

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

An updated Local Transport Strategy is being developed for the city of Glasgow, together with two further transport plans looking at the City Centre, and at Liveable Neighbourhoods. This EqIA largely relates to the overarching city-wide transport strategy.

b) Reason for Change in Policy or Policy Development

An up to date Local Transport Strategy for Glasgow is required to support a number of projects going forward in Glasgow, particularly as the existing LTS is for 2007-09. Together with the new City Centre Transformation Plan and Liveable Neighbourhoods Plan, this suite of new transport plans respond to several challenges:

- The need to tackle inequality in Glasgow and acknowledging the role transport plays in that
- Policy / goal of carbon neutrality by 2030
- To support continued economic growth in the City, focusing on inclusive growth
- Changing policy, legislative and social context for travel demand and transport provision in the City and Scotland
- Connectivity Commission report for Glasgow
- The need for clear outcome-led transport policy frameworks to cover a range of projects being delivered in Glasgow.

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

The main outcome of the transport strategy work in 2019-21 is a new transport strategy for the city. In addition, a new City Centre Transformation Plan and Liveable Neighbourhoods Plan will be produced.

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

Deborah Paton, Connectivity Plan Manager

e) Assessment Verified by (signed and date)

Project Coordination Group and Project Board for Connecting Communities Workstream, June 2020

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. |
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| <p>Scottish Household Survey data including 2018 data published in 2019. https://www2.gov.scot/Topics/Statistics/16002/LAtables2018</p> <p>Community Planning Partnership Performance Management Framework Portal also draws on Scottish Household Survey data https://www.glasgowcpp.org.uk/index.aspx?articleid=15815</p> <p>Scottish Government Equality Evidence finder http://www.equalityevidence.scot/</p> | <p>Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief.</p> | <p>This EqIA screening work will inform engagement and consultation transport issues in 2020 and 2021</p> <p>Main issues from this source that will inform the approach to engagement and development of the plans:–</p> <ul style="list-style-type: none"> - Glasgow has a relatively young population with a median age of 35, compared to 42 for Scotland. - Over a quarter of respondents to the Scottish Household Survey for Glasgow in 2018 said they had a long term limiting physical or mental health issue (though this is less than Scotland as a whole). - Glasgow has a higher non-white population than Edinburgh which has implications for the provision of travel services to ensure they meet cultural needs and barriers are not an issue in accessing transport for various populations e.g. language. Glasgow has a significantly larger Asian population than Scotland on average. There is also a sizeable African population compared to Scotland as a whole. - Glasgow has significantly more people living in a flat, maisonette or apartment compared to Scotland as a whole - double the proportion. - Glasgow has a higher proportion of people living in rented accommodation than Edinburgh and Scotland as a whole, with a particularly high proportion living in social rented accommodation. - Over 40% of households were in Glasgow City are in the most deprived quintile from Scottish Index of Multiple Deprivation 2020 (SIMD). - There is a significantly higher proportion of adults in Glasgow stating their religion as Roman Catholic, and Other Religion, compared to Scotland as a whole. There is evidence to suggest those who record their religion as Roman Catholic, Hindu, Muslim, Buddhist, No or Other religion have lower access to a car than average. - Glasgow has a significantly higher proportion of households with a single adult than the Scottish average. - Over half of adults in Glasgow are single/never married or been in a civil partnership, which is significantly higher than Scotland overall. - Glasgow has a significantly higher proportion of single parent households compared to the Scottish average. - Glasgow has a significantly higher than average proportion of households without access to a car compared to Scotland, at 46% (Scotland 29%). This rises to 71% of those households classified as Social sector tenure compared to 25% of owner occupied households. - Almost three quarters of households in Glasgow have no access to a bike, higher than the national average. - The rating of places as a place to live in Glasgow correlates with the level of deprivation with those living in areas of higher deprivation scoring their neighbourhood lower. |
| <p>Statistical Bulletin: Health State Life Expectancies, UK: 2014 to 2016 from Glasgow Community Planning Partnership Performance Management Framework Portal</p> | <p>Gender</p> | <p>In 2015 to 2017, Glasgow City was ranked 389th (the lowest rank in the UK) for life expectancy at birth for both males and females, with life expectancy at 73.3 years for males and 78.7 years for females.</p> |

