**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

1. **Gathering Evidence & Stakeholder Engagement**

Collect datato evidence the type of barriers people face to accessing services (research, consultations, complaintsand/or consult with equality groups)

1. **Assessment & Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

1. **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

1. **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**:

1. Name of the Policy, Project, Service Reform or Budget Option to be screened;

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| Community Renewable Energy Framework |

1. Reason for Change in Policy or Policy Development;

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| The Community Renewable Energy Framework (CREF) aims to support increased generation of renewable energy from community-owned assets by identifying a portfolio of sites which are suitable for community-led renewable energy development and outlining a process that enables GCC to work with communities to enable the delivery of such projects. |

1. List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option;

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| **Summary of CREF and Aims**  The CREF is a new policy framework, which sets out a package of support for community-owned renewable energy projects, including how GCC-owned land can be leased to communities for installation of renewable energy generation technologies. Whilst there are existing community-owned renewable energy projects in Glasgow, there is no formal support currently in place to enable communities and GCC to transact land for this purpose.  To select the 4 sites for the launch of the CREF, GCC screened 100+ sites. The screening process used technical filters and the Scottish Index of Multiple Deprivation and identified sites located in the most deprived 20% and 10% of Glasgow.  The main focuses of the CREF are:   * To encourage the generation of electricity from renewable sources; * to meet our city and national net zero target; * improve the health of the Glasgow’s Population; * reduce fossil fuel use and dependency and to reduce fuel poverty.   The CREF can complement existing support for community energy through the Scottish Government’s Community and Renewable Energy Scheme (CARES). Previously, CARES support has included legal support, technical feasibility support, and project management support. Discussion with LES is ongoing to determine the level of support that can be provided to communities through CARES.  **Intended Outcomes**  The CREF will empower local communities and provide opportunities to learn and develop skills. Through the development of their community energy project, participating groups will use and develop skills including financial planning for projects, design, project management, and communication and will build their knowledge of the renewables sector.  Through encouraging collaboration among local groups to develop a proposal, the CREF will build community cohesion.  Furthermore, successful applicants and the local community will benefit from the sale of energy. The CREF requires that any profits are invested directly back into the local community. The successful applicant will have ultimate discretion over how profits are allocated to the community, within the scope of eligible activities, such as grant funding to local schools or community initiatives. These investments are likely to improve mental and physical health outcomes in the relevant locality.  Note: This EQIA presently applies to the Community Renewable Energy Framework and the elements contained within it, however a further EQIA may be required for the individual CREF projects coming forward.  Community Renewable Energy Framework Link - https://onlineservices.glasgow.gov.uk/councillorsandcommittees/viewSelectedDocument.asp?c=P62AFQDN81Z3NTT1DN |

1. Name of officer completing assessment (signed and date);

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| --- |
| Nikolaj Lerche 11/02/25 |

1. Assessment Verified by (signed and date);

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| --- |
| Charlotte Wallace 17.2.25 |

