p>	<p>All</p>	<p>Further comments and suggestions will be considered and incorporated into the Improvement Grant Fund.</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	<p>The Improvement Grant Fund is likely to have a positive impact on this group.</p> <p>The Improvement Grant Fund is intended to support any person who wants to make a place-based improvement to the city centre.</p> <p>The Improvement Grant Fund outlines a range of placed-based interventions that will help to alleviate issues associated with the city centre and these are likely to have a positive impact on all protected characteristics.</p>	There are no negative impacts anticipated.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Men	As above	No negative impact is perceived.	The outcomes associated with the grant are informed by the priority actions in

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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
				<p>the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Transgender	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
<b>RACE*</b>	White	<p>The Improvement Grant Fund is likely to have a positive impact on this group.</p> <p>The Improvement Grant Fund is intended to support any person who wants to make a place-</p>	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p>

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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
		<p>based improvement to the city centre.</p> <p>The Improvement Grant Fund outlines a range of placed-based interventions that will help to alleviate issues associated with the city centre and these are likely to have a positive impact on all protected characteristics.</p>		<p>There will be no impact on human rights.</p>
<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>	<p>Mixed or Multiple Ethnic Groups</p>	<p>As above</p>	<p>No negative impact is perceived.</p>	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	<p>Asian</p>	<p>As above</p>	<p>No negative impact is perceived.</p>	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to</p>

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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
				<p>small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	African	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Caribbean or Black	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Other Ethnic Group	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p>

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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
				<p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
<b>DISABILITY</b>	Physical disability	<p>The Improvement Grant Fund is likely to have a positive impact on this group.</p> <p>The Improvement Grant Fund is intended to support any person who wants to make a place-based improvement to the city centre.</p> <p>The Improvement Grant Fund outlines a range of placed-based interventions that will help to alleviate issues associated with the city centre and these are likely to have a positive impact on all protected characteristics.</p>	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>

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<b>Protected Characteristic</b>	<b>Specific Characteristics</b>	<b>Positive Impact (it could benefit an equality group)</b>	<b>Negative Impact – (it could disadvantage an equality group)</b>	<b>Socio Economic / Human Rights Impacts</b>
<p><i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i></p>	Sensory Impairment (sight, hearing, )	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Mental Health	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Learning Disability	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p>

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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
				There will be no impact on human rights.
<b>LGBT</b>	Lesbians	<p>The Improvement Grant Fund is likely to have a positive impact on this group.</p> <p>The Improvement Grant Fund is intended to support any person who wants to make a place-based improvement to the city centre.</p> <p>The Improvement Grant Fund outlines a range of placed-based interventions that will help to alleviate issues associated with the city centre and these are likely to have a positive impact on all protected characteristics.</p>	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Gay Men	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the</p>

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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
				<p>city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Bisexual	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
<b>AGE</b>	Older People (60 +)	<p>The Improvement Grant Fund is likely to have a positive impact on this group.</p> <p>The Improvement Grant Fund is intended to support any person who wants to make a place-based improvement to the city centre.</p> <p>The Improvement Grant</p>	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>

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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
		Fund outlines a range of placed-based interventions that will help to alleviate issues associated with the city centre and these are likely to have a positive impact on all protected characteristics.		
	Younger People (16-25)	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Children (0-16)	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p>

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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
				There will be no impact on human rights.
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	<p>The Improvement Grant Fund is likely to have a positive impact on this group.</p> <p>The Improvement Grant Fund is intended to support any person who wants to make a place-based improvement to the city centre.</p> <p>The Improvement Grant Fund outlines a range of placed-based interventions that will help to alleviate issues associated with the city centre and these are likely to have a positive impact on all protected characteristics.</p>	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Men	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a</p>

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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
				<p>positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Lesbians	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
	Gay Men	As above	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
<b>PREGNANCY &amp;</b>	Women		No negative impact is	The outcomes associated with the grant

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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
<b>MATERNITY</b>		<p>The Improvement Grant Fund is likely to have a positive impact on this group.</p> <p>The Improvement Grant Fund is intended to support any person who wants to make a place-based improvement to the city centre.</p> <p>The Improvement Grant Fund outlines a range of placed-based interventions that will help to alleviate issues associated with the city centre and these are likely to have a positive impact on all protected characteristics.</p>	perceived.	<p>are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure projects.</p> <p>There will be no impact on human rights.</p>
<p><b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a>.</p>	See note	<p>The Improvement Grant Fund is likely to have a positive impact on this group.</p> <p>The Improvement Grant Fund is intended to</p>	No negative impact is perceived.	<p>The outcomes associated with the grant are informed by the priority actions in the CCS.</p> <p>It is envisioned that there will be a positive socio-economic benefit for the city centre, from increased foot flow to small scale green infrastructure</p>

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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
		<p>support any person who wants to make a place-based improvement to the city centre.</p> <p>The Improvement Grant Fund outlines a range of placed-based interventions that will help to alleviate issues associated with the city centre and these are likely to have a positive impact on all protected characteristics.</p>		<p>projects.</p> <p>There will be no impact on human rights.</p>

\* 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

The Improvement Grant Fund is intended to support any person who wants to make a place-based improvement to the city centre. Utilisation of the grant fund is likely to have a positive impact on the protected groups. Outcomes such as reducing blight, meanwhile use schemes, and creating small scale greening infrastructure is likely to have a positive effect on all characteristic groups.

## Summary of Socio Economic Impacts

There are not likely to be any negative socio-economic impacts associated with delivering the Improvement Grant Fund Strategy.

The Improvement Grant Fund is intended to deliver place-based improvements such as:

- Minor repair works,
- Meanwhile Use,
- Small-scale greening/public space improvements
- Small-scale play infrastructure
- Measures to:
  - Alleviate anti-social behaviour,
  - Increase footfall,
  - Reduce blight

Successfully delivering these improvements, through the grant fund, will contribute to improving the look and feel of the city centre.

## Summary of Human Rights Impacts

No adverse impact on human rights.

## 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

<b>Actions: Next Steps</b> (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>Finalise feedback received from colleagues</p> <p>Report the City Centre Improvement Grant Fund to the EHTR committee.</p> <p>Report to City Administration Committee for approval.</p> <p>Report back to the EHTR committee to update on progress of the pilot in September 2025.</p>	<p>Lead officer is Chris Gray (NRS)</p> <p>Project sponsor is Jane Laiolo (NRS)</p>	<p>An evaluation will be undertaken by the project team at the end of the pilot year, and the key findings and proposed next steps will be reported to the EHTR committee on completion. The grant fund will be assessed in a number quantitative and qualitative ways. These will include measures such as foot flow, property vacancy rates and attitudinal feedback on the impact of changes to improve the look and feel of the city centre. If the outcomes are positive the intention would be to continue the scheme on an annual basis while funding allows, up to the end of the current City Centre Strategy which is due to complete in 2030.</p>



## 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.