

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

Integrated Grant Fund Budget 2018-19 – Budget Option estimated £1.4m saving

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

Glasgow City Council is committed to maintaining and strengthening links, partnerships and planning with other key agencies and sectors and aims to optimise the use of all available resources. The Integrated Grant Fund (IGF) provides grant funding to organisations to deliver high quality services to the people of Glasgow.

All applicants must demonstrate demand, a partnership approach and a clear fit with one or more of the following Programmes:

- Alcohol and Health & Wellbeing;
- Youth Employment and Young People;
- Vulnerable People and Families;
- Safer Communities;
- Fairer Communities; and
- Sustainable Communities.

Without specific decisions on which of the c. 450 IGF projects is to be subject to savings to achieve the £1.4m budget option, it is not possible to be definitive about where, and what impact reductions will have.

In addition, a set of principles was previously used to underpin funding decisions by the Council's Executive Committee, Glasgow Community Planning Partnership and Sector Partnerships in the period 2015-2018. These are as follows, with the second being most relevant to the EQIA:

- Protecting, wherever we can, jobs which are funded by the IGF

- Protecting, wherever we can, services to protected characteristic groups. Under the Equality Act of 2010, these are defined as: age, disability, ethnicity, gender (including transsexuals), religion and belief, sexual orientation, pregnancy and maternity and marriage and civil partnership.
- Protecting, wherever we can, funding to small, community based organisations
- Protecting, wherever we can, projects which deliver services under the Single Outcome Agreement/Community Plan priorities
- Identifying programmes or projects where the potential impact of any savings is considered to be minimal
- Developing relationships with partners to improve the generation of income and sustainability of organisations funded through the IGF

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

Judith Hunter, Principal Officer (Equalities)

d) Assessment Verified by (signed and date)

Richard Kelly, Grants & Initiatives Manager

2. GATHERING EVIDENCE & STAKEHOLDER 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.
<p>The Scottish Government and Glasgow City Council have published equality evidence matrices, which provide a limited set of data & research. Both cross reference the Equality characteristics with various issues e.g. health, access to services, employment and so on. However, while these are a useful guide, they would not substitute for consultation with organisations likely to be directly affected by a reduction in funding.</p> <p>For reference, the Scottish government matrix can be found here:</p> <p>http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid</p> <p>and the Glasgow City Council matrix here:</p> <p>http://connect.glasgow.gov.uk/article/15070/Equalities-Impact-Assessment-Evidence-Matrix</p>	<p>All equality groups are likely to be affected by a budget option of £1.4m savings in the IGF, either as service users, or as employees within GCC/ALEOs/Partners.</p> <p>For example, women are more likely to be employed in some of the services funded here, such as childcare, and in lower paid part time work.</p> <p>In addition, a number of these programmes give out money to the Third Sector to deliver the work, including parenting support, community projects targeted at people from protected characteristics and youth diversionary activity.</p> <p>Impacts on different equality groups may also be linked to the type of organisations e.g. Disability organisations may be more likely to employ people with disabilities. Some gender-sensitive services to women will employ predominantly women.</p>	<p>Initial consultation with the affected GCC & ALEO services does highlight some areas where there is likely to be an impact on equalities groups as service users, as well as on employed posts.</p> <p>It's suggested that there could be a survey monkey targeted at projects within these service areas to establish the scale of the impact more accurately as part of a full EQIA, particularly where it relates to the loss of jobs and services for protected characteristic groups. It is envisaged that all projects delivered by GCC & ALEOs would be in scope as part of this.</p>

They may also have volunteers who, while their time is technically free and not affected by cuts to an organisation, the support to volunteers e.g. training and management support may be affected, making it difficult for organisations to sustain a volunteering programme. This is also a common situation in relation to organisations that work with the BME and LGBT community.

In mainstream organisations, cuts to budget may adversely affect their ability to engage with service users with additional needs e.g. interpreting services, or access to buildings.

In addition, as evidence would typically show that equality groups are usually more likely to live in poorer areas and be in more need of support, they are likely to be disproportionately affected by cuts to locality based services targeted at areas of multiple deprivation across the city.

There are also some groups that have additional vulnerability due to complex needs e.g. refugees and asylum seekers, or the LGBT community who are likely to be less visible and have mental health needs that are supported by projects but that are less easy to quantify.

