

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

Barras Public Realm Project (Phase 1 and 2)
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b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The Barras Public Realm project is part of the Calton Barras Action Plan (GCC, 2012), which focuses on the physical regeneration of the Calton Barras area in recognition of the challenges it faces and its strategic importance to the City. The investments aim to create a healthier and more sustainable neighbourhood adjacent to the City Centre by promoting a place-making approach that considers streets as 'spaces' and enhances connectivity. As part of this, the Barras Masterplan (commissioned to identify actions to improve the quality of the streets within, and immediately around, the Barras through community engagement) recommended a number of interventions to reduce the dominance of vehicular traffic including: road narrowing at entrances to the market area; improved junctions; wider footways; enhanced cycling infrastructure; upgraded street surfaces and lighting; and the introduction of flexible, safe, pedestrian friendly spaces.

The Barras Public Realm Phase 2 project continues from Phase 1 (now on site) and looks specifically at reconnecting the Barras to the City Centre and rebalancing priorities through, for example: reducing traffic speeds and the dominance of vehicular traffic; prioritising pedestrians and cyclists and; increasing footfall and travel choice. In order to achieve this, the project objectives can be defined as follows:

1. TO UNDERTAKE IMPROVEMENTS TO KEY JUNCTIONS: This involves the introduction of a signalised junction at Gallowgate/ Spoutmouth/Moir Street and junction realignment at two locations on London Road to improve pedestrian/cyclist navigation, promote travel choice and enhance safety.

2. TO INTRODUCE TRAFFIC CALMING ON LONDON ROAD AND GALLOWGATE: This includes the introduction of 20mph zones, carriageway narrowing, and the extension of footways outside Barrowland Ballroom to enhance the pedestrian/cyclist environment.

3. TO DELIVER LOCALLY IDENTIFIED ACTIONS: Phase 1 and Phase 2 combined will deliver actions that meet the aspirations and needs of local stakeholders as identified through extensive community engagement (Living Streets; Calton ADF, Barras Masterplan).

4. TO CREATE A SENSE OF PLACE: The installation of feature lighting to railway bridges on Gallowgate and London Road will enhance gateways and increase safety; whilst the introduction of high quality footways in the Barras, on key routes and outside Barrowland Ballroom and the creation of a parklet with tree-planting and replacement benches to the north of Gallowgate will provide interest and enhance the identity of the area.

5. TO PROMOTE STREETS AS SPACES: Both Phase 1 and Phase 2 will result in the creation of accessible, safe, easy-to-navigate, flexible and attractive streets by raising the quality of footways through resurfacing and widening where appropriate, the installation of new granite pavements and kerbs, upgrading lighting and introducing CCTV. Together these actions aim to enhance the appearance of the area, increase footfall and encourage people to walk, cycle and to spend time there.

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

Lindsay Pratt 14/11/2018

d) Assessment Verified by (signed and date)

Michael Ward 14/11/2018

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>Background Documents/Studies/Consultations</p> <p>East End Local Development Strategy (GCC, 2008)</p> <p>Living Streets Calton Community Street Audit (Living Streets, 2011)</p> <p>Unlocking the Potential, Calton Community Street Audit Report (Living Streets, 2011)</p> <p>Calton Area Development Framework Consultation, 2012</p> <p>Calton Area Development Framework (GCC, 2012)</p> <p>Calton Barras Action Plan (GCC, 2012)</p>	<p>All</p> <p>All</p> <p>All</p> <p>All</p> <p>All</p> <p>All</p>	<p>Public consultation and engagement was an essential and integral part of preparing the background documents and took part at various stages. There were also separate consultations on the proposed design for Barras Public Realm Phase 1 and 2.</p> <p>These consultations provided the opportunity for members of the public, public agencies, the private sector and other stakeholders to make their views known and to influence the shape of strategies, objectives and projects.</p> <p>The following have been recurrent themes</p>