# 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.

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| 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:   * 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. |
| Scottish Government data on Poverty and Income Inequality in Scotland shows that in the last 15 years, the youngest households (household heads aged 16-24) have been consistently more likely to be in relative poverty compared to older households and evidence shows ethnic minority households are likely to have deeper levels of poverty.  Households with one or more disabled people are more likely to be in poverty. 23% of people in households with a disabled household member were in relative poverty after housing costs in 2017-20, compared to 17% of people with no disabled household members.  [National Fuel Poverty Indicator](chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https:/www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2018/11/home-energy-efficiency-scotland-scheme-case-studies/documents/case-studies/heeps-case-study-glasgow-city-council-abs-reporting-and-evaluation-part-two/heeps-case-study-glasgow-city-council-abs-reporting-and-evaluation-part-two/govscot%3Adocument/Glasgow%2BCity%2BHEEPS%2BABS%2BReporting%2Band%2BEvaluation%2BPart%2B2.pdf)  [Unclaimed Tenancy Deposit Equality Impact Assessment](https://www.gov.scot/publications/unclaimed-tenancy-deposits-equality-impact-assessment-results/pages/5/) [House Condition Survey: Fuel Poverty](https://www.gov.scot/publications/scottish-house-condition-survey-2022-key-findings/pages/3-fuel-poverty/)  [Fuel Poverty, Cold Homes and Health Inequalities in the UK](https://www.instituteofhealthequity.org/resources-reports/fuel-poverty-cold-homes-and-health-inequalities-in-the-uk), Institute of Health report (published 2022) | race and/or ethnicity, age, disability.  Pregnancy | To encourage access to CREF support, CREF applicants are expected to comply with GCC’s Equalities Policy. CREF applicants must also have a membership process based on non-discriminatory criteria.  The launch of CREF sites will be made accessible for those with protected characteristics to maximise engagement and access.  As the CREF is delivered, we are committed to further review of any impacts on protected characteristics within elected members and local communities. Ongoing review and discussion will support any updates to CREF delivery to ensure impacts on protected characteristics are fully considered. |
| [No Climate Justice Without Racial Justice](https://carbonliteracy.com/no-climate-justice-without-racial-justice/)  Climate justice outlines that those who contribute the least to climate change are most vulnerable to the impacts of climate change.  Marginal communities, such as low-lying pacific island states, will be affected earlier and to a greater extent than high emitting developed nations, such as Russia, Europe, and the USA.  Within developed nations, [studies](https://www.washingtonpost.com/outlook/2020/06/03/im-black-climate-scientist-racism-derails-our-efforts-save-planet/) have found that Black and minority ethic communities disproportionately bear climate impacts.  Quoting the Rt Hon David Lammy, MP for Tottenham – “Black Americans are exposed to 56% more pollution than they cause, white Americans breathe 17% less air pollution than they produce. It gives a whole new meaning to the Black Lives Matter slogan ‘I can’t breathe’”. In his recent TED Talk, he goes on to explain that this is no coincidence. “The cheapest housing tends to be next to the busiest roads, and many of the lowest-paid jobs are in the most polluting industries. People of colour consistently lie at the bottom of the housing, educational and employment ladders. This story connects Black communities across the world, from London, to Lagos, to LA”.  Although the climate crisis will leave no country or community unaffected, its social impacts deepen the inequalities that we see throughout the world in terms of the most marginalised. In this sense, climate justice cannot be achieved without racial justice. | Race and/or ethnicity | The CREF is rooted in the idea of Climate Justice and CREF support is targeted towards communities which are least likely to benefit from the opportunities of adapting to climate change.  The CREF sites were selected through a screening process which identified sites in the most deprived 20% and 10% of Glasgow. |
| People who are elderly, very young, disabled, or pregnant are also at elevated risk of negative health outcomes from cold homes.  [Tackling Fuel Poverty In Scotland](chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https:/www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2021/12/tackling-fuel-poverty-scotland-strategic-approach2/documents/tackling-fuel-poverty-scotland-strategic-approach/tackling-fuel-poverty-scotland-strategic-approach/govscot%3Adocument/tackling-fuel-poverty-scotland-strategic-approach.pdf)  [Fuel Poverty, Cold Homes and Health Inequalities in the UK](https://www.instituteofhealthequity.org/resources-reports/fuel-poverty-cold-homes-and-health-inequalities-in-the-uk), Institute of Health report (published 2022)  [Scottish Fuel Poverty Advisory Panel recommendations](https://www.gov.scot/publications/scottish-government-response-scottish-fuel-poverty-advisory-panel-recommendations-september-2023/pages/2/) | race and/or ethnicity, age, disability, pregnancy. |  |
| [Climate Change & the LGBTQIA+ Community](https://carbonliteracy.com/climate-change-the-lgbtq-community/#:~:text=The%20discrimination%20of%20the%20LGBTQIA%2B,in%20accessing%20necessary%20medical%20services)  LGBTQIA+ people are more vulnerable to poverty and exclusion.   * [Studies](https://theconversation.com/transgender-americans-are-more-likely-to-be-unemployed-and-poor-127585) that show the unemployment rate for transgender people is three times higher than the rest of the general population, and even high for black transgender people. * AKT, a UK organisation supporting LGBTQIA+ homeless youth, found that in the UK, [24% of homeless young people](https://www.akt.org.uk/what-we-do) are LGBTQIA+ individuals.   “The discrimination of the LGBTQIA+ community is emphasised when it comes to climate disaster. By not having the same social rights as the rest of the population, LGBTQIA+ people [face greater problems](https://www.tandfonline.com/doi/abs/10.1080/0966369X.2013.802673) during and after climate disasters e.g. in accessing necessary medical services.” | Gender reassignment, sexuality | To encourage access to CREF support, CREF applicants are expected to comply with GCC’s Equalities Policy. CREF applicants must also have a membership process based on non-discriminatory criteria. |
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# 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.

