

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 publicly 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.

Social Innovation Challenge Fund

b) Reason for Change in Policy or Policy Development

In June 2021 Glasgow was invited to take part in The Bloomberg Harvard City Leadership Initiative which equips mayors and senior city officials with leadership skills and management tools to tackle their cities' complex challenges and improve people's quality of life.

As a result of The Bloomberg Harvard City Leadership Initiative, a city leadership team were invited to participate in the Innovation Track Programme, which is a cohort-based training model designed to support cities to learn how to adopt a design-based innovation approach to solve challenging problems in new ways.

As part of the Innovation Track the team identified that a challenging problem for the city was that there are systemic barriers in place that impact on underrepresented communities' ability to access the necessary support that would enable greater levels of entrepreneurship. This is a particular problem for women, minority ethnic communities, as well as younger and older people from areas where there are high levels of social deprivation.

One of the key outputs to address these systemic barriers is the creation of a new Social Innovation Challenge Fund. This fund will empower representatives of underrepresented groups to design products and services that will stimulate entrepreneurship within target groups, as well as linking them in with existing mainstream support.

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

The Social Innovation Challenge Fund aims to help those from underrepresented groups to overcome the systemic challenges that make it difficult to become successful entrepreneurs. The fund aims to catalyse innovation and support people from these groups to take those first steps to starting up, sustain and grow businesses in Glasgow.

Proposals are invited that will connect and empower Glasgow early-stage entrepreneurs and startups. The fund is designed to strengthen infrastructure, resources, and support activities accessible to the pre-startup and start up community. While the Social Innovation Challenge Fund seeks to nurture startups, it does not provide direct funding for individuals to start their business.

The Social Innovation Challenge Fund is open to applications that align with any of the four key themes:

- Promote and establish new entrepreneurial engagement in disadvantaged areas within the city and with previously underrepresented communities in the city.
- Promote Glasgow as a place to start a business, breaking down barriers that exist in preventing people from taking risk and becoming entrepreneurs.
- Promote actual or new networks (business related or not) that support the development of businesses of minority ethnic communities and/or other underrepresented communities.
- Promote the business support services of Glasgow City Council and those of our partners, ensuring a conjoined and collaborated approach.

The approach to the Challenge Fund is centred around the following key areas:

1. Collation of appropriate data and stakeholder/community engagement.

The collation of data via census population, the use of the Scottish Index of Multiple Deprivation (SIMD 20%) and the Business Gateway Customer Relationship Management (CRM) system, has provided a comprehensive overview of entrepreneurial engagement with Business Support Services within Glasgow City Council.

This data has highlighted the requirement for additional engagement with disadvantaged communities and underrepresented communities within the City's population.

A series of online engagement and information sessions will also be held to promote the aims of the Social Innovation Challenge Fund with;

- Existing organisations working with under-represented groups with experience of supporting entrepreneurs set up or grow a business or social enterprise.
- Established organisations looking to deliver new projects with pre-start or start-ups that will innovate, inspire and strengthen links between the business support ecosystem and under-represented groups.

- Third Sector organisations/ Social Enterprises enabling early-stage entrepreneurialism and start up in the under-represented communities.

2. Application Process

The Social Innovation Challenge Fund will invite an expression of interest from eligible applicants via an online application process (which will also be available to download) or via email communication including the form template. The Glasgow City Council website promoting the information on the Social Innovation Challenge Fund process is available in other formats: Translation, Visually Impaired, Audio, BSL, Large Print and Braille.

The expression of interest form has been devised to extract appropriate information on the diversity of the organisations applying for funding, as well as the clients of the organisations. This means that more information on equalities outcomes can be gathered during the monitoring process, which in turn, can influence future phases of the Fund.

A package of support and guidance will be provided to applicants during the application window, including, step-by-step guidance on the process, and direct access to CED Business Support staff.

After screening of the initial Expression of Interests, successful applicants will be invited to apply for the second stage of the process.

