**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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| Child Poverty (Glasgow’s LCPAR) |

1. Reason for Change in Policy or Policy Development

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| In December 2017 the [Child Poverty (Scotland) Act 2017](http://www.legislation.gov.uk/asp/2017/6) was introduced to tackle child poverty in Scotland. The Act also places a duty on local authorities to work together with health boards to develop, produce and deliver Local Child Poverty Action Reports (LCPAR). |

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

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| --- |
| The Child Poverty (Scotland) Act 2017 sets out ambitious targets for the Scottish Government to significantly reduce child poverty in Scotland by 2030.The Act also places a duty on local authorities to work together with health boards to develop, produce and deliver Local Child Poverty Action Report(s).  The levels of Child Poverty in Glasgow are amongst the highest in Scotland and the scale of the challenge for the Council and Health Board is significant. Glasgow has thirty-eight thousand children living in poverty this represents one in every three children which is 34% of children in the city.  There are many reasons why children are living in poverty, Child Poverty is defined by the experience of material deprivation and lack of financial resources which can be driven by factors such as low pay, changes to in-work benefits, problem debt and being out of work. A further challenge with this is due to continued welfare reform changes and benefit freeze by the UK Government, the Institute of Fiscal Studies estimate that rates of for child poverty is expected to increase from 37,500 to 50,000 children in Glasgow by 2021. [[1]](#footnote-1)  The drivers of Child Poverty as set out by the Scottish Government fall into three main categories: income from employment, cost of living and income from social security benefits, the relationship of those drivers to wider thematic areas are summarised in the diagram below:-  Small chart which describes how income/money is realised.  The Poverty and Inequality Commision recommendation was to focus on families most at risk of poverty, the assessment of the evidence base showed the extent to which child poverty and equality overlap, with strong age, gender, ethnicity and disability dimensions. The Every Child Every Chance identified a range of of priority groups where the evidence shows us that prevalnce of chld poverty is higher. These priority groups each realte to one of more protected charachterisitcs:   * Lone Parents (90% of whom are minority ethnic across Scotland) * Households with a disabled parent or child * 3+ Children * Minority Ethnic * Youngest Child aged under <1 * Mothers aged under <25   Glasgow published the first [LCPAR](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=45638&p=0) at the end of June 2019 that outlined current and proposed activity.  The impact of Covid-19 job losses, furlough and drops in income have pushed more families in Scotland into poverty. We already know that financial hardship has a serious effect on children and young people’s learning and wellbeing. Right now it’s more important than ever to be poverty aware, and do all we can to reduce financial barriers to families, children and young people’s learning and development. |

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

|  |
| --- |
| Latiff Mc Lean 11-09-2020/Gerry Quinn 11/02/2021 |

1. Assessment Verified by (signed and date)

|  |
| --- |
| Gena Howe 11-02-2021 |

# 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. |
| Glasgow’s Local Child Poverty Action Report  [LCPAR](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=45638&p=0) | * age * disability * race and/or ethnicity * religion or belief * gender * sexual orientation * pregnancy and maternity | Not at this stage |
| Every Child Every Chance: Tackling Child Poverty Delivery Plan 2018-22  [Every Child, Every Chance: the Tackling Child Poverty Delivery Plan 2018-22](https://beta.gov.scot/publications/child-chance-tackling-child-poverty-delivery-plan-2018-22/) | * age * disability * race and/or ethnicity * gender * sexual orientation * pregnancy and maternity | Not at this stage |
| Every Child Every Chance Equality Impact Assessment  [Every Child Every Chance Equalities](https://www.gov.scot/publications/tackling-child-poverty-delivery-plan-2018-22-annex-3-equality/pages/0/) | * age * disability * race and/or ethnicity * religion or belief * gender * sexual orientation * pregnancy and maternity | Not at this stage |
| Child Poverty (Scotland) Act 2017  [Child Poverty (Scotland) Act 2017](http://www.legislation.gov.uk/asp/2017/6/contents/enacted) | * age * disability * race and/or ethnicity * religion or belief * gender * sexual orientation * pregnancy and maternity | Not at this stage |
| Child Poverty event at the Albany Centre | * age * disability * race and/or ethnicity * religion or belief * gender * sexual orientation * pregnancy and maternity |  |
| Consultation with Lone Parents with a Disability | * age * disability * gender * race and/or ethnicity * religion or belief | On-going dialogue with organisations supporting families to further explore specific barriers to parents/children with a disability. |
| Consultation with Radiant Brighter on the issue of Poverty | * age * race and/or ethnicity * religion or belief * gender | We will continue to consult with this organisation on specific barriers. |
| Pupil Debate Chamber on the issue of Poverty  Updated include in the 2020/2019 LCPAR | * age | A number of issues were highlighted by pupils these are recorded and will form part of the decision making on new interventions to address Child Poverty i.e. the Financial Inclusion Support Officer in Schools. |
| PEEK | * age | We will continue to engage with this organisation many of who are children with lived experience of Poverty. |
| Calton Child Poverty Network | * age * gender | A number of issues were highlighted that were formed into priorities overseen by the ECMG and fed into the GCC Child Poverty Action Plan. |
| Area Based Partnerships   * Govan * Drumchapel/Anniesland * Garscadden/Scotstounhill * Priesthill/Househillwood | * age * gender | We will continue to engage with these partnerships.  Further engagement planned to engage with all area partnerships throughout 2021/2022 |
| Springburn Thriving Places  Possil/Ruchill Thriving Places  Parkhead Thriving Places | * age * gender | Further engagement planned to engage with all Thriving Places groups throughout 2021/2022 |
| Kinship Carers | * age | We will continue to engage with this group. |