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| https://www.glasgowcpp.org.uk/index.aspx?articleid=15815 | | |
| National Records Scotland https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2018 | Older people, children & young people | Main issues: <ul style="list-style-type: none"> - Glasgow has a relatively young population, and the youngest of the four largest city-based local authorities in Scotland. - Glasgow has the lowest % population at pensionable age of all local authorities in Scotland. - Whilst the older population segment will increase in the future, Glasgow has the lowest % projected growth in over 75s between 2016 and 2026 in Scotland. - Together with Edinburgh, Glasgow has the highest % population at working age, at 70%. - The number of one person households in Glasgow is projected to steadily increase in the future. |
| Census 2011 | All to an extent, though now a fairly dated source and SHS a better source for many indicators | Main issues (where not already covered by more up to date sources): <ul style="list-style-type: none"> - Households from Chinese or African households are more likely to not have access to a car in Glasgow compared to other ethnic groups. |
| Scotland's Accessible Travel Framework | Disability | Main issues: <ul style="list-style-type: none"> - The last census showed that almost 1 in 5 people in Scotland had a long-term health problem or disability. - In 2013-14, 83.1% of disabled people surveyed said they hadn't used a rail service in the last month, compared to 70.7% of the Scottish population not using a rail service in the last month. - In 2013-14, 54.5% of disabled people surveyed said they hadn't used bus services in the last month, compared to 56.6% of the Scottish population not using such services in the last month. - In 2014, people in Scotland with a limiting health condition are less likely to have walked or cycled in the previous week than non-disabled people. For example, people with a limiting health condition were 19.7% less likely to have walked for transport at any time in the previous week. - Disabled people take less time on their commute than non-disabled people, suggesting they do not travel as far for work as non-disabled people. - In 2014, approximately one in 10 disabled people in the UK had difficulties getting to a rail, bus or coach station or stop and a similar proportion had difficulties getting on or off these forms of transport. Nine per cent had difficulties crossing roads or using pavements. - In 2014 an estimated 48% of all adults visited the outdoors one or more times per week for leisure or recreation compared to only 36% of adults with a long-term health condition or illness. - After a lack of job opportunities, difficulty with transport was the most commonly cited barrier to work among UK adults with impairments. - A study looking at the impact of rail accessibility improvements found that 33% of wheelchair users, 19% of hearing impaired passengers and 15% of mobility impaired passengers reported increased trip making following the improvements. |
| Scottish Transport Statistics – local authority tables for 2018, published 2019 | How people travel including by age, gender, socio-economic grouping. | Many insights from this, and mostly incorporated in assessment below as this dataset also informs the Scottish Government's Equality Evidence Finder which has been referenced as an evidence source extensively in this screening assessment. |
| UK Government LGBT action plan 2018 https://www.gov.uk/gover | Gender, sexual orientation | From the UK Govt LGBT action plan 2018: <ul style="list-style-type: none"> - "Many respondents said they had experienced an incident committed by someone they did not live with, and the majority did not report it to |

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| <p>nment/publications/lgbt-action-plan-2018-improving-the-lives-of-lesbian-gay-bisexual-and-transgender-people/lgbt-action-plan-2018-improving-the-lives-of-lesbian-gay-bisexual-and-transgender-people</p> <p>Scottish Government's Life in Scotland for LGBT young people publication (analysis of 2017 survey): https://www.lgbtyouth.org.uk/media/1354/life-in-scotland-for-lgbt-young-people.pdf</p> | | <p>anyone. Our survey showed that, despite the progress made on LGBT rights in the UK, most respondents avoided being open about their LGBT identity in public because they feared a negative reaction from others".</p> <p>From the Scottish Government's Life in Scotland for LGBT young people publication (analysis of 2017 survey):</p> <ul style="list-style-type: none"> - "In the 2017 survey, LGBT young people also responded that they faced discrimination in work (15%); public services (mainly health and housing) (6%); bathrooms/toilets (5%); churches or religious places (3%); public transport (3%); in the streets (1%); sports teams (1%); and bars/clubs (1%)". |
| <p>Transport and poverty in Scotland: report of the Poverty and Inequality commission 2019 - https://povertyinequality.scot/wp-content/uploads/2019/06/Transport-and-Poverty-in-Scotland-Report-of-the-Poverty-and-Inequality-Commission.pdf</p> | <p>Relevant for socio-economic criteria</p> | <p>Main issues:</p> <ul style="list-style-type: none"> - Transport matters in relation to poverty because of its potential impact on income, household expenditure and mitigating the impact of poverty. - The modes of transport that people use are influenced by their income. - People in lower income households are more likely to take the bus, while people in higher income households are more likely to drive or take the train. - Having a driving licence, and having access to a car, is strongly related to income. - Research has also found a relationship between living in areas with higher levels of deprivation and having poorer transport options. While this is not universally the case, research suggests that areas with higher levels of deprivation tend to have worse public transport links in terms of both the number of options and quality of services. |
| <p>Glasgow Bike Life 2018, https://www.sustrans.org.uk/media/2945/bike_life_glasgow_2018.pdf</p> | <p>Age, gender, race/ethnicity</p> | <p>Main issues:</p> <ul style="list-style-type: none"> - In Glasgow, black and minority ethnic communities, women and people 55 and over are under represented when it comes to riding a bike." Data from survey work for Bike Life – from survey sample, 68% of people cycling in Glasgow were men and 92% white. 50% of "bike riders" were under 34 years of age. |