3. Strategic Alignment of the Challenge Fund

The Social Innovation Challenge Fund aims to align with the following Council and Economic Development strategic aims:

Council Strategic Plan 2022 – 2027:

Grand Challenges

Grand Challenge 1: Reduce Poverty and inequality in our communities.

Grand Challenge 2: Increase opportunity and prosperity for all our citizens

Grand Challenge 4: Enable staff to deliver essential services in a sustainable, innovative, and efficient way for our communities.

Themes

“Growing our Economy” – promoting entrepreneurship in the city.

“Innovation” – social innovation and engaging communities.

“A Fairer Glasgow” – working with diverse and community wealth building.

Glasgow Economic Strategy 2023 – 2030:

Action 14 - We will provide dedicated advisory support to grow the number of Black, Asian and Minority Ethnic businesses in the city.
Action 16 - We will support entrepreneurial talent, to create more pre-start and viable early-stage growth companies, starting with the Runway Programme which will work with undergraduate and post graduate students.
Action 17 - Through the provision of a dedicated resource, we will provide support to increase the number of women entrepreneurs and women-led businesses in the city.

4. Assessment

The Programme team will establish a co-production working group with colleagues who participated in the Innovation Track programme to progress applications in a considered and appropriate way. The activity could be a ‘test and learn’ opportunity or the expansion of an existing model but delivered within a new area.

The co-production working group will include subject matter experts into the assessment process. Aside from allowing for better strategic link up and avoidance of duplication, this layer will allow better scrutiny of good practice. This means that in relation to equalities, this expertise will lead to greater understanding of genuine work with people with protected characteristics, rather than those applications that are merely ‘box ticking’ in saying that they work with those communities of interest.

5. Monitoring

The monitoring process for the Social Innovation Challenge Fund will be developed in conjunction with strategic lead officers/subject matter experts from across the Council Family and equalities partners, with the aim of having more information on equalities outcomes that can be used to influence future phases of the Fund.

Applicants will also be asked to commit to principles set out in the Council Net Zero strategy to reduce carbon emissions by 2030.

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

Keith Houston/Ivonne Hamilton

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.

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 key 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>1. The Social Innovation Challenge Fund team have collated information from the Scottish Census 2022 , the Scottish Index of Multiple Deprivation (SIMD 20%) 2020 and statistical data from the Business Gateway CRM database to allow for analysis on the following:</p> <ul style="list-style-type: none"> • Engagement with under-represented and disadvantaged groups in the city and our Business Support services. • Identify the number of business start-ups from these groups within the city over the past twelve months for fiscal year 2023/24. 	<p>The references are to all protected characteristics across the board, however, there are more likely to be impacts in relation to: age, race/ethnicity, gender, due to the nature of organisations that apply for the Fund.</p> <p>Specific characteristics such as religion or belief (including lack of belief), gender reassignment, sexual orientation, marriage and civil partnership and pregnancy and maternity cannot be identified through the datasets used.</p>	<p>The City Team interviewed stakeholders and citizens and reviewed literature to learn about:</p> <ul style="list-style-type: none"> • Opportunities and obstacles faced by underrepresented communities in setting up a business. • Level of awareness and risk aversion. • Perception of entrepreneurship in the city. • Providing a platform to further develop and strengthen ongoing

EQIA Screening Form

productive working relationships.

As part of the Innovation Track the team identified that a challenging problem for the city was that there are systemic barriers in place that impact on underrepresented communities' ability to access the necessary support that would enable greater levels of entrepreneurship.

This is a particular problem for women, minority ethnic communities, as well as younger and older people from areas where there are high levels of social deprivation.

Officers from the Social Innovation Challenge Fund will hold a series of online information sessions to enable promotion of the fund and engagement with local organisations, including those from the disadvantaged and under-represented groups we are seeking to reach with the fund.