	<p>In addition, people with inter-sectionality of equality characteristics (i.e. more than one) are likely to be disproportionately affected by any reduced services.</p> <p>Finally, it is important to note the overarching issue of poverty; much of this programme work is aimed at people living in the most deprived areas of the city, therefore there is a socio-economic concern across the board.</p>	

2. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within an equality group), based on the evidence you have collated

- **This section is difficult to complete in specific terms. It is highly likely that reductions of £1.4m in IGF would mean a negative impact for any and all of these groups. It is not possible to be definitive about these without specific recommendations and direct engagement with the affected organisations.**

		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			A number of the services within the scope of the proposed savings are targeted at women e.g. women only community groups, women involved in prostitution and violence against women reduction projects. In addition, women tend to be disproportionately affected by cuts to parenting, carers or childcare services, both as service users and employees.	
	Men			While not technically a protected characteristic group, people with addictions would be affected by some of these proposed savings. A good proportion of these are men check	

				figures for full EQIA]. They are also likely to be affected by cuts to adult literacy, carer and parenting programmes.	
RACE	Asian People			Without distinguishing between Black, Asian or other people, BME communities are likely to be affected by some of the grants to Third Sector projects which fund targeted community projects for BME people. They may also be impacted by cuts to women only services as this may be the only way some BME women are able to access community services. In addition, as race hate crime is by far the most reported kind of hate crime in the city, reducing this support could have an impact on efforts to reduce this.	
	Black People			See above	
	Chinese People			See above	
	White People				
	People of mixed race			See above	
	European People (Polish, Greek, Italian, etc)			People from the Roma/Czech/Slovakian community are likely to be affected by savings to work in the Govanhill locality across all service areas.	

DISABILITY	Physical disability			Only one project specifically offers services targeted at physically disabled people, regarding their participation in sport and opportunities to develop that may be impacted.	
	Sensory Impairment (sight, hearing,)				
	Mental Health Issues			A number of the services which may be impacted offer support to vulnerable adults and young people, including those with addictions and mental health issues. These include employability, literacy and parenting programmes.	
LGBT	Lesbians			Some of the grants to third sector organisations target work with LGBT people, therefore savings may impact these groups directly. In addition, a relatively high number of hate crime victims are from the LGBT community.	
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)			Some of the grants to third sector organisations target work with older people, therefore savings may impact these groups	

				directly. They may also be affected by programmes that support kinship carers.	
	Younger People (16-25)			A number of these programmes are aimed at young people, and in particular at some of the most vulnerable: young offenders, young people in and leaving care & those that are homeless or with addiction problems. There is also provision for young people who are parents to continue education. There is also youth diversionary activity, aimed at engaging young people who are also negatively impacted by poverty.	
	Children (0-16)			A number of the programmes provide support to vulnerable children and families, including some working specifically with children from the Roma community. Children from at risk families could also be impacted by savings to parenting programmes.	
MARRIAGE & CIVIL PARTNERSHIP	Women			N/A	
	Men				

	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women			N/A	
RELIGION & BELIEF	Input *			Some of the grants to third sector organisations target work with faith groups, therefore savings may impact these groups directly. In addition, some of the work around hate crime challenges sectarianism and other religious discrimination.	

* 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.	x	
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? **		x
	Immediately	Within next 6 months
The negative impact requires action to be taken		x

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

3. OUTCOMES, ACTION & PUBLIC REPORTING

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?	Yes	To establish the level of impact of savings on people from Protected Characteristic groups, a full EQIA should be undertaken.	JH/Grants team	ASAP however requires confirmation of specific projects agreed for savings
Does the project, policy of strategy require to be amended to have a positive impact?	Not at this stage, see underpinning principles	The draft principles previously used for decision making listed at the beginning may go some way towards mitigating the effects of budget reduction on the most vulnerable groups.	City Administration Committee, CPP Board, Sector CPPs.	
Does a Full Impact Assessment need to undertaken?	Yes, however, it would only be of value if it was to influence which budget option was to be implemented.			
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?)				
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PUBLIC REPORTING OF SCREENING ASSESSMENT

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

4. 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
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: <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: <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>

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.