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| <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"> ➤ 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, | <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>Scottish Index of Multiple Deprivation (2020 published Jan 2020)</p> | <p>All</p> | <p>Main issues:</p> <ul style="list-style-type: none"> - Detailed dataset showing spatial variation of deprivation across the city, and can help to identify particular areas to focus on in engagement on specific issues. This dataset is also being used in ongoing analysis to support the Glasgow Transport Strategy e.g. in relation to public transport accessibility analysis. |
| <p>Glasgow Household Survey 2019</p> | <p>Age, deprivation</p> | <p>Main issues 2019 report:</p> <ul style="list-style-type: none"> - Residents of the North West were more likely to be satisfied with their neighbourhood than those in the North East and South. - Older respondents (aged 65+) were more likely than average to be satisfied with their neighbourhoods. There was further variation by social grade and deprivation: ABC1s were more satisfied than C2DEs while those in the least deprived areas were more satisfied than those in the most deprived areas. - People in lower income groupings are more likely to say they did not have access to the internet. - People from Black, Ethnic Minority Communities more likely to have suffered from harassment and to worry about hate crime. Incidences of hate crime and harassment on public transport appears to have increased, up to 8% in 2019 compared to 6% in 2015 and 2% in 2017. - In terms of top transport improvements people would like to see in their neighbourhood, better road maintenance was top followed by better pavement maintenance, then more/better public transport. <p>Main issues 2018 report:</p> <ul style="list-style-type: none"> - Higher proportion of those without a car saying they had had been unable to apply for, or accept, a job whilst living in Glasgow because it would have been difficult to get to or from the place the job was based. Top factors in this issue related to public transport not being adequate. - Younger people more likely to say they would consider living in the city centre; and those without a car in the household also more likely to say they could consider it. - One in ten people in the survey said they never travelled to the city centre during the day, with 39% saying they never travelled to the city centre in the evening. Younger people were more likely than older people to travel into the city centre both during the daytime and in the evening. Those in social classes ABC1 were more likely than C2DEs to travel into the city at both times of day. Around half of all respondents who travelled into the city centre at least once a month said they regularly did so by bus (51%), while around a third said they did so by train (34%) and a quarter said they drove (23%). One in five (20%) said they regularly walked into the city centre, while just 6% said they cycled. The single mode of transport respondents used most often was bus (39%), followed by train (22%) and driving (14%). - Improved cleanliness was the single biggest priority improvement to local areas, followed by better pavement maintenance. Residents in North West more likely to say they wanted better public transport as a local area improvement. - Respondents in the North East were less likely than those in the North West and South to feel that they belonged to their local area and to feel valued as a member of the community. C2DEs, meanwhile, were more likely than ABC1s to say that they felt they belonged to the local area and felt valued. Generally, older respondents tended to have more positive views about community belonging than younger respondents. |

