**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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| **Glasgow Investment Strategy 2019-2023** |

1. Reason for Change in Policy or Policy Development

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| The purpose of the Glasgow Investment Strategy is to identify the strengths and opportunities of Glasgow as a great city for investment and to set out a plan for action to build on existing successes. Glasgow’s vision is to be the best performing city for investment in the UK by 2023 and key to this is the promotion of Glasgow as a Fair Work City – an attractive place to live, work, innovate, invest and thrive. Invest Glasgow, the city’s dedicated resource provides a one stop shop service to investors. Working in close partnership with national and city organisations Invest Glasgow aims to contribute directly to the inclusive growth and development of the city by: promoting Glasgow as a top location for investment; winning new investments; attracting capital investment to support the development of the city’s infrastructure; supporting existing investors with expansion plans in the city; and promoting Glasgow as a Fair Work City. Invest Glasgow works with both the occupier market (those seeking to take up space and bring new jobs to the city) and the investment market (those who are keen to invest in the city’s property asset classes) and partners and stakeholders. Invest Glasgow will ensure that all negotiations with investors and collateral shared with them will prominently communicate Fair Work as a positive feature of a progressive city. It is anticipated that new investments will bring more innovative businesses with highly skilled, well paid jobs (minimum Glasgow Living Wage) and create supply chains to contribute to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. The Investment Strategy is being updated in light of the impact of the coronavirus pandemic and to align with the revised Scottish Government Inward Investment Plan and will set out how Invest Glasgow will work best with partners and investors to deliver strategic objectives and to re-assess targets for new inward investment, from the UK and abroad.  |

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

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| **The Glasgow Investment Strategy 2019-2023 currently focuses on:****Tracking and monitoring Glasgow’s performance** in attracting Foreign Direct Investment (FDI).**Ensuring strategic alignment with the Glasgow Economic Strategy 2016-2023**, whilst also working alongside partner agencies to complement co-ordinated policies and programmes.**Identifying top sectors and most important overseas markets** which offer best investment return for Glasgow.**Setting of targets to 2023** with successes being measured by four key KPIs – number of: new enquiries; new projects/company investments; existing company investments/expansions; and new jobs.**Setting of strategic objectives and implementation of these set out in a detailed Delivery Plan**: Promoting Glasgow as a top location for FDI; winning new investments and creating additional jobs across all sectors; attracting capital investment to support the ongoing development of the city’s infrastructure; supporting existing investors to stay or wish to expand their operations in the city; and Promoting Glasgow as a Fair Work City. |

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

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| Jane Langan – September 2020 |

1. Assessment Verified by (signed and date)

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| Anne Murray, Head of Inward Investment/EDMT – September 2020  |

# 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:* 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. |
| Fair Work Convention [www.fairworkconvention.scot/](http://www.fairworkconvention.scot/)Inclusive Growth Programme to make Glasgow a Fair Work City[www.glasgow.gov.uk/article/24602/Councils-Inclusive-Growth-programme-to-make-Glasgow-a-Fair-Work-City](http://www.glasgow.gov.uk/article/24602/Councils-Inclusive-Growth-programme-to-make-Glasgow-a-Fair-Work-City) | **All Characteristics:****Fair Work City**One of the Investment Strategy’s strategic objectives is to promote Glasgow as a Fair Work City. Fair work is work that offers all individuals an effective voice, opportunity, security, fulfilment and respect. Invest Glasgow and city partners will work together to ensure that Fair Work is a criterion which features prominently on the Invest Glasgow website, in all new and updated collateral and in negotiations with investors. This will be communicated as a positive feature of Glasgow as a progressive city.  | No |
| National Planning Framework 3 - [www.gov.scot/publications/national-planning-framework-3/](http://www.gov.scot/publications/national-planning-framework-3/)Planning Permissions:[www.glasgow.gov.uk/index.aspx?articleid=17286](http://www.glasgow.gov.uk/index.aspx?articleid=17286)Scottish Government – Building Standards Technical Handbook 2019 [www.gov.scot/publications/building-standards-technical-handbook-2019-non-domestic/4-safety/4-2-access-within-buildings/](http://www.gov.scot/publications/building-standards-technical-handbook-2019-non-domestic/4-safety/4-2-access-within-buildings/)Community Council Consultation[www.glasgow.gov.uk/communitycouncils](http://www.glasgow.gov.uk/communitycouncils) | **Disability:****Investment in Real Estate – Advice to Investors/Developers:****Accessibility For All**GCC Planning Team provides guidance through Building Standards & Public Safety advice which are mandatory to ensure that the design of buildings/improvements meet the needs of people with disabilities.**Community Consultation**As part of planning approval process, Investors/Developers must consult with Community Councils whose area covers or borders the applicant site and GCC can require additional consultations to be made if they consider them required under the Planning Act. | No |