# 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 | A number of new and existing interventions to address the levels of child poverty and are inclusive of woman.  Glasgow Violence Against Woman Partnership project named The Family Support Project - is due to be set up in Jan 2021 and will look at the needs of women, children and young people from all sections of the community who experience gendered based violence will be investigated and included within the GVAWP Strategic Plan including those from: Lesbian; Gender identity; Transgender; Bisexual; Disability, HIV Status, Race, Faith groups and Age.  The GVAWP will ensure that their experiences of domestic abuse; rape and sexual assault; adult survivors of child sexual abuse; so called honour crimes; FGM; dowry related violence; forced and child marriage; prostitution and other forms of commercial sexual exploitation are included within the plan. | The Every Child Every Chance - Tackling Child Poverty Delivery Plan (2018-2022) Equality Impact Assessment highlights several protected characteristics disability, race and **gender** have evidenced higher levels of poverty. | Woman are disadvantaged in the formal labour market by a combination of employment in low pay, low profile, low progression industries and the impact of caring on time and availability for paid work. These issues are large scale and generational.  Women are usually the main carer and the main recipient of benefits in kind for children. Free childcare will impact on cost of living for those who currently use childcare and can transfer to free provision. It may also be advantages to women wishing to enter the paid work or to continue in work.  The focus on the Fair Start Scotland on lone parents will be beneficial in helping a key priority group - the vast majority of whom are women. |
|  | Men | Early Learning Childcare - First Steps to Child Approved By Dads Programme |  |  |
|  | Transgender |  | Beneficial to monitor situation to improve understanding of poverty amongst Transgender. |  |
|  | | | | |
| **RACE\*** | White |  |  |  |
| *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 | We are continuing to engage with organisations who support BME communities to better understand the depth and barriers faced for families and children in poverty.  We have engaged with One Parent Families Scotland (OPFS) who facilitated a workshop with lone parents from a BME background and the output from this discussion will form part of any further decision on interventions to address child poverty for families of a minority ethnic background. | The Every Child Every Chance - Tackling Child Poverty Delivery Plan (2018-2022) Equality Impact Assessment highlights several protected characteristics disability, **race** and gender have evidenced higher levels of poverty. | Although evidence is limited around minority ethnic groups, we do know that poverty is higher. Given that there is anecdotal evidence that take-up benefits can be lower for Minority Ethnic communities due to a lack of knowledge around eligibility.  Specific issues around language, skills and the impacts of discrimination can also be a barrier to employment. |
| Asian |  | Beneficial to monitor situation to improve understanding of poverty amongst the Asian community. |  |
| African | We are continuing to engage with organisations who support Black Asian Minority Ethnic (BAME) communities to better understand the depth and barriers faced for families and children in poverty.  Another session was held with women representing the Black Minority Ethnic Community (BME) communities by an organisation Radiant and Brighter.  It is anticipated that the output and learning from these session will help assist decision making to influence and shape future policy. |  | Feedback from BME representatives were:-  More information and consultation with the BME communities.  Organisations helping to run BME groups are sometimes not representative of that community, BME should be represented at board level.  Different cultural differences creates a lack of understanding in terms of diversity in various working environments. This knocks down confidence for BME employees.  Information on entitlements is only available in English.  There is still a lack of opportunities for black women. |
| Caribbean or Black | As above |  |  |
| Other Ethnic Group | As above |  |  |
|  | | | | |
| **DISABILITY** | Physical disability | Ongoing consultation with Glasgow Disability Alliance (GDA) and other organisations to consider options to address child poverty for a disabled child and/or parent.  Further consultation took place during Challenge Poverty Week with One Parent Families Scotland (OPFS) the audience was aimed at the challenges faced for parents of a child with a disability. It is anticipated that the outputs from these discussions with help in shape future policy or developments. | The Every Child Every Chance - Tackling Child Poverty Delivery Plan (2018-2022) Equality Impact Assessment highlights several protected characteristics **disability**, race and gender have evidenced higher levels of poverty.  In total 410,000 households in poverty in Scotland included a disabled person (42% of all households included one or more disabled children. We are currently working with a data centre of excellence to better understand the depth of disabilities as with the other at most risk of child poverty to identify a baseline. | |  | | --- | | It is widely recognised that barriers exist for disabled people in accessing welfare benefits advice services.  Feedback from lone parents with lived experience of supporting a child with a disability was:-  More awareness for families on what they may be entitled to, the group agreed that an advisor in ASL/Mainstream schools was a good idea to look to maximise income for families.  Early intervention be carried out between transition from P6 to moving to Secondary school to support disabled children adapt to Secondary School (especially if not moving to an ASL school).  Transport - can be difficult for families to access public transport, more sensitivity should be given when looking at transport for children to access activities. | |