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 – SEE ADDITIONAL SECTIONS BELOW |
|--------------------------|--------------------------|--|--|---|
| SEX/ GENDER | Women | Scot Govt Equality Evidence finder - Women use buses more frequently and are therefore more likely to benefit from investment in buses. | Women are less likely to have access to a driver’s licence than men (64% of women in 2018 v 76% men, SHS) and therefore potentially less likely to benefit from investment in infrastructure for private vehicles than men. There is a higher proportion of single parent households in Glasgow compared to Scotland as a whole. Parents have additional space needs in relation to taking buggies on buses, plus the journey patterns of parents can be more complex and not well served by traditional hub and spoke bus service patterns (as per the 2019 Transport and Poverty in Scotland report ref above). Women can also suffer more from isolated bus stops, due to concerns over personal safety. | |

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| | Men | <p>Scot Govt Equality Evidence finder – - Men slightly more likely to travel in general.</p> <p>Men more likely to cycle to work.</p> <p>Men drive more frequently.</p> <p>Men walk and cycle more frequently.</p> | Men are more likely to be involved in road accidents. | |
| | Transgender | | Limited evidence of differential impacts though could be some issues around personal security as per LGBT community below. | |
| RACE* | White | <p>Scot Govt Equality Evidence finder - Ethnic groups most likely to have access to a car or van at the time of the 2011 Census were White: Other British and Pakistani.</p> | <p>Scot Govt Equality Evidence finder - White Scottish people least likely to walk or cycle for transport.</p> <p>White Scottish and White other British people least likely to use the bus (compared to other ethnic groups).</p> | |
| <p><i>Further information on the breakdown below each of these headings, as per census, is available here.</i></p> | Mixed or Multiple Ethnic Groups | | <p>Scot Govt Equality Evidence finder</p> <p>Less likely to have access to a car than average.</p> | |
| | Asian | | <p>Scot Govt Equality Evidence finder</p> <p>– Ethnic groups most likely to</p> | |

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| <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p> | | <p>have access to a car or van at the time of the 2011 Census were White: Other British and Pakistani. Pakistani households were the most likely to have access to three or more cars or vans.</p> <ul style="list-style-type: none"> - Asian people least likely to drive <p>SHS data suggests some Asian groups in Glasgow are more likely to have access to a car whilst Asian-Chinese are less likely to. Glasgow has a significantly higher proportion of households from Asian ethnic groups than Scotland, and African households.</p> | |
| | African | <p>Scot Govt Equality Evidence finder – - African people least likely to have access to a car (Scotland). African populations in Glasgow are less likely to have access to a car (from Census 2011 data).</p> | |
| | Caribbean or Black | <p>Scot Govt Equality Evidence finder Less likely to have access to a car than average.</p> | |
| | Other Ethnic Group | <p>Scot Govt Equality Evidence finder – White Polish (82%), and Other White (not</p> | |

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| | | | <p>Scottish, British or Polish) (83%) people had walked most frequently as a means of transport in the previous week. Least likely to walk were White Scottish people (67%).</p> <ul style="list-style-type: none"> - Other White people were most likely to have cycled (12%), compared to just 5% for White Scottish and Asian, Asian Scottish or Asian British people. - White Scottish and White other British people least likely to use the bus. People from other ethnic groups (not White or Asian) are most likely to have taken a bus. <p>18% of White Polish people have taken a train in the past month, the lowest for any ethnic group. People from other ethnic groups (not White or Asian) are most likely to have taken a train (38%).</p> | |
| <p>DISABILITY</p> | <p>Physical disability</p> | | <p>Scot Govt Equality Evidence finder:</p> <ul style="list-style-type: none"> - Sick or disabled adults much less likely to have driving licence - Disabled adults are more likely to use the bus - Over a third of bus | |

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| | | | <p>journeys are by concessionary pass holders (Scotland)</p> <ul style="list-style-type: none"> - Nearly 8% of adults find walking difficult (Scotland) - 99% of buses are accessible (Scotland) <p>Scotland's Accessible Travel Framework sets out many issues over disability and transport, and legislation requires equality of access to buildings and transport. The Transport and Poverty in Scotland report documents many issues experienced by disabled people. People still suffer from inaccessible buses, disabled people are less likely to drive and more likely to use buses, lack of accessible information on public transport, lack of suitable facilities on journeys e.g. toilets.</p> | |
| <p><i>A definition of disability under the Equality Act 2010 is available here.</i></p> | <p>Sensory Impairment (sight, hearing)</p> | | <p>Scotland's Accessible Travel Framework sets out many issues over disability and transport, and legislation requires equality of access to buildings and transport. Physical infrastructure can impede movement by those with sensory impairments and design must take account of this e.g. dropped kerbs, tactile</p> | |