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<p>Barras Masterplan (WMUD, 2016)</p> <p>Consultation on Proposed Design (Barras Public Realm Phase 1), December 2016</p> <p>Consultation on Proposed Design (Barras Public Realm Phase 2), December 2017</p> <p>.</p>	<p>All</p> <p>All</p> <p>All</p>	<p>across all the consultations:</p> <ul style="list-style-type: none"> • The need to create a more attractive environment and support increased footfall • The need to address actual and perceived barriers to walking and to enhance safety. • The need to improve connectivity and, in particular, links to the city centre • The need to remove the dominance of vehicular traffic.
<p>Barras Public Realm Phase 2 Survey</p> <p>A survey was undertaken in 2017 to inform Barras Public Realm Phase 2 and to provide recommendations on: road narrowing/wider footways at junctions and entrances; improved pedestrian and cycle facilities at junctions (particularly Moir Street/Gallowgate) and other traffic calming measures.</p> <p>Source: Peter Brett Associates, Calton Barras Surveys, 19/07/2017</p>	<p>Respondent Demographic</p> <p>There were 100 respondents in total; 50 on each day (Thursday and Saturday). A reasonable split between male and female (44 to 53) and across the age ranges, though fewer females over 60 (only 4). Nine of the respondents had some form of mobility impairment / disability including eyesight, hearing, pushing a pram, speech impairments or a walking stick.</p>	<p>Survey Findings:</p> <p>With regard to Ease of Crossing, the largest group (38) said they find it quite difficult to cross the road at the location they chose to cross. The next highest group (36) said they find it easy enough and a further 9 quite easy. Only 2 respondents said they avoid crossing at the locations they used if possible.</p> <p>The following number of respondents provided more information relating to:</p> <p>Reason for difficulty crossing – 56 respondents with common reasons:</p> <ul style="list-style-type: none"> • Speed and/or volume of cars • Complexity of movements of cars/ not knowing where they will come from • Blind spots / crossing not well located • Cars given priority <p>What they would like changed to improve crossing – 95 respondents with common reasons:</p> <ul style="list-style-type: none"> • More traffic lights / pedestrian crossings /

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		<p>zebra crossings</p> <ul style="list-style-type: none"> • Changes to parking restrictions • Speed cameras / speed limit / speed reduction <p>What makes it feel safe/unsafe to cross - 52 respondents with common reasons:</p> <ul style="list-style-type: none"> • Generally, the same as for the reasons for difficulty in crossing.
<p>Barras Public Realm Phase 2 Statutory Consultation</p> <p>The project was subject to a statutory consultation exercise relating to the promotion of the TRO for a 20MPH zone</p>	<p>All - There is a universal right of objection to any proposed traffic regulation order.</p>	
<p>Targeted Consultations</p> <p>Following an application to the Sustrans Community Links programme for Barras Public Realm Phase 2, a Technical Site Visit took place in October 2018 specifically to look at the proposal for the Charlotte Street/ London Road junction (Barras Public Realm Phase 2).</p> <p>Following the Technical Site Visit, RNIB was contacted directly for their views in relation to the Charlotte Street/London Road junction as it introduces a small section of shared space and doesn't allow for separation between pedestrians and cyclists.</p> <p>GCC Access Officer was contacted directly for views in relation to the Charlotte Street/London Road junction.</p>	<p>All</p> <p>Disability Sensory Impairment</p> <p>All</p>	<p>Comments were generally positive.</p> <p>In relation to the specific junction, RNIB commented that, as it increases shared space and doesn't allow for separation between pedestrians and cyclists, it doesn't add to accessibility.</p> <p>The GCC Access Officer made the following comments after discussing the technical details with LES:</p> <ol style="list-style-type: none"> 1. Concern that cyclists approaching the junction from Glasgow Green/ Monteith Row may not realise that they have to join the cycle lane on London Road to make

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		<p>the right turn into the northern section of Charlotte Street. However, the suggestion that signage/path markings are used to clarify this for the first six months after the junction goes seems a reasonable way of addressing this issue.</p> <p><i>NB: GCC LES also advised that the studs on the carriageway indicate the limit of pedestrian/cyclist crossing area and that additional permanent signage or markings could advise of no right turn.</i></p> <p>2. The tactile paving layout in the open area of public realm seems likely to cause more confusion to blind and partially-sighted people than actually assisting them to use the crossing safely.</p>
<p>Demographics</p> <p>In term of protected characteristic at Ward level, the following is of note:</p> <p>Calton Ward</p> <p>Age</p> <ul style="list-style-type: none"> • Approx.15% of residents are under 16. <p>Long Term Health Conditions/Disability</p> <ul style="list-style-type: none"> • 33% of residents claim to have one or more long term health conditions, out of which 10% claim to have a physical disability, 8% a mental health condition and 3% blindness or partial sight loss. <p>Source: National Records of Scotland - 2011 Census - Crown Copyright Reserved</p> <p>Calton and Bridgeton Neighbourhood</p>		

