**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

|  |
| --- |
| Glasgow Food Growing Strategy |

1. Reason for Change in Policy or Policy Development

|  |
| --- |
| Community Empowerment (Scotland) Act 2015, Part Allotments requires all Scottish Local Authorities to develop a food growing strategy for their areas. |

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

|  |
| --- |
| The main outcome will be the production of a Food Growing Strategy within the timelines set by the legislation. |

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

|  |
| --- |
| Kenneth Harris 18/12/19 |

1. Assessment Verified by (signed and date)

|  |
| --- |
| Seamus Connolly 18/12/19 |

# 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. |
| We are unaware of any food growing related research on equality protected characteristics. | N/a | The follow consultations were carried out:  2016 – Citywide allotments consultation  2017 – Citywide food growing consultation  2018 – Food Growing Strategy consultation for 4 city council wards  2019 – Food Growing Strategy consultation for 19 city council wards  2019 – Food Growing Strategy updates provided to a majority of area partnerships.  Links to these consultations are available at the following:  2016/17/18 Consultations www.glasgow.gov.uk/councillorsandcommittees/submissiondocuments.asp?submissionid=88611  2018/19 Consultations  [www.glasgow.gov.uk/foodgrowing](http://www.glasgow.gov.uk/foodgrowing)  No specific equalities issues were raised at any of the events.  There will, in 2020, be further consultation specifically linked to allotments rules and regulations. |

# 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 | Being part of a growing group where individual knowledge and experiences can benefit fellow growers can break down barriers between different members from any protected characteristic. |  | The Community Empowerment (Scotland) Act Part 9, S119 (5) requires the Food Growing Strategy to show how the authority intends to increase growing sites in communities which experience socio-economic disadvantage. This have a positive impact on all citizens in these areas. |
|  | Men | Y |  | “ |
|  | Transgender | Y |  | “ |
|  | | | | |
| **RACE\*** | White | Y |  | “ |
| *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 | Y |  | “ |
| Asian | Y |  | “ |
| African | Y |  | “ |
| Caribbean or Black | Y |  | “ |
| Other Ethnic Group | Y |  | “ |
|  | | | | |
| **DISABILITY** | Physical disability | Food growing or gardening has been shown to improve physical health |  | “ |
| *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, ) | Y |  | “ |
| Mental Health | It is increasingly recognised that there is a multitude of mental health benefits to be gained from food growing and the social interaction that it encourages and facilitates. |  | “ |
| Learning Disability | It is increasingly recognised that there are many benefits to be gained from food growing for individuals with a learning disability |  | “ |
| **LGBT** | Lesbians | Y |  | “ |
|  | Gay Men | Y |  | “ |
|  | Bisexual | Y |  | “ |
|  | | | | |
| **AGE** | Older People (60 +) | Food growing is recognised as a disproportionately popular activity with older people but growing has many opportunities for intergenerational co-operation. |  | “ |
|  | Younger People (16-25) | Y |  | “ |
|  | Children (0-16) | Food growing, as part of outdoor education, is increasingly recognised as have a multitude of benefits. |  | “ |
|  | | | | |
| **MARRIAGE**  **& CIVIL PARTNERSHIP** | Women | Y |  | “ |
|  | Men | Y |  | “ |
|  | Lesbians | Y |  | “ |
|  | Gay Men | Y |  | “ |
|  | | | | |
| **PREGNANCY & MATERNITY** | Women | Y |  | “ |
|  | | | | |
| **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 | Y |  | “ |

\* 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

|  |
| --- |
| Being part of a growing group where individual knowledge and experiences can benefit fellow growers can break down barriers between different members from any protected characteristic. As such impacts would be on all protected characteristics. |

Summary of Socio Economic Impacts

|  |
| --- |
| The Food Growing Strategy is required by legislation to consider its impact in communities which experience socio-economic disadvantage as it is recognised that there would be a multitude of benefits to result from local food growing opportunities. |

Summary of Human Rights Impacts

|  |
| --- |
|  |

# 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?** | 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?** | No |

|  |  |  |
| --- | --- | --- |
| **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 Community Empowerment Act 2015 requires allotment rules and regs to be updated and thus consulted upon and amended. This process will take forward the appropriate equality issues.  Monitoring of strategy impacts on SIMD areas | Ken Harris [kenneth.harris@glasgow.gov.uk](mailto:kenneth.harris@glasgow.gov.uk) and Food Growing Strategy Team.  Ken Harris [kenneth.harris@glasgow.gov.uk](mailto:kenneth.harris@glasgow.gov.uk) and Food Growing Strategy Team. | Consultation on allotment rules and regulations will take place in 2020.  Monitoring will be ongoing and action, if required, will take place in financial year 2021/22. |

**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.