# 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 | The Investment Strategy has been developed to be inclusive of all citizens and aims to contribute positively to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. | No adverse impacts identified. |   |
|  | Men | As above | As above |  |
|  | Transgender | As above | As above |  |
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| **RACE\*** | White | The Investment Strategy has been developed to be inclusive of all citizens and aims to contribute positively to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. | No adverse impacts identified. |  |
| *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)*For example Asian includes Chinese, Pakistani and Indian etc* | Mixed or Multiple Ethnic Groups | As above | As above |  |
| Asian | As above | As above |  |
| African | As above | As above |  |
| Caribbean or Black  | As above | As above |  |
| Other Ethnic Group | As above | As above |  |
|  |
| **DISABILITY** | Physical disability | The Investment Strategy has been developed to be inclusive of all citizens and aims to contribute positively to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. | No adverse impacts identified. |  |
| *A definition of disability under the Equality Act 2010 is available* [*here.*](https://www.gov.uk/definition-of-disability-under-equality-act-2010) | Sensory Impairment(sight, hearing, ) | As above | As above |  |
| Mental Health  | As above | As above |  |
| Learning Disability | As above | As above |  |
| **LGBT** | Lesbians | The Investment Strategy has been developed to be inclusive of all citizens and aims to contribute positively to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. | No adverse impacts identified. |  |
|  | Gay Men | As above | As above |  |
|  | Bisexual | As above | As above |  |
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| **AGE** | Older People (60 +) | The Investment Strategy has been developed to be inclusive of all citizens and aims to contribute positively to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. | No adverse impacts identified. |  |
|  | Younger People (16-25) | As above | As above |  |
|  | Children (0-16) | As above | As above |  |
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| **MARRIAGE** **& CIVIL PARTNERSHIP** | Women | The Investment Strategy has been developed to be inclusive of all citizens and aims to contribute positively to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. | No adverse impacts identified. |  |
|  | Men | As above | As above |  |
|  | Lesbians | As above | As above |  |
|  | Gay Men | As above | As above |  |
|  |
| **PREGNANCY & MATERNITY** | Women | The Investment Strategy has been developed to be inclusive of all citizens and aims to contribute positively to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. | No adverse impacts identified. |  |
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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,d.ZGg) | See note | The Investment Strategy has been developed to be inclusive of all citizens and aims to contribute positively to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. | No adverse impacts identified. |  |

\* 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,d.ZGg)

Summary of Protected Characteristics Most Impacted

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| The Investment Strategy has been developed to be inclusive of all citizens, with a specific role for Invest Glasgow to ensure that Fair Work messaging features prominently in all collateral and negotiations with investors. |

Summary of Socio Economic Impacts

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| The Investment Strategy will seek to encourage new investment in Glasgow which, in turn, will bring more innovative businesses with highly skilled, well paid jobs (minimum Glasgow Living Wage) and create supply chains to contribute to the economic strategy’s goal of a more inclusive, productive and innovative Glasgow economy. |

Summary of Human Rights Impacts

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| The Investment Strategy will promote Glasgow as a Fair Work City. Fair work offers all individuals an effective voice, opportunity, security, fulfilment and respect. Invest Glasgow will positively communicate this messaging on the Invest Glasgow website, in all new or updated collateral as well as in negotiations with potential investors.  |

# 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?** | No |
| **Does the project, policy or strategy require to be amended to have a positive impact?** | No |
| **Does a Full Impact Assessment need to be undertaken?** | Not At This Stage, however, the Strategy will continue to be regularly reviewed |

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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)** |
| The Strategy outlines actions which are intended to be fulfilled over the next 3 years. These outcomes will be monitored and reviewed and the Strategy amended if necessary.  | EDMT/Anne Murray, Head of Inward Investment | 2020-2023 |

**Public Reporting**

All completed EQIA Screenings are required to be publically 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.