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<p>In terms of protected characteristics at Neighbourhood level, the following is of note:</p> <p>Calton and Bridgeton Neighbourhood Profile</p> <ul style="list-style-type: none"> • Households with one or more car 36% (difference from Glasgow -27%) • People from an ethnic minority 12.1% (difference from Glasgow +5%) <p>Source: Understanding Glasgow</p> <p>Calton Bridgeton Neighbourhood (GCC)</p> <ul style="list-style-type: none"> • Population 14,173 Age 0 to 15 12.3% Age 16 to 29 30.3% Age 30 to 44 24.2% Age 45 to 64 20.0% Age 65+ 13.2% • BME (954) 6.7% • Other White (984) 6.9% <p>Source: GCC Briefing Paper People and Households in Glasgow 30 August 2012 on the results, for Glasgow, of the 2010-base population projections prepared by National Records of Scotland (NRS).</p>		
<p>Research</p> <p>Living Streets - Overcoming barriers and identifying opportunities for everyday walking for disabled people</p> <p>Glasgow City Council's Equality Impact Assessment Evidence Matrix</p> <p>Scottish Government : Equality Outcomes : Disability Evidence review</p>	<p>Disability</p> <p>All</p> <p>All</p>	

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Scottish Government : Equality Outcomes : Ethnicity Evidence review	Disability	
Scottish Government : Equality Outcomes : Age Evidence review	Ethnicity	
Scottish Government : Scottish Crime and Justice Survey 2014 - 15	Age	
	All	

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	<p>The decline of the Barras market as a retail destination and visitor attraction has led to illicit trading and anti-social behaviour in the area.</p> <p>Personal safety is a matter of continuing concern and this relates to the physical environment as well as actual crime and anti-social behaviour.</p> <p>Scottish Crime and Justice Survey indicate that women feel less safe than men when walking alone after dark.</p> <p>The proposed public realm improvements aim to create a safer environment for all users. Specifically, the introduction of improved lighting, wider pavements,</p>			Impact is considered to be generally positive – therefore no change required.

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		<p>CCTV and the removal of clutter are considered to improve visibility, which in turn will impact on how confident women feel in this environment.</p> <p>The proposed 20mph speed and junction improvements aim to effect a shift by slowing vehicular traffic and prioritising pedestrians.</p>			
	Men	<p>Scottish Crime and Justice Survey indicate that men are more likely to be a victim of crime with men in the 16 – 24 age group particularly vulnerable. Therefore a positive impact for men is expected from an improved and safer environment.</p> <p>The proposed 20mph speed and junction improvements aim to effect a shift by slowing vehicular traffic and prioritising pedestrians.</p>			Impact is considered to be generally positive – therefore no change required.
	Transgender	<p>Stonewall Scotland commissioned a survey research involving 1,000 LGB&T people in Scotland to establish experiences</p>			Impact is considered to be generally positive – therefore no change required.

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		<p>and expectation of accessing key public & local services. It found that 35% of transgender people have had a negative experience when using parks and open spaces which they felt was related to their gender identity. Source: Stonewall Scotland</p> <p>The improvements to key streets in and around the Barras through the introduction of wider pavements, CCTV, improved lighting and reduced traffic dominance, will create a safer and more attractive environment. This will have a positive impact on personal safety and help remove perceived barriers, such as fear of crime.</p>			
RACE*	White				Impact is considered to be neutral – therefore no change required at this stage.
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>	Mixed or Multiple Ethnic Groups	Scottish Government research indicates that perceived lack of personal safety and security was an issue for some ethnic minorities. Therefore			Impact is considered to be generally positive – therefore no change required.

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<p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>		<p>some ethnic groups are likely to experience a positive impact from an improved and safer environment.</p> <p>Demographic information indicates that the resident population in the area has a significantly higher proportion of BME and other white residents compared to the city as a whole. In addition, research also indicates that some BME groups have less access to a car and rely more on public transport.</p> <p>Therefore BME residents are likely to experience a positive impact from improved pedestrian and cycle environment.</p>			
	Asian	<p>As above</p> <p>In addition, a 2016 survey found that although generally people believed it was fairly safe to walk alone in the wider east end after dark, The <i>Asian/Asian British</i> grouping included the highest proportion of people who considered walking alone after</p>			<p>Impact is considered to be generally positive – therefore no change required.</p>