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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** |
| **SEX** | Women | General: The CREF is expected to have a positive impact across a range of protected characteristics.  The CREF will support knowledge and skill formation and by increasing direct investment into community services.  The CREF will provide an opportunity for community cohesion by encouraging groups to work together to develop a proposal.  By leasing sites in SIMD areas, the CREF is expected to have a greater impact on vulnerable groups which are more likely to be concentrated in areas of multiple deprivation. | General: The CREF will require time and input from participating communities. Marginalised groups are often already time and resource poor so the increase burden may be a barrier to access.  This could mean that communities who need help the most may not be able to participate, and communities with the privilege or time are more likely to be involved. Although the CREF mechanisms should break down some of these barriers, it is recognised that not all barriers are broken down. | To encourage access to CREF support, CREF applicants are expected to comply with GCC’s Equalities Policy. CREF applicants must also have a membership process based on non-discriminatory criteria. |
|  | Men | As above | As above |  |
|  | Transgender | As above | As above |  |
|  | | | | |
| **GENDER REASSIGNMENT** | *As per the Equality Act 2010, find more information* [*here*](https://www.equalityhumanrights.com/en/our-work/news/protecting-people-sex-and-gender-reassignment-discrimination)*.* | As above | As above |  |
|  | | | | |
| **RACE\*** | White | No evidence of Impact | Distribution of positive impacts may vary between ethnic groups depending on the demography of site-locations and of the community served by applicants. |  |
| *Further information on the breakdown below each of these headings, as per census, is available* [*here.*](https://www.google.co.uk/url?sa=t&rct=j&q&esrc=s&source=web&cd=1&ved=0ahUKEwij_q-kganSAhXEDsAKHZoeBgcQFggcMAA&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fprimary-set-of-harmonised-concepts-and-questions%2Fethnic-group.pdf&usg=AFQjCNFH-QwgZzHMg_lyyP4rhOqS2uZWjw) | Mixed or Multiple Ethnic Groups | No evidence of Impact | See above |  |
| Asian | No evidence of Impact | See above |  |
| African | No evidence of Impact | See above |  |
| *For example Asian includes Chinese, Pakistani and Indian etc* | Caribbean or Black | No evidence of Impact | See above |  |
| Other Ethnic Group | No evidence of Impact | See above |  |
|  | | | | |
| **DISABILITY** | Physical disability | Yes, The policy framework could impact positively on disabled people in SIMD areas by generating income which could be invested in alleviating Fuel Poverty, Cold Homes and Health Inequalities in Scotland. |  | Additional costs associated with disability include higher bills for fuel and food, costs of vital equipment and accessible transport, charges for social care. |
| *A definition of*  *disability under the Equality Act 2010 is* | Sensory Impairment (sight, hearing, ) | No evidence of impact |  |  |
| Mental Health | No evidence of impact |  |  |
| *available* [*here.*](https://www.gov.uk/definition-of-disability-under-equality-act-2010) |
|  | Learning Disability | No evidence of impact |  |  |
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| **SEXUAL ORIENTATION** | Lesbian | No evidence of Impact | No evidence of Impact |  |
|  | Gay | No evidence of Impact | No evidence of Impact |  |
|  | Bisexual | No evidence of Impact | No evidence of Impact |  |
|  | Other | No evidence of Impact | No evidence of Impact |  |
|  | | | | |
| **AGE** | Older People (60+) | Yes, The policy framework could impact positively on older people in SIMD areas by generating income which could be invested in alleviating Fuel Poverty, Cold Homes and Health Inequalities in Scotland. | No evidence of Impact | According to the Scottish Housing Condition Survey (SHCS) the average fuel poverty rate in Glasgow City is approximately 27% of all homes.  A survey by Age Scotland found that 39% of over 65s were living in fuel poverty in 2023 up from 19% in 2021. |
|  | Younger People (16-25) | No evidence of impact | No evidence of impact |  |
|  | Children (0-16) | No evidence of impact | No evidence of impact |  |
|  | | | | |
| **MARRIAGE & CIVILPARTNERSHIP** | Women | No evidence of Impact | No evidence of Impact |  |
|  | Men | No evidence of Impact | No evidence of Impact |  |
|  | Lesbian | No evidence of Impact | No evidence of Impact |  |
|  | Gay | No evidence of Impact | No evidence of Impact |  |
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| **PREGNANCY & MATERNITY** | Women | No evidence of impact | No evidence of impact |  |
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| **RELIGION & BELIEF**\*\*  A list of religions used in the census is available [here.](https://www.google.co.uk/url?sa=t&rct=j&q&esrc=s&source=web&cd=2&ved=0ahUKEwi0tbauhqnSAhVkDMAKHRrOBtAQFggkMAE&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fsecondary-set-of-harmonised-concepts-and-questions%2Fnational-and-religious-identity.pdf&usg=AFQjCNEq3xYwRxcbtwe3qqtyFgstlLd1WQ&bvm=bv.148073327%2Cd.ZGg) | See note | No evidence of Impact | No evidence of Impact |  |

