

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

Spaces for Everyone – Temporary Measures to Enable Physical Distancing

b) Reason for Change in Policy or Policy Development

The project is to assess the feasibility and implement measures which will see the redistribution of existing carriageway space to enable the introduction of temporary walking, wheeling and cycling infrastructure. These measures are required to protect public health and prevent a second wave of COVID-19 by enabling safe physical distancing for essential journeys and exercise for everyone, in particular, where there are space constraints or user safety concerns, within Glasgow.

As we move towards a relaxation of the lockdown, it is important that we consider what measures we need to take as a Council to manage our road network differently to facilitate physical distancing, help prevent a second wave of COVID-19 and allow the city economy to start to recover. It is anticipated that physical distancing will be needed for a significant period of time post lockdown and that there may be reluctance from the public to use public transport. We will therefore consider short term measures to support physical distancing to help combat COVID-19 infection and a medium to longer term approach to enable sustainable travel choices.

Officers are already considering short to medium term measures which we could implement post lockdown. Those measures are likely to include making more space for pedestrians both in the City Centre and at heavily trafficked local shopping areas. In the medium to longer term, we will review how we could facilitate and promote cycling and walking as a commuting choice. Expansion of the school car free zones across the city also needs to be considered, together with local measures to discourage rat running.

This EQIA screening form will be reviewed and updated with relevant guidelines and best practice examples to ensure that, where possible, no groups with protected characteristics are adversely affected by the introduction of these measures.

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

Key aspects of the project include:

- Facilitating safe pedestrian movement around the City Centre by widening footways where appropriate.
- Support business operation and recovery both in the City Centre and at local hubs by widening footways and providing queuing space where appropriate.
- Facilitating safe access to community facilities, local parks and public transport hubs by widening footways.
- Review and assess where we can implement temporary strategic cycling routes to promote cycling as a transport option.
- Encourage longer term behaviour change towards active travel choices.
- Develop a communications plan to encourage people and businesses to think carefully about how they travel and the choices available to them. Much of this will require to reflect guidance being given nationally.

City Centre:

A 25km linear distance of kerbside road lanes in the City Centre area is being considered for the reallocation of carriageway space to implement walking and cycling measures. The streets currently being considered are shown in the map in appendix 1

Local Neighbourhoods:

This work stream facilitates the re-allocation of road space for physical distancing outside shops, and will primarily involve the removal of kerbside parking. An initial review of local centres identified from the City Development Plan 'Network of Centres' Supplementary Guidance has resulted in a long list of potential sites for consideration. This has been supplemented by local knowledge and intelligence around pinch points which are emerging. Areas under consideration include Partick, Shawlands, Maryhill and Dennistoun. Areas such as Pollok, Drumchapel, Easterhouse and Castlemilk will be examined too.

It is also the aim to identify current rat runs that could be temporarily closed to motor vehicles to encourage walking and cycling in local neighbourhoods or provide additional space for exercise.

Consideration will be given to the early implementation of planned School Car Free Zones if suitable schools can be identified. This could encourage parents to utilise walking, cycling or public transport for the school run, rather than using private cars to transport children.

Cycling Measures:

It has been identified that in several areas, people are taking up active travel for both essential journeys and for their recommended exercise. In some locations this is placing significant strain on the network and physical distancing is proving a challenge. The Councils' Bike Life report identified that more people would be prepared to consider active travel if supporting measures were put in place. This work stream seeks to provide additional space for active travel and for safe physical distancing to be practiced.

Options for temporary cycle measures include:

- Key congestion hotspots on the network where walking/cycling space is under pressure and temporary cycle lanes can be implemented (primarily by converting road lanes to cycle lanes). Early interventions have been implemented on Clyde Street/ Broomielaw and Dumbreck Road which have acted as pilot schemes and lessons learned will be carried forward into other similar interventions.
- Develop additional routes that could serve essential journeys or areas currently being used for exercise. These will not only be informed by the officers' knowledge but also by suggestions received from local members, active travel campaigners, organisations and the general public.
- Identify possible Park and Stride or Park and Cycle routes that could be developed.
- Identify areas for possible point road closures with exemptions for cyclists to prevent rat running, reduce vehicle speeds but still permitting cyclists.
- Identify possible Quietway routes that could be easily signed.
- Identify possible temporary routes through Glasgow parks currently under pressure, e.g. Glasgow Green, Pollok Park, and which may tie in to other on-road temporary routes (Glasgow Green/Clyde Street).
- Where possible, seek to accelerate existing developed schemes, such as those listed below.
 - Great Western Road – Duntreath Avenue to Lincoln Avenue
 - South City Way including bus gate on Gorbals Street.
 - London Road - Kirkpatrick Street to Braidfauld Street.
 - North East Active Travel Route to Stobhill Hospital.

