

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

Electric vehicle Charge Point Policy

b) Reason for Change in Policy or Policy Development

The move to greener transport is essential in meeting Scotland's ambitious climate change targets, vital in improving local air quality and a crucial component of the drive to energise Scotland's economy through opportunities for flourishing green technology industries.

Glasgow City Council supports the objectives of the Scottish Government's "Switched on Scotland" report and is leading the way in the provision of publicly accessible charge points. With an increase in the number of electric vehicle registrations in Scotland it is necessary to introduce a policy on the use of charge points and the plans for future and existing installations.

The policy is related to existing Council plans, including the City Development Plan, Air Quality Action Plan, City Centre Strategy, the City Centre Transport Strategy and the Council's Fleet Strategy.

The policy sets out a number of key proposals designed to support the City's transition to low-carbon transport economy.

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

The primary objective of the policy is to expand the existing network to meet the rising demand for charge points in a fair and equitable way for all residents.

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

OFFICIAL

EQIA Screening Form

Andrew Mouat 10/09/2019

e) Assessment Verified by (signed and date)

Kevin Teague 10/12/2019

OFFICIAL

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>As this is a new policy and electric vehicles and charging infrastructure are still in a growth period there is little research readily available regarding equality impacts of installing electric vehicle charging points.</p> <p>Anecdotally it is recognised that electric vehicles remain a premium product and, as such, remain out of reach for many of Glasgow’s residents.</p>	None of the above	No
GCC’s air quality monitoring data	None of the above	No

OFFICIAL

EQIA Screening Form

BEIS 2017 sub-national final energy consumption statistics for 2015	None of the above	No

OFFICIAL

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	X		This policy will help to increase the availability of charge points across the city. Thus it will help increase the uptake of these vehicles and will help drive-down prices making them more accessible to wider consumer groups. It will also contribute to improved air quality within the city.
	Men	X		As above.
	Transgender	X		As above.
RACE*	White	X		As above.
	Mixed or Multiple Ethnic Groups	X		As above.
	Asian	X		As above.
	African	X		As above.
	Caribbean or Black	X		As above.
Other Ethnic Group	X		As above.	

OFFICIAL

EQIA Screening Form

DISABILITY	Physical disability		There is a concern that increased pavement clutter could increase barrier for some wheelchair users.	As above.
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)		There is a concern that increased pavement clutter could pose a disproportionate risk to those suffering a visual impairment.	
	Mental Health	X		As above.
	Learning Disability	X		As above.
LGBT	Lesbians	X		As above.
	Gay Men	X		As above.
	Bisexual	X		As above.
AGE				
	Older People (60 +)	X		As above.
	Younger People (16-25)	X		As above.
	Children (0-16)	X		As above.
MARRIAGE & CIVIL PARTNERSHIP				
	Women	X		As above.
	Men	X		As above.
	Lesbians	X		As above.
	Gay Men	X		As above.

OFFICIAL

OFFICIAL

EQIA Screening Form

PREGNANCY & MATERNITY	Women	X		As above.
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	X		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](#).

OFFICIAL

Summary of Protected Characteristics Most Impacted

This policy should represent a positive impact for most of the protected characteristics listed above, however there is a small risk of negative impacts for those suffering from visual impairments and for wheelchair users. All installations adhere to both the Council's Planning and Transport Scotland's Guidance documents, which are written with reference to The Disability Discrimination Act (2005) and require a minimum footway width of 2,000mm.

Summary of Socio Economic Impacts

Improved availability, accessibility and affordability of electric vehicles.

Improved air quality.

Summary of Human Rights Impacts

Improved air quality

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?	No
Does a Full Impact Assessment need to be undertaken?	No

<p style="text-align: center;">Actions: Next Steps</p> <p style="text-align: center;">(i.e. is there a strategic group that can monitor any future actions)</p>		
Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
<p>Further EQIA screenings will be undertaken at the point of decision making, for example when a tariff structure is developed.</p>	<p>N/A</p>	<p>N/A</p>

Public Reporting

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

OFFICIAL

EQIA Screening Form

--

OFFICIAL

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.