

## **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. **Evidence & Engagement**  
Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)
3. **Differential Impact**  
Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level
4. **Outcomes and Action**  
Develop an action plan to make changes where a negative impact has been assessed
5. **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:**

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

Road Safety Inspection and Repair Policy

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

*The Road Safety Inspection and Repair Manual* is the revised policy on road safety inspections and complies with the 'Well-Managed Highway Infrastructure - A Code of Practice' (October 2016). It sets out how Glasgow City Council identifies, categorises, records and repairs safety defects on its road network.

The purpose of this EQIA is to screen the process of this new policy which is presented to the ESCR Committee for recommendation and then subsequently the City Administration Committee (CAC) to make a decision on the adoption of this new policy. The EQIA screening also makes comment on the impact on equality groups through implementing a risk based approach, in particular, new response times (Section 6.0 of the Road Safety Inspection and Repair Manual), the implementation of a programme of first time permanent repairs and reducing the number of repetitive and low quality temporary repairs on the road network.

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

*Shung King* 21/1/19.

- d) Assessment Verified by (signed and date)

*C. A. Francis* 22/1/19

## 2. 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.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children &amp; young people or faith &amp; belief.</p>	<p>Do you intend to set up your own consultation? if so, please list the main issues that came from this consultation.</p>
<p>Data on road infrastructure condition, reports from safety inspections and public reports is collected to project potential impact of the new policy. The Society of Chief Officers for Transportation in Scotland (SCOTS) has developed guidance on adopting a risk based approach to road safety inspections. Glasgow's (revised) policy is based on this SCOTS recommended practice and in accordance with 'Well Managed Highway Infrastructure – A Code of Practice 2016'</p>	<p>The new policy refers to improving road condition and improved quality of repairs through a risk based approach to road safety inspection and repair. This will have impact on all road users, particularly women, older people and those with disabilities</p>	<p>Not at this Stage – Following the adoption of this policy an effective public engagement and communication strategy will be required to promote this new policy, highlighting its key benefits, how it positively impacts equality and how it represents better value than existing arrangements.</p>

### 3. DIFFERENTIAL IMPACT

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 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
<b>GENDER</b>	Women	YES – A global study undertaken by Stanford University in the US, took fitness readings from people in 11 countries, including 55,110 in the UK found that women generally walk less than men, particularly as they get older. First time permanent repairs will have a positive impact on encouraging women to walk more due to the improved quality of repairs.		Safety defects, particularly, those categorised as a priority 3 (60 day response) in terms of the new policy, will be visible for longer. This means road users may come across safety defects more often over the short term. This perception may have a negative impact in encouraging women to walk more. However, it should be noted that these defects are of low risk and in the medium to long term road users should see the benefits of first time permanent repairs.	The Council's current inspection policy, approved in October 2012 was prepared in accordance with the previous guidance contained in "Well-Maintained Highways" the Code of Practice for Highway Maintenance Management' However, the new 'Well-Managed Highway Infrastructure – A Code of Practice' (October 2016) recommends a risk based approach to managing all aspects of the road network which includes inspection and repair. 'Well-Managed Highway Infrastructure: A Code of Practice' Recommendation 7 is that roads authorities should adopt a Risk Based Approach to all aspects of road maintenance. This policy specifically relates
<b>RACE</b>	Men				
	Asian People				
	Black People				
	Chinese People				
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)				

DISABILITY	Physical disability	YES – First time permanent repairs will have a positive impact on the mobility of the physically disabled due to the improved quality of repairs and reduction of low quality, repetitive temporary repairs.		Safety defects, particularly, those categorised as a priority 3 (60 day response) in terms of the new policy, will be visible for longer. This means road users may come across safety defects more often over the short term. This may have a negative impact in mobility for the physically disabled. However, it should be noted that these defects are of low risk and in the medium to long term road users should see the benefits of first time permanent repairs and an improvement in the condition of the road network.	to a risk based procedure for conducting road safety inspections – the area of our greatest number of claims. A Risk Based Approach is also recommended by the Institute of Highway Engineers in their guidance on managing risk and liability. "Well Managed Highway Liability Risk".
	Sensory Impairment (sight, hearing, )				
	Mental Health Issues				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)	YES – First time permanent repairs will have a positive impact for the mobility of older people due to the improved quality of repairs and reduction of low quality, repetitive temporary repairs.		Safety defects, particularly, those categorised as a priority 3 (60 day response) in terms of the new policy, will be visible for longer. This means road users may come across safety defects more often over the short term. This may have a negative impact in mobility for older people. However, it should be noted that these defects are of low risk and in the medium to long term road users should see the benefits of first time permanent repairs	

					and an improvement in the condition of the road network.
	Younger People (16-25)				
	Children (0-16)				
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women				
	Men				
	Lesbians				
	Gay Men				
<b>PREGNANCY &amp; MATERNITY</b>	Women				
<b>RELIGION &amp; BELIEF</b>	Input *				

\* 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

#### 4. 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?	Yes	The measure of the 'real' impact from this new policy will be continually monitored. It is expected that through the introduction of a risk based approach to safety inspection and repair and the opportunity to carry out first time repairs, road network condition will improve and as a result, equality groups (disabled, older people, women) will be positively impacted.		
Does the project, policy of strategy require to be amended to have a positive impact?	Not at this stage	The measure of the 'real' impact from this new policy will be continually monitored to gather evidence on the positive / negative impact of this policy		
Does a Full Impact Assessment need to undertaken?	Not at this stage	Further screening may be required following any comments from the ESCR Committee prior to submitting for approval to the CAC		
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?)				

## **5. 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

### **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.