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		<p>dark <i>very unsafe</i> (14%). The proposed environmental improvements are considered to positively address the perceived safety of the area.</p> <p>Source: http://www.gowellonline.com/assets/0000/3868/GoWell_East_Equalities_Report_Ethnicity.pdf</p>			
	African	As above			Impact is considered to be generally positive – therefore no change required.
	Caribbean or Black	As above			Impact is considered to be generally positive – therefore no change required.
	Other Ethnic Group	As above			Impact is considered to be generally positive – therefore no change required.
DISABILITY	Physical disability	<p>Introduction of dropped kerbs across side roads on London Road and Gallowgate will have a positive impact for those using wheelchairs and mobility scooters.</p> <p>The introduction of a 20mph speed limit on London Road and Gallowgate will help create a low speed</p>			Impact is considered to be generally positive – therefore no change required.

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		<p>environment and have a positive impact on all users.</p> <p>Wider pavements and the reduction of carriageways at side streets leading to Gallowgate and London Road and also outside Barrowland Ballroom will reduce crossing distances. This will have a positive impact for people with reduced mobility.</p> <p>The proposed design for the junction at Charlotte Street/London Road aims to create a more coherent junction which is easier and safer for pedestrians to navigate. By adopting a shared cycle/ pedestrian phase at the crossing, there will be a reduced waiting time to cross, enhancing safety for all users.</p> <p>Introduction of controlled crossing at Gallowgate/Moir Street will have a positive impact at this junction which is not currently signalised, has no</p>			
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		pedestrian priority and lacks legibility.			
<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	<p>Sensory Impairment (sight, hearing,)</p>	<p>Introduction of controlled crossing at Gallowgate Moir Street will have a positive impact at this junction which is currently unsignalised, has no pedestrian priority and lacks legibility.</p> <p>The Charlotte Street London Road junction will provide a more direct east-west route following the pedestrian desire line with tactile paving in the footway and have a positive impact in terms of legibility.</p>		<p>Consultation with RNIB suggested the proposed introduction of a shared pedestrian cyclist crossing at Charlotte Street/London Road and an additional area of shared space to the west could impact on people with visual impairments and would not add to accessibility.</p> <p>In order to address this the following measures have been proposed:</p> <ul style="list-style-type: none"> • Stop markings together with new buff concrete corduroy tactile paving in Cycleway 400 x 400mm to alert cyclist to the end of the marked cycle route. • A kerb build-out to shorten the Charlotte Street crossing. • Further signage/ markings to ensure cyclists are aware of the area of shared space. 	<p>The proposal for the junction at Charlotte Street/London Road includes a small section (around 5 metres) of shared pavement space (shared between cyclists and pedestrians) and a clear, signalised, controlled crossing for both pedestrians and cyclists. Tactile paving will be included at crossings extending to the edge of the pavement and kerbs will be retained. This could create conflict between pedestrians and cyclists.</p> <p>Cyclists may merge on this area from a marked cycle route on the area of open space, however it should be noted that the current arrangement on the open space to the east of the crossing will not be changed.</p> <p>Options for segregation have been considered however could only be achieved by creating a less direct route for pedestrians which in turn would have a negative impact on other</p>

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					users.
	Mental Health	<p>A key aim of the project is to encourage walking and cycling and to enhance the perception and appearance of the area to help create a healthy, sustainable neighbourhood. This, in turn, can have a positive impact on mental health and wellbeing.</p> <p>Improvements to the perceptions of safety together with an increase in legibility and lower traffic speeds are also considered to have a positive impact.</p>			Impact is considered to be generally positive – therefore no change required.
	Learning Disability	<p>Improvements to the perceptions of safety together with an increase in legibility and lower traffic speeds are considered to have a positive impact.</p>			Impact is considered to be generally positive – therefore no change required.
LGBT	Lesbians	<p>The improvements to key streets in and around the Barras through the introduction of wider pavements, CCTV, improved lighting and reduced traffic dominance, will create a safer and more</p>			Impact is considered to be generally positive – therefore no change required.

