

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.

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1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

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

Pensioner Poverty

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

This initiative will focus on reducing poverty experienced by Glasgow's pensioners by;

- Improving take up of Attendance Allowance and Pension Credit,
- Review of the Housing Benefit and Council Tax Reduction award,
- Assessment of energy usage and reduce household bills,
- Income Maximisation,
- Supporting our most vulnerable citizens including, Housing, Repairs, Trips/Falls
- Tackling Social Isolation and Fuel Poverty.

The initiative will also assist in delivering against the Poverty Leadership Panel's Welfare Reform element of the People Make Glasgow Fairer (Tackling Poverty) Strategy for the city.

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

Latiff Mc Lean 18/01/19

d) Assessment Verified by (signed and date)

Sandra McDermott 18/01/19

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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.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <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, ➤ Age 	<p>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>
<p>Revenues and Benefits - Academy and the P-Drive</p>	<p>Age Disability</p>	<p>The number of pensioners aged 80+ in receipt of HB/CTR = *9,342 (this population breakdown shows 6413 of female pensioners 80+)</p> <p>*of this number 5,178 have been identified where they are not in receipt of Pension Credit & Attendance Allowance.</p> <p>The number of vulnerable pensioners aged</p>

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		<p>80+ who are in receipt of HB/CTR with a disabled indicator = 4,141</p> <p>Of this population the data can be interrogated to a geographic level breakdown, see below:</p> <p>North East 1498 *highest areas G32 and G21 - main tenure type Housing Associations (HA)</p> <p>North West 1229 *highest area G13 - main tenure type Owner Occupier</p> <p>South 1414 *highest areas G52 main tenure type Owner Occ and G53 main tenure type HA</p>
Affordable Warmth Dividend uptake for 2018	Age	<p>The uptake to Affordable Warmth Dividend (AWD) for 2018 was approx.12, 511 with the highest recipients within the G32, G13 and G52 vicinity.</p> <p>A further breakdown of the 12,511 Pensioners that received the AWD payment last year *6,622 were in receipt of HB/CTR. In relation to % this equates to 53% of the recipients were in receipt of HB/CTR.</p> <p>*(this population breakdown shows 4664 of female pensioners 80+)</p>
National Records of Scotland	Age Gender	The number of Pensioners aged 80+ estimated in Glasgow 22,985.
Age UK http://www.ageuk.org.uk/professional-resources-	Age	Not at this stage

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home/knowledge-hub-evidence-statistics/		
Poverty and Income Inequality in Scotland 2014-2015 http://www.gov.scot/Publications/2016/06/3468	Age Gender	Not at this stage
GCC - Revenues and Benefits Academy system for statistical information	Disability Gender Age	Not at this stage
Joseph Rowntree Foundation	Age	Not at this stage
Social Work Services Project Pilot in the North West of the City, (maximising Income among Glasgow's Older People project)	Age Gender Disability	A case study from this pilot highlighted the potential income maximisation outcome for a client's monthly income that increased by £579.02.

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	Potential positive impact on all groups		Potential disadvantage on all groups irrespective of	Women are less likely to have Private

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		irrespective of protected characteristic, where a pensioner's household income, energy usage and household bills have not been maximised.		protected characteristic, where a pensioner's household income and energy usage has already been maximised, they will experience a loss of £100 payment.	Pension & reduced State Pension - NI contribution.
	Men				
	Transgender				
RACE*	White	As above		Potential disadvantage to those for who English is not their first language. Or to anyone who cannot read or write in English in particular any commutations issued to confirm no longer receiving the £100 Affordable Warmth Dividend (AWD) payment.	
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>	Mixed or Multiple Ethnic Groups				
	Asian				
	African				
	Caribbean or Black				
	Other Ethnic Group				
<i>For example Asian includes Chinese, Pakistani and Indian etc</i>					
DISABILITY	Physical disability	As above		Potential disadvantage on all groups irrespective of protected characteristic, where a pensioner's household income and energy usage has already been maximised, they will experience a loss of £100 payment.	
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)				
	Mental Health				
	Learning Disability				
LGBT	Lesbians				
	Gay Men				
	Bisexual				

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AGE	Older People (60 +)	As above		As above	
	Younger People (16-25)	(n/a) this initiative is not aimed at working age citizens and therefore we haven't identified any negative impact to this client group.			
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women	Potential positive impact on all groups irrespective of protected characteristic, where a pensioner's household income, energy usage and household bills have not been maximised.		Potential disadvantage on all groups irrespective of protected characteristic, where a pensioner's household income and energy usage has already been maximised, they will experience a loss of £100 payment.	
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women	(n/a) this initiative is aimed at Pensioners and therefore we haven't identified any negative impact to this client group.			
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	Potential positive impact on all groups irrespective of protected characteristic, where a pensioner's household income, energy usage and household bills have not been maximised.		Potential disadvantage on all groups irrespective of protected characteristic, where a pensioner's household income and energy usage has already been maximised, they will experience a loss of £100 payment.	

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* 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?	Not at this stage			
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 recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)	tbc	tbc	Financial Inclusion Team	tbc

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.