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	As outlined in the summary, several steps of engagement and consideration have been put in place to emphasise equality groups. This includes that the monitoring process for the Social Innovation Challenge Fund will be developed in conjunction with strategic lead officers/subject matter experts from across the Council Family and equalities partners, with the aim of having more information on equalities outcomes that can be used to influence future phases of the fund.	None identified at this stage as steps have been taken to promote equality considerations of the process. However further monitoring will be required.	<p>In addition to finances being identified as a key theme of the Social Innovation Challenge Fund, the Economic Development Advisory Panel are invited to agree that successful applicants to the fund would be asked to commit to helping Glasgow's strategy of achieving Net Zero by 2030. https://www.glasgow.gov.uk/article/9330/Glasgow-Climate-Adaptation-Plan-2022-2030</p> <p>The aims and themes of the fund outline the positive socio-economic impacts it is hoped will be achieved.</p> <ul style="list-style-type: none"> Promote and establish new entrepreneurial engagement in disadvantaged areas within the city and with previously underrepresented communities in the city. Promote Glasgow as a place to start a business, breaking down barriers that exist in preventing people from taking risk and

EQIA Screening Form

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>becoming entrepreneurs.</p> <ul style="list-style-type: none"> Promote actual or new networks (business related or not) that support the development of businesses of minority ethnic communities and/or other underrepresented communities. Promote the business support services of Glasgow City Council and those of our partners, ensuring a conjoined and collaborated approach. <p>All of the above aims, it is hoped, will improve the circular economy in the communities where projects are being undertaken. They will foster a greater sense of community inclusion and empowerment among those from the disadvantaged and underrepresented groups we are seeking to connect with.</p>
	Men	As above	As above	As above
	Transgender	As above	As above	As above
RACE*	White	As above	As above	As above
<i>Further information on the breakdown</i>	Mixed or Multiple Ethnic Groups	As above	As above	As above

EQIA Screening Form

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
<i>below each of these headings, as per census, is available here.</i> <i>For example, Asian includes Chinese, Pakistani and Indian etc</i>	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	As above	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	As above
	Mental Health	As above	As above	As above
	Learning Disability	As above	As above	As above
LGBT	Lesbians	As above	As above	As above
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above
AGE	Older People (60 +)	As above	As above	As above
	Younger People (16-25)	As above	As above	As above
	Children (0-16)	As above	As above	As above
MARRIAGE & CIVIL	Women	As above	As above	As above

EQIA Screening Form

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
PARTNERSHIP				
	Men	As above	As above	As above
	Lesbians	As above	As above	As above
	Gay Men	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](#).

Summary of Protected Characteristics Most Impacted

A number of equality considerations have been incorporated into the process to support equality groups. These include;

- Ensuring engagement and Innovation Track sessions included organisations will be representative of equality groups.
- Promoting availability of alternative formats and languages as part of the application process.
- Strengthening equality questions in the application process, which will in turn help to inform equality outcome monitoring during the monitoring process.
- Ensuring the panel assessing funding applications has a diverse constitution and equality subject matter experts review initial recommendations to improve understanding of genuine work with people with protected characteristics, rather than those applications that are merely 'box ticking' in saying that they work with those communities of interest.

Summary of Socio Economic Impacts

The Social Innovation Challenge Fund, it is hoped, will improve the circular economy in the communities where projects are being undertaken. The aims of the fund will foster a greater sense of community inclusion and empowerment among those from the disadvantaged and underrepresented groups we are seeking to connect with.

Providing these groups with the access and confidence to take the first steps to becoming entrepreneurs will improve the circular economy of communities in the city.

Summary of Human Rights Impacts

None identified at this stage.

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>Officers from the Social Innovation Challenge Fund will hold a series of online information sessions to enable promotion of the fund and engagement with local organisations, including those from the disadvantaged and under-represented groups we are seeking to reach with the fund.</p>	<p>Ivonne Hamilton Keith Houston</p>	<p>Information Sessions with relevant stakeholders to promote the aims and themes of the fund were held on the following dates:</p> <ul style="list-style-type: none"> • 5th of December 2024 • 12th of December 2024 • 19th of December 2024

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 taken 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.