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- Extend South City Way to Battlefield linking the New Victoria Infirmary Hospital.
- Hawthorn Street/Bilsland Drive.

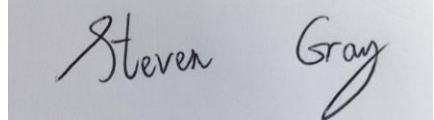
Each temporary cycle scheme will consider: adjacent population densities, areas of SIMD, road safety issues, local facilities such as access to parks and NHS facilities, impact on public transport corridors, speed limits and connectivity into the wider cycle network.

The measures outlined above support the following Strategic Plan themes:


- A Thriving Economy
- A Vibrant City
- A Healthier City
- A Sustainable and Low Carbon City
- Resilient and Empowered Neighbourhoods

More specifically, the measures make an important contribution towards the Council's commitment to 'prioritise sustainable transport across the city' (Priority 55).

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

	3 July 2020
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e) Assessment Verified by (signed and date)

	3 July 2020
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2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: <ul style="list-style-type: none"> ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, 	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.
<p>The proposals will be publicised. The temporary traffic regulation orders will be advertised in the Evening Times and on the Glasgow City Council website. Notices will be displayed and maintained on the affected public roads.</p> <p>A dedicated Communications team has been formed within GCC to coordinate informing the public about the Spaces for People measures being introduced. Regular updates are being posted on to the dedicated pages on the GCC website as well as being 'tweeted' and promoted through other social media. Feedback / replies to these will be taken into</p>	All are considered within this.	<p>Every effort will be made to ensure that the needs of disabled people are fully considered in the planning and delivery of any temporary measures.</p> <p>The project team has already engaged with representatives from Glasgow Disability Alliance to gain additional feedback and ensure that current best practice is being used.</p> <p>In addition to the statutory requirements, officers will notify ward members through a</p>

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<p>consideration in the measures introduced around the city.</p> <p>The GCC team have met with the Glasgow Disability Alliance forum to discuss the measures and attain their feedback to inform the designs of measures.</p> <p>Staff from the project teams have attended various webinars and online group meetings with both a Scottish and UK-wide focus, where participants discuss or present local authority responses around the country to the COVID-19 pandemic to introduce emergency measures to enable safe physical distancing. This has provided GCC with ideas for measures which could be introduced in Glasgow, but also provided a form of reassurance to see that other authorities are introducing similar measures to those GCC is implementing.</p> <p>Webinar/meetings include: Bike Life Scotland City Stakeholders Discussion-Roadspace Reallocation – 08.06.20; Bike Life UK Road Reallocation 16.06.20.</p> <p>COVID-19 response documents/emergency transport plans from other local authorities has also helped shape Glasgow's response, e.g. Leicester and Birmingham.</p> <p>In conjunction with Sustrans, GCC has a Commonplace web page which local residents can use to pinpoint locations (with comments) that they feel would be suitable for temporary measures to be introduced – enabling residents to feed into the process.</p> <p>Sustrans have also created the Space to Move web page for live interventions (with images) introduced by local authorities (UK-wide) in response to COVID-</p>		<p>ward notification in the same way as is done for restrictions associated with roadworks. The Regulations require that Safety Notices are advertised on street and this will be undertaken in line with normal procedures. The TTROs will be advertised in a newspaper, again in line with standard procedures. In addition, information on restrictions will be made available online and through social media channels.</p> <p>It is important to note that there is no statutory provision for objections within this process. The temporary nature and the urgency to implement measures mean that the process for objections associated with permanent traffic orders is not appropriate nor feasible. If any party wishes to challenge the Safety Notices or TTROs that would require them to commence a court process.</p>
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19. Again this provides a source of information for GCC officers but also the public are able to make comments on the schemes. Relevant comments are fed back to GCC.