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		attractive environment. This will have a positive impact on personal safety and help remove perceived barriers, such as fear of crime.			
	Gay Men	As above			Impact is considered to be generally positive – therefore no change required.
	Bisexual	As Above			Impact is considered to be generally positive – therefore no change required.
AGE	Older People (60 +)	<p>Older people often live alone in the community and are less likely to have access to private transport, the provision of an accessible urban environment and removing the barriers and structures that prevent older people from living actively are considered essential to promote social inclusion and mobility.</p> <p>Older people can experience reduced mobility and be more likely to rely on mobility aids such as motorized scooters and walking aids as they age. Therefore a positive impact is expected for older people from accessibility</p>		<p>The proposed introduction of a shared pedestrian cyclist crossing at Charlotte Street/London Road and an additional area of shared space to the west could impact on older people particularly those experiencing reduced mobility and using mobility aids.</p> <p>Concerns relating to collision with cyclists and pedestrians could potentially impact more on older people, particularly those with mobility issues.</p> <p>In order to address this the following measures have been proposed:</p> <ul style="list-style-type: none"> • Stop markings together with new buff concrete corduroy tactile paving in Cycleway 400 x 400mm to alert cyclist to the end of 	<p>Impact is considered to be generally positive – therefore no change required.</p> <p>The proposal for the junction at Charlotte Street/London Road includes a small section (around 5 metres) of shared pavement space (shared between cyclists and pedestrians) and a clear, signalised, controlled crossing for both pedestrians and cyclists. This could create conflict between pedestrians and cyclists.</p> <p>Cyclists may merge on this area from a marked cycle route on the area of open space, however it should be noted that the current arrangement</p>

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		<p>improvements such as dropped kerbs and shorter/more direct crossings.</p> <p>The introduction of signalised crossings at the junction of Gallowgate/Bain Street is considered have a positive impact on the legibility of this junction helping to create a safer environment for older people.</p>		<p>the marked cycle route.</p> <ul style="list-style-type: none"> • A kerb build-out to shorten the Charlotte Street crossing. • Further signage/ markings to ensure cyclists are aware of the area of shared space. 	<p>on the open space to the east of the crossing will not be changed.</p> <p>Options for segregation have been considered however could only be achieved by creating a less direct route for pedestrians which in turn would have a negative impact on other users.</p>
	Younger People (16-25)	<p>The introduction of signalised crossings at the junction of Gallowgate/Bain Street is considered have a positive impact on the legibility of this junction for children and younger people, helping to create a safer environment.</p>			<p>Impact is considered to be positive – therefore no change required.</p>
	Children (0-16)	<p>As above</p>			<p>Impact is considered to be generally positive – therefore no change required.</p>
MARRIAGE & CIVIL PARTNERSHIP	Women				<p>Impact is considered to be neutral – therefore no change required at this stage.</p>
	Men				<p>Impact is considered to be neutral – therefore no change required at this stage.</p>
	Lesbians				<p>Impact is considered to be neutral – therefore no change required at this</p>

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					stage.
	Gay Men				Impact is considered to be neutral – therefore no change required at this stage.
PREGNANCY & MATERNITY	Women	Mobility may be an issue for some women particularly in the later stages of pregnancy. In addition, accessibility issues will also affect those with prams or buggies. The proposed introduction of dropped kerbs across side roads on London Road and Gallowgate, together with a low speed environment which prioritises pedestrians is considered to have a positive impact for pregnant women and for parents/carers.			Impact is considered to be positive – therefore no change required.
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				Impact is considered to be neutral – therefore no change required at this stage.

* 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?	Not at this stage.	The requirement for further assessment will be considered as the project progresses.		
Does the project, policy or strategy require to be amended to have a positive impact?	Yes	<p>In order to enhance the positive impact for all users the following amendments are proposed:</p> <ul style="list-style-type: none"> • Stop markings together with new buff concrete corduroy tactile paving in Cycleway 400 x 400mm to alert cyclist to the end of the marked cycle route. • A kerb build-out to shorten the Charlotte Street crossing. • Further signage/ markings to ensure cyclists are aware of the area of shared space 	<p>Lindsay Pratt DRS GCC David Sharpe LES GCC</p> <p>To be instructed at next meeting of the DRS/LES Barras Public Realm Phase 2 Working Group.</p>	Revision of proposed scheme prior to procurement (by end March 2019).
Does a Full Impact Assessment need to be undertaken?	Not at this stage.	The requirement for further assessment will be considered as the project progresses.		
If none of the above is required, please recommend the next steps to be taken.		Further communication with RNIB advising of amendments to design.	Lindsay Pratt DRS GCC	

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(i.e. is there a strategic group that can monitor any future impacts as part of implementation?)			DRS/LES Barras Public Realm Phase 2 Working Group to review any further communication.	
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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)

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.