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| | | | paving, visual and aural and tactile alerts at signalised road crossings. Issues around the use of guide dogs (infrastructure cues) and certainty over who has priority in shared space can be of concern to users in this category. | |
| | Mental Health | | Scotland's Accessible Travel Framework sets out many issues over disability and transport, and legislation requires equality of access to buildings and transport. Ease of use of public transport and transport information systems is a particularly relevant factor for this category of user. | |
| | Learning Disability | | Scotland's Accessible Travel Framework sets out many issues over disability and transport, and legislation requires equality of access to buildings and transport. Ease of use of public transport and transport information systems is a particularly relevant factor for this category of user. | |
| LGBT | Lesbians | | Some research has suggested safety and security are particular issues for individuals identifying as LGBT, particularly on public transport, so transport interventions and policy should take this into | |
| | Gay Men | | | |
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| | | | account. | |
| AGE | Older People (60 +) | | <p>Scot Govt Equality Evidence finder:</p> <ul style="list-style-type: none"> - travel decreases with age for people over 60. - Over a third of bus journeys are by concessionary pass holders. Older people are more likely to use the bus than average. - As people get older they are more likely to drive to work (though older people drive less). - Walking and cycling as a means of transport decreases with age. | |
| | Younger People (16-25) | | <p>Glasgow has a relatively young population compared to Scotland, and the travel choices of young people are gradually changing.</p> <p>Scot Govt Equality Evidence finder</p> <ul style="list-style-type: none"> - accident rate higher for younger drivers. - Younger people are more likely to use the train and bus than average. They are more likely to walk to work or travel by bus to work. - Younger people drive less | |

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| | | | <p>frequently and less likely to hold a licence.</p> <p>Glasgow Bike Life 2018 survey sample – only 24% thought safety of children’s cycling in the city was ‘good’ (less than the 32% who thought cycling safety generally in Glasgow was good).</p> | |
| | Children (0-16) | | <p>Young people are less likely to have access to a car or a licence and more likely to rely on buses. Over half of journeys to school in Scotland are by active travel.</p> <p>Even if school children have access to school transport, the lack of public transport or expensive public transport can limited access to extra-curriculum activities (anecdotal evidence in Glasgow). Transport is a well known barrier to accessing further education, training and jobs.</p> | |
| MARRIAGE & CIVIL PARTNERSHIP | Women | | As above for gender. | |
| | Men | | As above for gender. | |
| | Lesbians | | As above for LGBT. | |

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| | Gay Men | | As above for LGBT. | |
| PREGNANCY & MATERNITY | Women | | Note likely to be similar issues to women above plus suitable facilities during journeys (e.g. seats, access to toilets and baby changing and breastfeeding areas). | |
| RELIGION & BELIEF** A list of religions used in the census is available here . | See note | | There is a slightly higher (but declining) % of people with religious beliefs in Glasgow v Scotland as a whole, and a higher % of people of the Roman Catholic faith in Glasgow than Scotland as a whole, and from “other religions” category in SHS. In terms of differential impacts from transport specifically, Scot Govt Equality Evidence finder states that Sikhs have highest car access. | |

* 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](#).

Additional sections to GCC EqIA Screening Form in relation to Fairer Scotland Duty and Human Rights