To feed into the current accelerated process and ensure best practice, GCC's engineering design officers are also drawing on their extensive experience and knowledge gained over many years of implementing cycling infrastructure across Glasgow. This includes having in the past conducted numerous public consultations and taking account of 'lessons learned' both during the construction of schemes, and from user feedback once the schemes are 'on the ground'.

In addition to this, a number of the temporary measures will in fact expedite a number of schemes which were already being planned/in process and for which public consultation had already taken place. An example is a pop-up cycle lane along Gorbals Street, which is part of the South City Way route. A further example is the road closures around George Square. It should be noted that such existing schemes will most likely have already undertaken their own EqlA process.

Officers will also be continuing to consult design guidance documents such as '[Cycling by Design](#)', '[London Cycling Design Standards](#)', etc., and regulations directions such as the [TSRGD 2016](#).

Sustrans have also put together a [web page listing links to relevant guidance](#).

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER	Women	<p>Providing enough space on city streets to support physical distancing for all groups with protected characteristics when walking, wheeling and cycling.</p> <p>The widening of public footways will have a positive impact on all people's ability to move around safely and with confidence.</p> <p>Enhanced permeability of areas for active travel and pop-up cycle routes should have a positive effect for women who already cycle and to increase the overall numbers of women cycling.</p> <p>Various studies report that women are less likely to cycle than men but many more would like to cycle. Segregated cycle routes would provide the safety</p>	<p>Restricted kerbside parking may negatively impact on women who perceive their car as a safe way to access local services. Other parking areas will be available but may not be as close to the service being accessed.</p> <p>Restricted Access for Vehicles – possible negative impact as above.</p>	<p>-Supports businesses by facilitating queuing outside for customers.</p> <p>-The temporary re-allocation of road space for physical distancing outside shops, will primarily involve the removal of kerbside parking. An initial review of local centres identified from the City Development Plan 'Network of Centres' Supplementary Guidance has resulted in a long list of potential sites for consideration. This has been supplemented by local knowledge and intelligence around pinch points which are emerging.</p> <p>-The initial proposal will result in improved road safety, reduce vehicular demand and enable greater priority to be given to pedestrians and cyclists.</p> <p>- The use of temporary traffic regulation notices (Safety Notices) and orders (TTROs) under Sections 14(1) and (2) of the Road Traffic Regulation Act 1984 (RTRA) enables the Council to restrict access to roads, suspend parking for up to a period of 18 months</p> <p>-The proposals support the promotion of active travel uptake and social, economic, cultural and environmental regeneration of</p>

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		<p>women require to start cycling. See Glasgow Bike Life and Women's Bike Life reports for facts and figures.</p> <p>Also noted that more women than men use buses. With continuing lower capacity on public transport for the foreseeable future, providing active travel facilities should provide a positive effect for women.</p>		<p>the City by promoting low cost, efficient and effective carbon neutral transport within Glasgow.</p> <p>-The introduction of these measures will encourage a greater number of people to walk and cycle. Separating cyclists from vehicular traffic will also reduce the risk of accidents.</p> <p>- With only 39% of Glasgow households having access to a car (as detailed in Bike Life), providing facilities for walking/wheeling/cycling should help enable safe active travel as an alternative to public transport.</p> <p>- 60% of Glasgow households do not have access to a bike, however GCC has worked with its bike share scheme partner Nextbike, which has provided 1,000 free one-month passes to essential workers in April, May and June, so far – helping to overcome social inequity.</p> <p>In identifying locations for implementing measures there has been consideration of how an area is reflected with SIMD and the project teams have sought to ensure all areas of Greater Glasgow have been included.</p>
	Men	As above. Although more men than women cycle, the active travel measures being introduced should have a positive effect.	As above	As above
	Transgender	As above	No adverse impacts identified	As above

