

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:

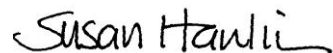
a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Water Row Masterplan (Project)

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

To produce a Masterplan for Govan's prime waterfront development site at Water Row through a co-creative process that involves all stakeholders including the community. The end development aims to be an international exemplar in placemaking - creating an attractive destination and neighbourhood that produces tangible social and environmental benefits as well as inclusive economic growth for the Govan community (currently one of the most disadvantaged communities in Scotland as measured by the SIMD) and for Glasgow.

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



Susan Hanlin, Project Manager CGAP & GCTHI, 7 June 2018.

d) Assessment Verified by (signed and date)



Ewan Curtis, Group Manager, Spatial Strategy Delivery – Neighbourhoods, 18th October 2018

EQIA Screening Form

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"> ➤ 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>Water Row Project Management & Stakeholder Analysis Records all project stakeholders and identifies the project management and engagement structures/approach.</p>	Ethnicity (in reference to the Travelling Showpeople resident at Water Row, who although not formally classified within the protected characteristics do define their ethnicity with the cultural group they belong to).	Yes – Showpeople identified as a first level stakeholder likely to be directly impacted by the Masterplan proposals. Direct consultation was taken forward with each family concerned to identify their preferences and inform options analysis for the site.
<p>Water Row Masterplan Stakeholder Consultation Report This document records consultation and engagement activity undertaken during the masterplanning process between Oct 2017 – June 2018.</p>	Ethnicity – Travelling Showpeople Age	As above, direct consultation undertaken with both Showpeople Yards. Both families fully informed of the decision not to retain either yard at Water Row and reasons why. No – impacts on young and older people predominantly covered by Showpeople

EQIA Screening Form

	Disability	consultations noted above. Further consultation to ensure the detailed design of development emerging as a result of the Masterplan meets DDA requirements will be taken forward in development design stages as opposed to masterplan stage.
--	------------	--

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
SEX/ GENDER	Women	Open, fair and transparent allocation policy for housing & commercial space			
	Men	Open, fair and transparent allocation policy for housing & commercial space			
	Transgender	Open, fair and transparent allocation policy for housing & commercial space			
RACE*	White	Open, fair and transparent allocation policy for housing & commercial space			
	Mixed or Multiple Ethnic Groups	Open, fair and transparent allocation policy for housing & commercial space			
	Asian	Open, fair and transparent			

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

EQIA Screening Form

<i>For example Asian includes Chinese, Pakistani and Indian etc</i>		allocation policy for housing & commercial space			
	African	Open, fair and transparent allocation policy for housing & commercial space			
	Caribbean or Black	Open, fair and transparent allocation policy for housing & commercial space			
	Other Ethnic Group	Open, fair and transparent allocation policy for housing & commercial space		Showpeople Yards required to relocate to alternative sites in Govan and the city to facilitate development/population growth.	
DISABILITY	Physical disability	New wheelchair and barrier free housing for varying needs . DDA compliant/ best practice design. Open, fair and transparent allocation policy for housing & commercial space		Potential impact on people with progressive illness. (Details withheld to protect individual privacy and comply with GDPR 2018)	
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	Housing & public space design DDA compliant/ best practice. Open, fair and transparent allocation policy for			

EQIA Screening Form

		housing & commercial space			
	Mental Health	Open, fair and transparent allocation policy for housing & commercial space			
	Learning Disability	Open, fair and transparent allocation policy for housing & commercial space		Potential impact on people with learning disability. (Details withheld to protect individual privacy and comply with GDPR 2018)	
LGBT	Lesbians	Open, fair and transparent allocation policy for housing & commercial space			
	Gay Men	Open, fair and transparent allocation policy for housing & commercial space			
	Bisexual	Open, fair and transparent allocation policy for housing & commercial space			
AGE	Older People (60 +)	Open, fair and transparent allocation policy for housing & commercial space		Older residents in neighbouring housing concerned over loss of parking spaces and loss of view. Impact on Elders of both Showpeople Families who do not wish to move and have local GP/support	

EQIA Screening Form

				<p>services. Further impact on older extended family members living in supported accommodation nearby who rely on Showpeople Yard.</p> <p>Older people attending Govan & Linthouse Church are concerned about loss of parking spaces and restricted access to church.</p>	
	Younger People (16-25)	Open, fair and transparent allocation policy for housing & commercial space		Young people of school age resident in Showpeople Yard.	
	Children (0-16)			Young people of school age resident in Showpeople Yard.	
MARRIAGE & CIVIL PARTNERSHIP	Women	Open, fair and transparent allocation policy for housing & commercial space			
	Men	Open, fair and transparent allocation policy for housing & commercial space			
	Lesbians	Open, fair and transparent allocation policy for housing & commercial space			
	Gay Men	Open, fair and transparent allocation policy for			

EQIA Screening Form

		housing & commercial space			
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	Open, fair and transparent allocation policy for housing & commercial space			

* 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](#).

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?	Generally no as development at Water Row is felt to be in general community interest, but significant negative impact identified for Showpeople families currently resident on site.	Targeted liaison with both Showpeople families to assess and provide for their particular needs in as supportive a manner as is reasonably possible.	Gordon Smith, City Property.	From October 2017 and then ongoing. Both Showpeople families fully informed on 5 June 2018, in writing & in person, of decision not to retain either yard at Water Row and reasons why. The Council and City Property continue to liaise with both families to identify a suitable alternative site for each yard and to facilitate relocation.
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage.			
Does a Full Impact Assessment need to be undertaken?	Not at this stage.			
If none of the above is required, please		Continue to monitor future equality impacts as the	Patrick Flynn, Head of DRS H&R,	Water Row Follow Up Meetings

EQIA Screening Form

<p>recommend the next steps to be taken.</p> <p>(i.e. is there a strategic group that can monitor any future impacts as part of implementation?)</p>		<p>phased development of Water Row takes place and as Showpeople relocation is taken forward.</p>	<p>Gordon Smith, City Property</p>	<p>covered by Patrick Flynn DRS H&R (usually every 6-8 weeks).</p> <p>Showpeople Relocation Group convened by Jane Williamson DRS PMD</p>
---	--	---	------------------------------------	---

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)

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.