| Objectives | Positive / negative impacts |
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| Equality and Human Rights | |
| Eliminate discrimination and harassment | Positive impacts if communal transport e.g. public transport, and transport systems e.g. information provision, ensures all are welcome and barriers are not in place to use (e.g. language barriers). Public transport spaces should also be safe spaces for anyone regardless of characteristics. |
| Advance equality of opportunity e.g. improve access / quality of services | Positive impacts if transport systems support access to everyday services and locations. |
| Foster good relations within and between people with protected characteristics | Positive and negative impacts depending on types of projects taken forward from transport strategy e.g. concerns over clarity and priority in shared spaces. |
| Enable people to have more control of their social/work environment | Positive impact – journey to work, facilities at work to support sustainable travel e.g. changing and storage facilities. Improving walking and cycling uptake can help people control their choice of how to travel and reducing traffic in communities can help people spend more quality time in their local community. |
| Reduce differences in status between different groups of people | Positive impact as data shows there are clear differences between people more likely to use different modes of travel in terms of gender, age and income – therefore transport strategies should aim to make sustainable modes of travel a fair and equal way to travel, and ensure those with access to a car or with higher incomes do not benefit from a better transport offer. |
| Promote participation, inclusion, dignity and control over decisions | Positive impact e.g transport can be a barrier to accessing employment so ensuring sustainable and affordable transport options are available helps people to take control over their decisions. |
| Build family support networks, resilience and community capacity | Positive impact as transport is key to physical connections. Placemaking can also enhance the quality of a local environment, people spend more time in their community and social connections are improved. More community ownership of certain issues could be encouraged through community empowerment to build community capacity. |
| Reduce crime and fear of crime including hate crime | Positive impact as improved investment in public transport stops and interchanges (e.g. CCTV, locating stops in well-overlooked locations) can improve people's confidence in using public transport and reduce risk of |

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| | <p>crime to public transport users. Note that Glasgow Household Survey shows Black and Ethnic Minority communities are more likely to fear and experience hate crime, and location of incidents includes on public transport.</p> |
| Protect vulnerable children and adults | <p>Unknown impact – to be discussed and explored further with relevant GCC officers, teams and partners in community. Also see category of looked after children in the table below.</p> |
| <p>Promote healthier lifestyles including:</p> <ul style="list-style-type: none"> • diet and nutrition • sexual health • substance misuse • physical activity • lifeskills | <p>Positive impact as rising use of the car is linked to less physical activity, and walking and cycling (active travel) can help increase levels of physical activity, which is documented to reduce the prevalence of major health conditions e.g. heart disease.</p> |
| Fairer Duty | |
| Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage | <p>Scot Govt Equality Evidence finder</p> <ul style="list-style-type: none"> - Higher income households drive more often - Higher income households more likely to drive to work – and households with income up to £15k pa more likely to walk - Highest income households cycle most - Cycling is used as a means of transport most often by households with incomes over £50,000 (9% at least once a month), and least often by those with incomes between £10,000 and £20,000 (4%). That said, 7% of h’holds with income up to £10k cycle as a means to work at least once a week. - Lower income households use bus more and train less - 56% of people from households with incomes up to £15,000 use the bus at least once a month, compared to 32% of those with incomes over £40,000. Only 19% of people from households with incomes between £10,000 and £15,000 used the train at least once a month, compared to 48% of those with incomes over £50,000. |

| Population Groups | Differential impacts |
|---|---|
| Those vulnerable to falling into poverty: | |
| Unemployed | <p>Glasgow’s working age employment rate in Oct 2018-Sept 2019 was 67.8% (from CPP PMF) which is lower than Core Cities comparator of 70.4%. Unemployment is an issue in Glasgow and transport is well documented as a barrier to accessing training and jobs particularly for those on low incomes. Together with Edinburgh, Glasgow has the highest %</p> |

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| | population at working age, at 70% of total population (NRS, 2018) – though this has implications for the age profile of the population in the future. |
| People on benefits | Transport is well documented as a barrier to accessing training and jobs particularly for those on low incomes. Qualitative feedback from stakeholder organisations to date in the Glasgow Transport Strategy development process have confirmed this. |
| Single parents | Glasgow has a significantly higher proportion of households with a single adult at 28% (v. families) than the Scottish average (at 22%). Glasgow has a significantly higher proportion of single parent households at 32% compared to the Scottish average of 22%. (SHS, 2018 data). Scottish Government data shows that “poverty rates for lone parents are higher than for single working-age adults without children” and poverty rates for women are higher than men. |
| Vulnerable families eg young mothers, people experiencing domestic abuse, children at risk of statutory measures | Unknown impact – to be discussed and explored further with relevant GCC officers, teams and partners in community. |
| Pensioners | See ‘Age – Older People’ in table above. |
| Looked after children and young people | See differential impacts based on age for children and young people in the table above. Those with caring responsibilities may feel the cost of transport in particular if paying for fares to accompany individuals. Looked after children in poverty may also feel the impact of the cost of transport in particular. |
| Homeless people | Unknown impact although poverty and affordability of transport and access to transport is likely to be an issue – to be discussed and explored further with relevant GCC officers, teams and partners in community. |
| Carers (including young carers and carers with protected characteristics) | Unknown impact although low incomes and access to public transport may be issues experienced by this group – to be discussed and explored further with relevant GCC officers, teams and partners in community. |
| Those involved in the criminal justice system | Unknown impact – to be discussed and explored further with relevant GCC officers, teams and partners in community. |
| Those living in the most deprived communities | Wealth of evidence that people in low income and deprived areas suffer most from lack of transport. Transport and Poverty in Scotland documents the many issues faced by communities in poverty and the role of transport in this. People on lower incomes are more likely to use the bus than train, and less likely to have access to a car. There is also some evidence those in more deprived communities suffer from poorer public transport levels. Evidence from SHS, SIMD and Glasgow Household Survey all show correlations between negative impacts from transport and deprivation / low income. |