| *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 |  |  |
| Mental Health | As above |  |  |
| Learning Disability | As above |  |  |
| **LGBT** | Lesbians |  | Beneficial to monitor situation to improve understanding of poverty amongst LGBT community. |  |
|  | Gay Men |  | Beneficial to monitor situation to improve understanding of poverty amongst LGBT community. |  |
|  | Bisexual |  | Beneficial to monitor situation to improve understanding of poverty amongst LGBT community. |  |
|  | | | | |
| **AGE** | Older People (60 +) | Consulted with Kinship Carers across the North East of the City, there are approx.1300 Kinship Carers across Glasgow where a high percentage of carers are elderly, following consultation in particular issues were highlighted relating to access of a free school uniform. |  |  |
|  | Younger People (16-25) | **Free access to sanitary products** has been rolled out across all Glasgow Secondary Schools. Primary schools access via their local secondary.  A conference held in June 2019 where over 150 girls and staff worked together sharing practice and developing their plans for 2019/20 to improve access.  A new intervention is in place to support young parents to engage with education at Smithycroft Secondary School. The aim of the project is to support young parents to remain or re-engage with education to gain skills and qualifications.  To further support young parents we are embedding money advice within family nurse partnership. An Advice worker will be located within Cairnbrook Centre to provide Money Advice Services and Financial Inclusion. Service Provision was through telephone appointments, 1:1 appointments and Home visits |  |  |
|  | Children (0-16) | The whole Act and the Delivery Plan is about children.  **Free access to sanitary products** has been rolled out across all Glasgow Secondary Schools. Primary schools access via their local secondary.  A conference held in June 2019 where over 150 girls and staff worked together sharing practice and developing their plans for 2019/20 to improve access.  **Improving outcomes for low income families who apply to the Scottish Welfare Fund**.  Financial Inclusion Support Officer will be placed in x13 schools to provide Financial Inclusion provisions in school settings.  Consultation took place during challenge poverty week from a Pupil Debate and further consultation with children with lived experience organisation called PEEK. |  |  |
|  | | | | |
| **MARRIAGE**  **& CIVIL PARTNERSHIP** | Women | As with the other protected characteristics income boosting measures will be beneficial to new mothers. A new service provision has been implemented to link birth registration with an application for a Best Start Grant application for the Pregnancy and Baby Payment.  Continuing to work with Scottish Government, Funeral Directors and the stillbirth & neonatal death charity (SANDS) and Simpson's Memory Box Appeal (SiMBA) to provide appropriate material to promote Social Security’s Best Start Grant - Pregnancy and Baby Payment to support bereaved low income families who are eligible for the payment. |  |  |
|  | Men | Early Learning Childcare - First Steps to Childcare Approved By Dads Programme |  |  |
|  | Lesbians |  | Beneficial to monitor situation to improve understanding of poverty amongst community. |  |
|  | Gay Men |  | Beneficial to monitor situation to improve understanding of poverty amongst community. |  |
|  | | | | |
| **PREGNANCY & MATERNITY** | Women | As with other protected characteristics income boosting measures will be beneficial to new mothers.  The Cost of the pregnancy pathway work is underway and we will use the findings for this work to understand the barriers and issues women face whilst being pregnant.  A new service provision has been implemented to link birth registration with an application for a Best Start Grant application.  The Scottish Government published ‘Every Child, Every Chance, its first child poverty delivery plan in March 2018 as part of its duties under the Child Poverty (Scotland) Act 2017. The plan outlined proposed actions for helping families in receipt of low income, including new actions on the cost of living and social security, and support for income maximisation services in health settings. In addition, the NHS in Scotland has a new statutory duty under the Act to work with local authority partners to maximise the incomes of pregnant women and families. |  |  |
|  | | | | |
| **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 |  | Beneficial to monitor situation to improve understanding of poverty amongst this community. |  |

\* 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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| * Disability * Minority Ethnic * Gender (in particular female lone parents) * Age (age of a parent specifically, In particular younger parents are much more likely to be living in poverty) |

Summary of Socio Economic Impacts

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| Further work required to understand any and to what level of impact. |

Summary of Human Rights Impacts

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| Further work required to understand any and to what level of impact. |

# 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 |

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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 delivery of existing and new innovative areas of work undertaken by the council will be monitored by the Child Poverty Governance Board. | City Treasurer - Political Lead for Child Poverty  Child Poverty Governance Board  Calton Child Poverty Network | On-going |

**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.

1. (2017) Institute of Fiscal Studies, *Living standards, poverty and inequality in the UK: 2017–18 to 2021–22,* Andrew Hood and Tom Waters, [IFS Report on Child Poverty](https://www.ifs.org.uk/uploads/publications/comms/R136.pdf%20%20) [↑](#footnote-ref-1)