\* 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.](https://www.google.co.uk/url?sa=t&rct=j&q&esrc=s&source=web&cd=2&ved=0ahUKEwi0tbauhqnSAhVkDMAKHRrOBtAQFggkMAE&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fsecondary-set-of-harmonised-concepts-and-questions%2Fnational-and-religious-identity.pdf&usg=AFQjCNEq3xYwRxcbtwe3qqtyFgstlLd1WQ&bvm=bv.148073327%2Cd.ZGg)

Summary of Protected Characteristics Most Impacted

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| The policy framework could impact positively on vulnerable groups by generating income which could be invested in alleviating Fuel Poverty, Cold Homes and Health Inequalities in Scotland. |

Summary of Socio-Economic Impacts

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| The CREF provides a strategic overview of the existing and planned policy interventions required to support community renewable energy generation on vacant and derelict land in areas with high incidence of multiple deprivation.  The CREF can help enable Glasgow to meet its carbon budgets, lower energy bills, improving quality of life, and support skilled green jobs and our longer-term net zero targets. The CREF will also build community cohesion and encourage knowledge and skill formation.  Since the renewable energy asset and associated profits will be community-owned, successful applicants will invest profits into their local communities, thus improving outcomes for vulnerable groups (for example, through alleviating fuel poverty and energy costs). |

Summary of Human Rights Impacts

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| N/A |

# OUTCOMES, ACTION & PUBLIC REPORTING

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| --- | --- |
| **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 present stage as individual project detail is not yet available |
| **Does a Full Impact Assessment need to be undertaken?** | Not at present stage as individual project detail is not yet available |

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| **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)** |
| Engagement Launch of the programme and framework to encourage representation from a diverse range of groups from the selected communities. | Charlotte Wallace | Monitoring will be undertaken during the first six months of the soft launch of this program. After 6 months a review of the EqIA will be undertaken to ensure that the programme continues to successfully engage with communities and no negative impacts have arisen.  In addition, independent EqIAs will be submitted by communities for individual CREF projects, prior to their approval through the PMGCr process. |

**Public Reporting**

All completed EQIA Screenings are required to be publicly available on the [Council EQIA Webpage](https://www.glasgow.gov.uk/index.aspx?articleid=17533) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](https://www.glasgow.gov.uk/index.aspx?articleid=17533): Pgs. 11-12)

# 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](https://www.gov.uk/equality-act-2010-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](http://www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-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](https://www.gov.scot/binaries/content/documents/govscot/publications/guidance/2018/03/fairer-scotland-duty-interim-guidance-public-bodies/documents/00533417-pdf/00533417-pdf/govscot%3Adocument)

**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.