**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. **Evidence & Engagement**

Collect datato evidence the type of barriers people face to accessing services (research, consultations, complaintsand/or consult with equality groups)

1. **Differential Impact**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

1. **Outcomes and Action**

Develop an action plan to make changes where a negative impact has been assessed

1. **Monitoring Outcomes and Next Steps**

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

|  |
| --- |
| SPT Bus Stop Enhancements Phase 1 |

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

|  |
| --- |
| The key objective of the project is to ‘provide a public transport system that will improve the attractiveness, quality and reliability of travel across Glasgow .In addition to the key objective, the following sub objectives were identified:   * To reduce bus journey times. * To improve accessibility, and thereby help to reduce social exclusion, to key areas, facilities and services such as healthcare, education, employment and tourist attractions. * To support growth, development and regeneration in the residential, commercial and retail sectors. * To improve safety, particularly for vulnerable public transport users. * To reduce the adverse environmental effects of transport through modal shift, sustainable trip patterns and reducing the growth rate of congestion on main corridors. |

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

|  |
| --- |
| Michael Gallardo – 26 / 06 / 2019 |

1. Assessment Verified by (signed and date)

|  |
| --- |
| Tam McKee – 28 / 06 / 2019 |

# EVIDENCE & ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

|  |  |  |
| --- | --- | --- |
| Please name any research, data, consultation or studies referred to for this assessment: | Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief. | Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation. |
| Consultation letters delivered to all residents within 20m of an affected bus stop | Fully open to all groups who reside within 20m of an affected bus stop |  |
| Consultation posters placed at all affected bus stops | Fully open to all groups who use the affected bus stop |  |

# DIFFERENTIAL IMPACT

Use the table below to tick where you think the project, policy or strategy has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within a equality group), based on the evidence you have collated

|  |  | **Positive Impact – it could benefit an equality group** | **Good Practice/ Promotes Equality or improved relations** | **Negative Impact –**  **it could disadvantage an equality group** | **Reason for Change in Policy or Policy Development** |
| --- | --- | --- | --- | --- | --- |
| **GENDER** | Women |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Men |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
| **RACE** | Asian People |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Black People |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Chinese People |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | White People |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | People of mixed race |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | European People  (Polish, Greek, Italian, etc) |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
| **DISABILITY** | Physical disability | \* |  |  | The provision of new Bus Infrastructure designed and constructed to Equalities Act (previously DDA) standards, for example High Access Kerbs at halts will ensure a safer and easier travel experience for users. |
|  | Sensory Impairment  (sight, hearing,) |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Mental Health Issues |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
| **LGBT** | Lesbians |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Gay Men |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Bisexual |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Transgender |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
| **AGE** | Older People (60 +) | \* |  |  | The provision of new Bus Infrastructure designed and constructed to Equalities Act (previously DDA) standards, for example High Access Kerbs at halts will ensure a safer and easier travel experience for users. |
|  | Younger People (16-25) | \* |  |  | The provision of new Bus Infrastructure designed and constructed to Equalities Act (previously DDA) standards, for example High Access Kerbs at halts will ensure a safer and easier travel experience for users. |
|  | Children (0-16) | \* |  |  | The provision of new Bus Infrastructure designed and constructed to Equalities Act (previously DDA) standards, for example High Access Kerbs at halts will ensure a safer and easier travel experience for users. |
| **MARRIAGE & CIVIL PARTNERSHIP** | Women |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Men |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Lesbians |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
|  | Gay Men |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |
| **PREGNANCY & MATERNITY** | Women | \* |  |  | The provision of new Bus Infrastructure designed and constructed to Equalities Act (previously DDA) standards, for example High Access Kerbs at halts will ensure a safer and easier travel experience for users. |
|  |  |  |  |  |  |
| **RELIGION & BELIEF** | Input \* |  | \* |  | The provision of an improved high quality infrastructure project will ensure an uplift in the local area with high quality materials used bringing a higher sense of local pride value to the local area. |

\* 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

Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. \*\* Equality Legislation listed a back of this document.

|  |  |  |
| --- | --- | --- |
| **IMPACT** | **YES** | **NO** |
| **HIGH** |  |  |
| There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy. |  | \* |
| **MEDIUM** |  |  |
| There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected |  | \* |
| **LOW** |  |  |
| There is little or no evidence that some people from different groups or communities are (or could be) differently affected. |  | \* |
|  |  |  |
| **Does the negative impact breach any of the equality legislation? \*\*** |  |  |
|  | **Immediately** | **Within next 6 months** |
| The negative impact requires action to be taken |  |  |

\*\* See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

# OUTCOMES AND ACTION

SCREENING ASSESSMENT OUTCOME ACTIONS

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Screening Outcome** | **Yes /No**  **/Not At This Stage** | **Further Action Required** | **Lead Officer** | **Timescale for Resolution** |
| Was a significant impact from the project, policy or strategy identified? | NO |  |  |  |
| Does the project, policy of strategy require to be amended to have a positive impact? | NO |  |  |  |
| Does a Full Impact Assessment need to undertaken at this time? | NO |  |  |  |
| If none of the above is required, please recommend the **next steps** to be taken.  (i.e. is there a strategic group that can monitor any future impacts as part of implementation?) |  |  |  |  |

# MONITORING OUTCOMES AND NEXT STEPS

The equalities impact assessment screening is not an end in itself but the start of a continuous monitoring and review process.

It is our responsibility to identify any current, new or developing issues raised by the community.

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

**The Race Relations (Amendment) Act 2000** extends the scope of the Race Relations Act 1976 to cover all the functions of the Council. It gives most public authorities, including the Council, a general duty to promote race equality. That duty requires the Council when carrying out our policies, employing people and delivering services, in partnerships or otherwise, to have due regard to the need to

* Eliminate unlawful racial discrimination;
* Promote equality of opportunity; and
* Promote good relations between persons of different racial groups.

The general duty is supported by specific duties that cover, among other things, employment, training and ethnic monitoring.

**Disability Discrimination Act** There is a general duty which applies to all public authorities, plus additional specific duties to support the majority of public authorities in achieving the outcomes required by the general duty. The basic requirement for a public authority when carrying out their functions is to have due regard to the need to do the following:

* promote equality of opportunity between disabled people and other people
* eliminate discrimination that is unlawful under the Disability Discrimination Act
* eliminate harassment of disabled people that is related to their disability
* promote positive attitudes towards disabled people
* encourage participation by disabled people in public life
* take steps to meet disabled people’s needs, even if this requires more favorable treatment.
* Due regard’ means that authorities should give due weight to the need to promote disability equality in proportion to its elevance.

**The Gender Equality Duty and Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012**

# The Equality Act 2006 amended the Sex Discrimination Act 1975 to place the statutory duty on public authorities, when carrying out their functions, to have due regard to the need to:

* eliminate unlawful discrimination and harassment; and
* promote equality of opportunity between men and women

The 2010 Act consolidated this legislation. This is the general gender equality duty, which is supported by specific duties that cover among other things equal pay, occupational segregation and education.

To have due regard means that the weight given to the need to promote gender equality is proportionate to its relevance to a particular function. It will mean giving more consideration and resources to functions or policies that have most effect on the public, or the Council’s employees, or on a section of the public or on a section of the Council’s employees, for example, transsexual employees.

The gender equality duty incorporates a statutory duty to pay due regard to the need to eliminate discrimination and harassment towards transsexual staff. This applies at present to employment and vocational training.