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RACE*	White	As above	No adverse impacts identified	As above
<p><i>Further information on the breakdown below each of these headings, as per census, is available here.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>	Mixed or Multiple Ethnic Groups	According to Bike Life (with figures from 2011 Census, over 90% of 'bike riders' in Glasgow are white. The measures should have a positive effect on the BAME community.	No adverse impacts identified	As above
	Asian	As above	No adverse impacts identified	As above
	African	As above	No adverse impacts identified	As above
	Caribbean or Black	As above	No adverse impacts identified	As above
	Other Ethnic Group	As above	No adverse impacts identified	As above
DISABILITY	Physical disability	<p>The proposals have the potential to improve access for disabled people by offering additional footway space in certain locations. Seating could provide a benefit to those with physical disabilities by providing rest points.</p> <p>For road closures, pavement widening or pop-up cycle lanes, disabled parking bays may be required to be removed. These will be relocated nearby at either the current or an increased level of provision.</p>	<p>The widening of footways could pose an access issue for people with reduced mobility.</p> <p>Any changes to current parking arrangements could have an adverse effect on disabled parking and general accessibility at proposed locations. Disabled persons' parking spaces may have to be relocated to be further from the intended destination meaning that on occasion, some blue badge holders may have further to walk/wheel.</p>	As above

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		<p>Extended 'green man' times at junctions and signalised crossing points will provide additional time for those with disabilities to cross the road.</p> <p>Every effort will be made to ensure the needs of disabled people are fully considered in the planning and delivery of measures and the project team will endeavour to ensure that the measures reflect the considerations identified in the recent briefing paper issued by the Mobility and Access Committee for Scotland (MACS).</p>		
<p>A definition of disability under the Equality Act 2010 is available here.</p>	<p>Sensory Impairment (sight, hearing,)</p>	<p>The proposals will provide additional space for walking and wheeling which will potentially benefit visually impaired pedestrians.</p> <p>Work will be undertaken to encourage removal of some obstacles on existing footways (for example A boards) which should benefit visually impaired pedestrians.</p> <p>Consideration will be given to those with sensory impairments in the design of access and crossing points affected by cycle routes or other measures</p>	<p>Pedestrians may be required to cross temporary cycle lanes to access bus stops and crossing points. Measures will be investigated to both alert pedestrians of the cycle route crossing point, and to alert cyclists of the potential for pedestrians to be crossing ahead.</p> <p>RNIB and Guide Dogs Scotland both raised concerns over the way in which cycle lanes are separated from pedestrians and advised the use of 60mm kerbs rather than a simple painted line or surface texture contrast.</p> <p>Concerns relating to collision between cyclists and pedestrians could potentially impact more on</p>	<p>As above</p>

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		<p>Extended 'green man' times at junctions and signalised crossing points will provide those with sensory more/longer time to cross the road. The 'cones' on pedestrian crossing lights will still be accessible.</p>	<p>disabled people. Investigate the use of formal crossing points to ensure that people with visual impairments can cross cycle lanes with confidence.</p> <p>Visually impaired pedestrians may have more difficulty accessing the additional 'footway' space that is created due to the lack of any way to signpost that the space is available.</p> <p>Visually impaired – lack of guide dog training to deal with changed infrastructure</p>	
	Mental Health	<p>Creation of a more liveable place that puts people, rather than vehicles, first. This will be achieved by providing enough space on city streets to support physical distancing for those walking, wheeling and cycling.</p> <p>The improvement in public realm will have a positive impact on people's ability to use these spaces safely and with confidence.</p>	No adverse impacts identified	As above
	Learning Disability	<p>As above.</p> <p>Also, bigger, less cluttered, more clearly defined spaces with a focus on pedestrians and cyclists instead of vehicles</p>	No adverse impacts identified	As above

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		is likely to create a better environment for people with learning disabilities to navigate.		
LGBT	Lesbians	As above	No adverse impacts identified	As above
	Gay Men	As above	No adverse impacts identified	As above
	Bisexual	As above	No adverse impacts identified	As above
AGE	Older People (60 +)	<p>The proposals may have a positive effect on older people who may be encouraged to more walking or cycling due to additional and safer, less cluttered space.</p> <p>Seating or rest areas could provide a benefit to infirm elderly people.</p> <p>Additional footway space to queue safely for access to services for older people who have previously been shielding.</p>	No adverse impacts identified	As above
	Younger People (16-25)	Provision of pop up cycle lanes helps separate young people from traffic and encourages more active travel, particularly for those travelling unaccompanied, thereby creating a great sense of independence.	No adverse impacts identified	<p>As above</p> <p>(Younger people very likely to be financially impacted by COVID-19, e.g. through loss of jobs in hospitality industry. Supporting measures for active travel may assist with job seeking or travelling to work with unusual hours)</p>

