

**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

Play area safer surface investment 2018/19/20

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

Additional investment in Glasgow's play area estate will allow replacement and upgrading of equipment throughout the city. Decisions on priorities for replacement and upgrading are supported by mapping of existing play areas, including walking distances to areas of population and assessment of equipment quality.

Where upgrading is being carried out in play areas, the focus is on accessibility, allowing equipment to be used by the greatest range of ages and abilities possible.

Equipment includes fixed play equipment, outdoor gym equipment and multi-use games areas and requires the supply of safer surfacing as a key component of all installations.

Access to outdoor play/exercise opportunities benefits all protected characteristic groups by encouraging appropriate physical activity and stimulating mental wellbeing. There are generally no restrictions for use of any equipment within Glasgow. If a user has the confidence and is able to access play equipment unaided it is suitable for their use.

Access to all GCC managed play areas in Glasgow is free for everyone.

All refurbishment or renewal is carried out in accordance with European standards.

Links to the European standards:

<https://www.rospa.com/play-safety/advice/en1176-equipment-standard/>

<https://www.en-standard.eu/set-csn-en-1176-csn-en-1177-standards-for-playground/?gclid=CKHH16ukg9UCFRMo0wodeHEJFw>

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

Fiona McKinnon July 2018

d) Assessment Verified by (signed and date)

Stevie Scott July 2018

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**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"> <li>➤ disability,</li> <li>➤ race and/or ethnicity,</li> <li>➤ religion or belief (including lack of belief),</li> <li>➤ gender,</li> <li>➤ gender reassignment,</li> <li>➤ sexual orientation</li> <li>➤ marriage and civil partnership,</li> <li>➤ pregnancy and maternity,</li> </ul>	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.
European standards as noted above.	N/A	N/A
City wide play area assessment/scoring matrix based on quality/accessibility/quantity linked with Glasgow Open Space Strategy	N/A	N/A

**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	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
<b>SEX/ GENDER</b>	Women	Everyone can use play equipment at all times – promotes mental and physical wellbeing/social interaction			
	Men	As above			
	Transgender	As above			
<b>RACE*</b>	White	Everyone can use play equipment at all times – promotes mental and physical wellbeing/social interaction			
	Mixed or Multiple Ethnic Groups	As above			
	Asian	As above			
	African	As above			
	Caribbean or Black	As above			
	Other Ethnic Group	As above			

*Further information on the breakdown below each of these headings, as per census, is available [here](#).*

*For example Asian includes Chinese, Pakistani and Indian etc*

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<b>DISABILITY</b>	Physical disability	Where upgrading is carried out, focus will be on accessibility for the greatest range of abilities possible			
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	As above			
	Mental Health	As above			
	Learning Disability	As above			
<b>LGBT</b>	Lesbians	Everyone can use play equipment			
	Gay Men	As above			
	Bisexual	As above			
<b>AGE</b>	Older People (60 +)	Everyone can use play equipment. Some equipment is designed for specific use, but there are no formal age restrictions on any of our equipment			
	Younger People (16-25)	As above			
	Children (0-16)	As above			
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	Everyone can use play equipment			

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	Men	As above			
	Lesbians	As above			
	Gay Men	As above			
<b>PREGNANCY &amp; MATERNITY</b>	Women	Everyone can use play equipment			
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note	Everyone can use play equipment			

\* 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](#).

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4. OUTCOMES, ACTION & PUBLIC REPORTING

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No Or /Not At This Stage	Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact/ Delivery of Positive Impact
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	Ensure that accessibility is considered in the design of upgrading/refurbishment		
Does a Full Impact Assessment need to be undertaken?	No			
If none of the above is required, please recommend the <b>next steps</b> to be taken.  (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		Implement refurbishment and replacement programme. Continuous monitoring of quality/accessibility and quantity carried out via mapping/assessment matrix		

PUBLIC REPORTING OF SCREENING ASSESSMENT



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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)

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## 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](#)

## 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.