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| People with low literacy/numeracy | Unknown impact although may be barriers to transport system use if information is not clear and user-friendly – to be discussed and explored further with relevant GCC officers, teams and partners in community. |
| Those leaving care settings (including children and young people and those with illness) | Unknown impact – to be discussed and explored further with relevant GCC officers, teams and partners in community. |
| People misusing substances | Unknown impact – to be discussed and explored further with relevant GCC officers, teams and partners in community. |
| Others e.g. veterans and students | Students are less likely to have access to a car and reliant on other forms of transport, and may have lower incomes. Other impacts to be explored through engagement. |
| Geographical communities | |
| Rural/ semi rural communities | Limited direct impact as Glasgow City Council covers a predominantly urban area. |
| Urban communities | Direct impact on urban communities as Glasgow City Council covers a predominantly urban area and is Scotland's largest city. |
| Coastal communities | No direct impact. |
| Business community | Direct impacts through transport interventions in terms of movement of goods, staff and access by visitors/suppliers etc. |
| Staff | |
| Full-time | The journey to work has potentially the biggest impact on transport infrastructure as it tends to be concentrated in the peak, seeing volumes of people and vehicles rise significantly. |
| Part-time | Similar issues as full-time above, and may be similar issues to those on lower incomes. Women are also statistically more likely to work part-time. |
| Shift workers | Research documents the issues faced by shift-workers if reliant on public transport (e.g. Transport and Poverty in Scotland report above). |
| Staff with protected characteristics | As per impacts against EqIA populations above. |
| Staff vulnerable to falling into poverty | Similar issues as per people on low incomes as set out above. |

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Summary of Protected Characteristics Most Impacted

Transport is a cross-cutting issue, and can be both an enabler, and a barrier to accessing equal opportunities in life. Population groups within the EqIA framework of impact assessment who are most likely to be impacted by transport investment are: Women, BAME and particularly African and other specific ethnic minority populations, older people, children and young people, people with disabilities. This is on the basis that not all population groups use transport systems in the same way, and some are limited in their use of transport systems by poverty or low income, physical ability and other complex factors.

Summary of Socio Economic Impacts

Transport can be a particular barrier to accessing opportunity for those on low incomes, or in or vulnerable to poverty, and those who live in areas where public transport services are poorer and where they do not have an alternative means of transport available.

Summary of Human Rights Impacts

Transport can have an impact on a number of human rights issues, again related strongly to unequal access to different kinds of transport systems, differential impacts of transport investment as a result, and barriers of access from income and physical ability as well as other complex reasons (e.g. caring responsibilities, cultural norms).

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? | Strategies are still in development |
| Does the project, policy or strategy require to be amended to have a positive impact? | Strategies are still in development |
| Does a Full Impact Assessment need to be undertaken? | Yes |

| 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>Further work is required to scope unknown impacts on particular population groups, and this will be done via networks and intermediary groups in the City during a Public Conversation on transport issues in 2020.</p> <p>This screening document will inform the approach to engagement and consultation throughout the development of the transport strategies, and a report on consultation will be part of the workstream outputs.</p> <p>Further work is required to assess the impacts of transport interventions on population groups identified as being at risk from differential impacts in this screening assessment, and this will inform the city transport strategy.</p> | <p>Deborah Paton and Connecting Communities Project Coordination Group as level of approval.</p> | <p>Work to be continued throughout 2020 and 2021.</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)

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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.

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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.

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