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	Children (0-16)	Positive impact as greater space provided for family groups to walk and cycle and to gain experience of cycling in a safer environment. Car Free Zones around schools to be expedited therefore encouraging active travel.	No adverse impacts identified	As above
MARRIAGE & CIVIL PARTNERSHIP	Women	As above	No adverse impacts identified	As above
	Men	As above	No adverse impacts identified	As above
	Lesbians	As above	No adverse impacts identified	As above
	Gay Men	As above	No adverse impacts identified	As above
PREGNANCY & MATERNITY	Women	As identified for Women	As identified for Women	As above
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	As above	No adverse impacts identified	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

For most groups with Protected Characteristics, temporary walking and cycling measures will have a positive impact by providing more space on city streets to support physical distancing for those walking, wheeling and cycling. These measures will also help to create more liveable places that put people, rather than vehicles, first.

However there is potential for some people with physical disabilities or sensory impairments to be impacted by the proposals, particularly in relation to the increased potential for pedestrian and cycle conflict at bus stops and crossing points on a temporary cycle lane or a reduction in access or parking opportunities.

There are often competing preferences from groups with protected characteristics where a balanced approach must be taken when developing designs for temporary interventions.

For example, those with physical disabilities prefer step free access at the same level whilst those representing people with visual impairments strongly recommended the use of kerbs and a level change to allow for guide dogs and cane users to identify the change in use of an area.

The design team will consider all available information and views carefully when progressing the designs and ensure, where possible, that access for all is maintained at all times within the constraints of the temporary nature of the measures and costs of deploying suitable solutions.

Summary of Socio Economic Impacts

The proposals seek to improve opportunities and access to sustainable and/or active travel by enhancing local environments and improving conditions for those walking, wheeling and cycling. By addressing barriers to social mobility and improving access to services this project can help to support positive mental health and wellbeing outcomes.

There has been consideration of how areas reflect with SIMD as part of the decision making process for locating measures.

The measures will encourage economic recovery by supporting safe operation of businesses.

The project supports the economic, cultural and environmental regeneration of the City by promoting low cost, efficient and effective carbon neutral transport within Glasgow.

Summary of Human Rights Impacts

The introduction of these temporary measures and improved access to public spaces will encourage a greater number of people to walk and cycle. Separating cyclists from vehicular traffic, and reducing the risk of accidents for vulnerable user. By addressing the maintenance of Health and Safeguarding of the Community; this is supportive the Community Duty of Article 29 of the Declaration on Human Rights

4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	Not at this stage
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage
Does a Full Impact Assessment need to be undertaken?	Not at this stage

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>Consultation with relevant stakeholders, transport organisations and emergency services.</p> <p>Publication of proposals for general public.</p> <p>Monitoring and review of measures as to whether they have been successfully implemented.</p> <p>The GCC website will continue to detail and promote when and where projects will be implemented.</p> <p>A “Spaces for People Project Implementation” working group will be set up. This group will meet every two months to undertake a review of the success of the programme and to update the EqIA as necessary to reflect the group’s findings.</p> <p>The working group will also meet to reassess and update</p>	<p style="color: red;">Spaces for People Project Implementation Working Group</p>	<p>Ongoing.</p> <p>It is proposed the Spaces for People Project Implementation Working Group will meet to discuss the EqIA and the Spaces for People successes every two months for the foreseeable future, until significant legislation changes around physical distancing.</p>

EQIA Screening Form

<p>the EqIA in exceptional circumstances outwith these regular meeting times – for example when government legislation around physical distancing changes significantly or should the City Administration Committee require to review and approve GCCs second funding application to the Spaces for People fund.</p> <p>The working group will consist of: Senior Responsible Officer: George Vincent; Project Sponsor: Christine Francis; Project Manager/ Active Travel Routes Workstream Manager: Steven Gray; City Centre Workstream Manager: Jamie Rodden; Local Neighbourhood Workstream Manager: Kevin Hamilton; Sustrans representative (Embedded): Jan Boyd</p>		
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Public Reporting

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](#) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](#): Pgs. 11-12)

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called 'gender reassignment' in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

Fairer Scotland Duty

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.